

REPORTING PERIOD: 01/01/2023 to 12/31/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Voting Statistics

	Total	Percent
Votable Meetings	126	
Meetings Voted	119	94.44%
Meetings with One or More Votes Against Management	66	52.38%
Votable Ballots	142	
Ballots Voted	123	86.62%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Manageme	nt Proposals	Shareholder	Proposals	All Proposals		
	Total	Percent	Total	Percent	Total	Percent	
Votable Proposals	1959		87		2046		
Proposals Voted	1872	95.56%	87	100.00%	1959	95.75%	
FOR Votes	1736	88.62%	59	67.82%	1795	87.73%	
AGAINST Votes	94	4.80%	28	32.18%	122	5.96%	
ABSTAIN Votes	3	0.15%	0	0.00%	3	0.15%	
WITHHOLD Votes	1	0.05%	0	0.00%	1	0.05%	
Votes WITH Management	1774	90.56%	29	33.33%	1803	88.12%	
Votes AGAINST Management	98	5.00%	58	66.67%	156	7.62%	
Significant Votes	0	0.00%	0	0.00%	0	0.00%	

Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.

Proposal Statistics

	Vota Prope		Propo Vot		Manage Propo		Shareh Propo		Votes Against Management		Significant Votes	
	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
Audit Related	106	5.18%	94	4.59%	106	5.18%	0	0.00%	1	0.05%	0	0.00%
Capitalization	177	8.65%	174	8.50%	177	8.65%	0	0.00%	8	0.39%	0	0.00%
Company Articles	101	4.94%	98	4.79%	100	4.89%	1	0.05%	1	0.05%	0	0.00%
Compensation	302	14.76%	298	14.57%	294	14.37%	8	0.39%	28	1.37%	0	0.00%
Corporate Governance	6	0.29%	6	0.29%	0	0.00%	6	0.29%	5	0.24%	0	0.00%
Director Election	884	43.21%	858	41.94%	882	43.11%	2	0.10%	48	2.35%	0	0.00%
Director Related	191	9.34%	166	8.11%	181	8.85%	10	0.49%	15	0.73%	0	0.00%
E&S Blended	14	0.68%	14	0.68%	2	0.10%	12	0.59%	1	0.05%	0	0.00%
Environmental	12	0.59%	12	0.59%	3	0.15%	9	0.44%	8	0.39%	0	0.00%
Miscellaneous	7	0.34%	6	0.29%	4	0.20%	3	0.15%	3	0.15%	0	0.00%
Mutual Funds	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Research	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Non-Routine Business	6	0.29%	6	0.29%	6	0.29%	0	0.00%	1	0.05%	0	0.00%
Routine Business	186	9.09%	173	8.46%	186	9.09%	0	0.00%	9	0.44%	0	0.00%
Social	39	1.91%	39	1.91%	3	0.15%	36	1.76%	27	1.32%	0	0.00%
Strategic Transactions	7	0.34%	7	0.34%	7	0.34%	0	0.00%	1	0.05%	0	0.00%
Takeover Related	8	0.39%	8	0.39%	8	0.39%	0	0.00%	0	0.00%	0	0.00%
Total	2046	100.00%	1959	95.75%	1959	95.75%	87	4.25%	156	7.62%	0	0.00%

Becton, Dickinson and Company

Meeting Date: 01/24/2023 **Record Date:** 12/05/2022

Country: USA

Meeting Type: Annual

Primary CUSIP: 075887109

Ticker: BDX

Meeting ID: 1705215

Primary ISIN: US0758871091

Proxy Level: 3

Primary SEDOL: 2087807

Earliest Cutoff Date: 01/23/2023

Votable Shares: 710

Primary Security ID: 075887109

Total Ballots: 1 *Shares on Loan: 0 Voting Policy: Sustainability Shares Instructed: 710

Additional Policy: Shares Voted: 710

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director William M. Brown	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.2		Elect Director Catherine M. Burzik	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.3		Elect Director Carrie L. Byington	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.4		Elect Director R. Andrew Eckert	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.5		Elect Director Claire M. Fraser	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.6		Elect Director Jeffrey W. Henderson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.7		Elect Director Christopher Jones	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.8		Elect Director Marshall O. Larsen	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.9		Elect Director Thomas E. Polen	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.10		Elect Director Timothy M. Ring	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								

Becton, Dickinson and Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.11		Elect Director Bertram L. Scott	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is I	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al to ratify the	auditor is w	arranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the audi	itor is warrar	nted.							
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposereview.	sal is warranted	d as pay and	performance	e were reaso	nably aligned	for the year	in			
		Blended Rationale: A vote FOR this proposal is review.	warranted as p	pay and perf	ormance we	re reasonably	v aligned for th	he year in				
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					,	n-pay votes a	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho	,		•		, , ,	votes are				
5		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Based on the Equity Pl	an Scorecard e	valuation (E	PSC), a vote	FOR this pro	pposal is warra	nted.				
		Blended Rationale: Based on the Equity Plan So	corecard evalua	ation (EPSC),	a vote FOR	this proposa	al is warranted	•				
6		Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this item is arrangements, the current agreements will not shareholder approval of a new or renewed seve	be affected, a	nd the propo	sal offers fle	exibility as to	when the boa					
		Blended Rationale: A vote FOR this item is war the current agreements will not be affected, an approval of a new or renewed severance arran	nd the proposal	offers flexib	ility as to wl	hen the board						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		710	710
Sustainable bulanced, anassigned			01/03/2023	01/03/2023			
					Total Shares:	710	710

Warehouses De Pauw SCA

Meeting Date: 02/02/2023Country: BelgiumTicker: WDPProxy Level: N/A

Record Date: 01/19/2023 **Meeting Type:** Extraordinary **Meeting ID:** 1707954

Primary Security ID: B9T59Z100 Primary CUSIP: B9T59Z100 Primary ISIN: BE0974349814 Primary SEDOL: BK8VQD9

Warehouses De Pauw SCA

Total Ballots: 1

Earliest Cutoff Date: 01/25/2023

Shares Voted: 9.710 Votable Shares: 9.710 *Shares on Loan: 0 Shares Instructed: 9.710 **Additional** Voting Vote Vote Vote **Proposal** Significant Votable Mgmt Policy Policy Vote Against Against Against Number Vote Proposal Text Proponent Proposal Rec ISS Rec Rec Rec Instruction Mgmt Policy ISS Extraordinary Shareholders' Meeting No Mgmt Receive Special Board Report Re: A.1 Mgmt No Renewal of Authorized Capital Voting Policy Rationale: This is a non-voting item. Blended Rationale: This is a non-voting item. A.2.I Authorize Increase in Share Capital of Mgmt Yes For For For For No No No up to 50 Percent of Authorized Capital With Preemptive Rights by Cash Contributions Voting Policy Rationale: A vote FOR these items is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital. Blended Rationale: A vote FOR these items is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital. A2II Authorize Increase in Share Capital of Mgmt Yes For For For For No No No up to 50 Percent of Authorized Capital by Optional Dividend Voting Policy Rationale: A vote FOR these items is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital. Blended Rationale: A vote FOR these items is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital. A2III Authorize Increase in Share Capital of For For For For No Mamt Yes No No up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Voting Policy Rationale: A vote FOR these items is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital. Blended Rationale: A vote FOR these items is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital. Authorize Share Repurchase Program Yes For For For For Nο Nο Nο Mamt and Reissuance of Repurchased Shares Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards; * The authorization would allow Warehouses de Pauw to repurchase 10 percent of the outstanding share capital. Blended Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards; * The authorization would allow Warehouses de Pauw to repurchase 10 percent of the outstanding share capital.

Voting Policy: Sustainability

Additional Policy:

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Warehouses De Pauw SCA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
С		Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante the implementation of items approved by the si			ns a routine	legal proced	ure and will au	ıthorize only				
		Blended Rationale: A vote FOR is warranted, as implementation of items approved by the share			routine legal	procedure a	and will author	ize only the				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		9,710	9,710
Sustainable balanced, andssigned			01/10/2023	01/10/2023			
					Total Shares:	9,710	9,710

Orsted A/S

Record D	Date: 03/07/2 Pate: 02/28/20 Security ID:	023	Country: Denmark Meeting Type: Ann Primary CUSIP: K7	g Type: Annual			DRSTED ID: 1697664 ISIN: DK006			Proxy Level	•	5L4	
	utoff Date: 02/2	27/2023	Total Ballots: 1 *Shares on Loan: 0				licy: Sustainat			Additional Policy: Shares Voted: 1,170			
Proposal Number	Significant Vote	Proposal Text	"Shares on Loan: 0	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive Report of Bo	pard	Mgmt	No								
		Voting Policy Rationa	le: This is a routine, n	on-voting item.									
		Blended Rationale: T	his is a routine, non-ve	oting item.									
2		Accept Financial Stat Statutory Reports	tements and	Mgmt	Yes	For	For		For	For	No	No	No
			ole: A vote FOR the apport		ial accounts	is warranted	due to a lac	k of concern r	egarding th	e		-	
			vote FOR the approve or audit procedures use		ccounts is wa	arranted due	to a lack of	concern regard	ding the			-	
3		Approve Remunerati (Advisory Vote)	ion Report	Mgmt	Yes	For	For		For	For	No	No	No
		- ,	ele: A vote FOR this ite good European execu			roposed ren	nuneration re	port is well des	scribed and	,		-	
			vote FOR this item is opean executive remu		se the propos	sed remunei	ration report	is well describe	ed and does	s not			
4		Approve Discharge o	of Management	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa not fulfilled their fidu	ele: A vote FOR this processory duties.	oposal is warrante	ed as there is	no evidenc	e that the bo	ard or the mai	nagement h	ave			
		Blended Rationale: A fulfilled their fiduciary	vote FOR this propose y duties.	al is warranted as	there is no e	evidence tha	t the board o	or the manage	ment have i	not		-	

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Orsted A/S

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Approve Allocation of Income and Dividends of DKK 13.5 Per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this income the company's dividend policy.	allocation pro	oposal is war	rranted beca	ause the prop	oosed dividena	' is in line wit	th			
		Blended Rationale: A vote FOR this income allow company's dividend policy.	cation proposa	al is warrante	ed because	the proposed	d dividend is in	line with the	9			
6.1		Fix Number of Directors at Eight	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos board.	al is warranted	d because of	f a lack of co	ontroversy co	oncerning the s	size of the				
		Blended Rationale: A vote FOR this proposal is	warranted bed	cause of a la	ck of contro	versy concern	ning the size o	of the board.				
6.2		Reelect Thomas Thune Andersen (Chair) as Director	Mgmt	Yes	For	For		Abstain	Abstain	Yes	No	Yes
		Voting Policy Rationale: A vote ABSTAIN for inc diversity on the board. Votes FOR the remaining		-		Thomas Ande	ersen is warrar	nted for lack	of			
		Blended Rationale: A vote ABSTAIN for incumbe diversity on the board. Votes FOR the remaining	-			as Andersen	is warranted i	for lack of				
6.3		Reelect Lene Skole (Vice Chair) as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote ABSTAIN for inc diversity on the board. Votes FOR the remaining		_		Thomas Ande	ersen is warrar	nted for lack	of			
		Blended Rationale: A vote ABSTAIN for incumbed diversity on the board. Votes FOR the remaining	-			as Andersen	is warranted i	for lack of				
6.4a		Reelect Jorgen Kildah as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote ABSTAIN for inc diversity on the board. Votes FOR the remaining				Thomas Ande	ersen is warrar	nted for lack	of			
		Blended Rationale: A vote ABSTAIN for incumbed diversity on the board. Votes FOR the remaining	-			as Andersen	is warranted i	for lack of				
6.4b		Reelect Peter Korsholm as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote ABSTAIN for inc diversity on the board. Votes FOR the remaining		_		Thomas Ande	ersen is warran	nted for lack	of			
		Blended Rationale: A vote ABSTAIN for incumbe diversity on the board. Votes FOR the remaining	-			as Andersen	is warranted t	for lack of				
6.4c		Reelect Dieter Wimmer as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote ABSTAIN for inc diversity on the board. Votes FOR the remaining		_		Thomas Ande	ersen is warran	nted for lack	of			
		Blended Rationale: A vote ABSTAIN for incumbe diversity on the board. Votes FOR the remaining	_			as Andersen	is warranted t	for lack of				
6.4d		Reelect Julia King as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote ABSTAIN for inc diversity on the board. Votes FOR the remaining		-		Thomas Ande	ersen is warran	nted for lack	of			
		Blended Rationale: A vote ABSTAIN for incumbe diversity on the board. Votes FOR the remaining	_	•		as Andersen	is warranted i	for lack of				
6.4e		Elect Annica Bresky as New Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote ABSTAIN for inc diversity on the board. Votes FOR the remaining		_		Thomas Ande	ersen is warran	ted for lack	of			
		Blended Rationale: A vote ABSTAIN for incumbe diversity on the board. Votes FOR the remaining	-			as Andersen	is warranted i	for lack of				

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Orsted A/S

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6.4f		Elect Andrew Brown as New Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote ABSTAIN for inc diversity on the board. Votes FOR the remaining		-		homas Ander	rsen is warrant	ted for lack o	of			
		Blended Rationale: A vote ABSTAIN for incumbed diversity on the board. Votes FOR the remaining	-			as Andersen i	is warranted fo	or lack of				
7		Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Deputy Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remuni proposed fees.	eration propos	al is warrant	ed because	of a lack of c	oncern regard	ling the				
		Blended Rationale: A vote FOR this remuneration fees.	on proposal is	warranted be	ecause of a l	lack of conce	rn regarding t	he proposed	,			
8		Ratify PricewaterhouseCoopers as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed because the	re are no col	ncerns regar	ding this pro	posal.					
		Blended Rationale: A vote FOR is warranted be	cause there ar	re no concern	s regarding	this proposa	l.					
9		Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this formalia adopted resolutions.	ity is warrante	d as it will no	ot have any i	impact on the	e material con	tent of the				
		Blended Rationale: A vote FOR this formality is resolutions.	warranted as	it will not ha	ve any impa	ct on the ma	terial content o	of the adopte	ed			
10		Other Business	Mgmt	No								
		Voting Policy Rationale: This is a routine, non-v	oting item.									
		Blended Rationale: This is a routine, non-voting	item.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,170	1,170
Sastamable balanced, unassigned			02/15/2023	02/15/2023			
					Total Shares:	1,170	1,170

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/16/2023Country: SpainTicker: BBVAProxy Level: N/ARecord Date: 03/12/2023Meeting Type: AnnualMeeting ID: 1714113

Primary Security ID: E11805103 **Primary CUSIP:** E11805103 **Primary ISIN:** ES0113211835 **Primary SEDOL:** 5501906

Banco Bilbao Vizcaya Argentaria SA

 Earliest Cutoff Date: 03/13/2023
 Total Ballots: 1
 Voting Policy: Sustainability
 Additional Policy:

 Votable Shares: 43,987
 *Shares on Loan: 0
 Shares Instructed: 43,987
 Shares Voted: 43,987

votable 3i	13,307	Shares on Loan. o			Silai es 11	istructeu. 15,	507		Silares votet	13,507		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Approve Consolidated and Standalone Financial Statements	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item procedures used.	is warranted du	ue to a lack o	of concern r	egarding the	accounts pres	ented or aud	lit			
		Blended Rationale: A vote FOR this item is we procedures used.	arranted due to	a lack of col	ncern regard	ding the acco	unts presented	d or audit				
1.2		Approve Non-Financial Information Statement	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item reported by the company.	is warranted du	ue to a lack o	of specific co	oncern about	the non-finan	cial informati	ion		_	
		Blended Rationale: A vote FOR this item is we reported by the company.	arranted due to	a lack of spe	ecific concei	n about the i	non-financial ii	nformation				
1.3		Approve Allocation of Income and Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this incomproposed dividend.	me allocation pr	roposal is wa	rranted due	to a lack of o	controversy su	rrounding th	e			
		Blended Rationale: A vote FOR this income as proposed dividend.	llocation propos	sal is warrant	ed due to a	lack of contro	oversy surroui	nding the			-	
1.4		Approve Discharge of Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this reson not fulfilled their fiduciary duties in FY2022. I concern, although there is no evidence that t	or the fifth con	secutive year	r, the spying	g probe (Cen)	vt case) remail	-				
		Blended Rationale: A vote FOR this resolution fulfilled their fiduciary duties in FY2022. For t concern, although there is no evidence that t	he fifth consecu	itive year, th	e spying pro	obe (Cenyt ca	ase) remains a		not			
2.1		Reelect Raul Catarino Galamba de Oliveira as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR Items 2 director nominees. A vote FOR the re-election with the 50 percent independence guideline in	of NI-NED Car	rlos Salazar u	ınder Item 2	2.4 is warrant						
		Blended Rationale: A vote FOR Items 2.1-2.3 nominees. A vote FOR the re-election of NI-N percent independence guideline for Spain-inc	IED Carlos Salaz	zar under Ite	m 2.4 is wa							
2.2		Reelect Lourdes Maiz Carro as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR Items 2 director nominees. A vote FOR the re-election with the 50 percent independence guideline in	of NI-NED Car	rlos Salazar u	ınder Item 2	2.4 is warrant						
		Blended Rationale: A vote FOR Items 2.1-2.3 nominees. A vote FOR the re-election of NI-N percent independence guideline for Spain-inc	IED Carlos Salaz	zar under Ite	m 2.4 is wa		-					
2.3		Reelect Ana Leonor Revenga Shanklin as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR Items 2 director nominees. A vote FOR the re-election with the 50 percent independence guideline in	of NI-NED Car	rlos Salazar u	ınder Item 2	2.4 is warrant						
		Blended Rationale: A vote FOR Items 2.1-2.3 nominees. A vote FOR the re-election of NI-N percent independence guideline for Spain-inc	IED Carlos Salaz	zar under Ite	m 2.4 is wa		•					

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2.4		Reelect Carlos Vicente Salazar Lomelin as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR Items 2.1- director nominees. A vote FOR the re-election with the 50 percent independence guideline for	of NI-NED Can	los Salazar u	nder Item .	2.4 is warrant		•				
		Blended Rationale: A vote FOR Items 2.1-2.3 a nominees. A vote FOR the re-election of NI-NE percent independence guideline for Spain-inco	D Carlos Salaz	ar under Ite	m 2.4 is wa		•					
2.5		Elect Sonia Lilia Dula as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR Items 2.1- director nominees. A vote FOR the re-election with the 50 percent independence guideline for	of NI-NED Cari	los Salazar u	nder Item .	2.4 is warrant		•				
		Blended Rationale: A vote FOR Items 2.1-2.3 a nominees. A vote FOR the re-election of NI-NE percent independence guideline for Spain-inco	D Carlos Salaz	ar under Ite	m 2.4 is wa							
3		Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is improve the efficiency of the balance sheet, w					shareholders a	nd may				
		Blended Rationale: A vote FOR this item is war efficiency of the balance sheet, which may also				pital to share	holders and m	ay improve	the			
4		Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is conditions the vesting of deferred variable ren and relative TSR only, addresses some shareh pay opportunity, however.	nuneration on p	performance	conditions	instead of adj	iusting them to	risk factors				
		Blended Rationale: A vote FOR this item is wan vesting of deferred variable remuneration on p only, addresses some shareholder concerns. T however.	performance co	nditions inst	ead of adju	sting them to	risk factors ai	nd relative T	SR			
5		Fix Maximum Variable Compensation Ratio	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A FOR this item is wan footing with regard to attracting, rewarding, a remuneration policy proposed under Item 4, to	nd retaining pr	ofessional ta	lents. Cons	idering the an						
		Blended Rationale: A FOR this item is warrante footing with regard to attracting, rewarding, a remuneration policy proposed under Item 4, ti	nd retaining pr	ofessional ta	lents. Cons	idering the an			y's			
6		Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this stand the agreements validly adopted by the general		s warranted	as it provid	les the board	with the mean	is to carry of	ut			
		Blended Rationale: A vote FOR this standard re agreements validly adopted by the general me		rranted as it	provides th	e board with	the means to	carry out the	e			
7		Advisory Vote on Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is However, similar to prior years, the company's variable pay plan, as the board only applies ris addressed in the company's new director remu	s executive com sk and TSR adju	npensation d sustments to	lid not inclu	de any long-te	erm, performa	nce-based	is			
		Blended Rationale: A vote FOR this item is was similar to prior years, the company's executive plan, as the board only applies risk and TSR ac the company's new director remuneration policy	compensation djustments to d	did not incli	ude any lon	g-term, perfo	rmance-basea	variable pa	y			

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Banco Bilbao Vizcaya Argentaria SA

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		43,987	43,987
Subdividuo Sularicca, anassignea			02/28/2023	02/28/2023			
					Total Shares:	43,987	43,987

ABB Ltd.

Meeting Date: 03/23/2023Country: SwitzerlandTicker: ABBNProxy Level: N/ARecord Date:Meeting Type: AnnualMeeting ID: 1704809

 Primary Security ID: H0010V101
 Primary CUSIP: H0010V101
 Primary ISIN: CH0012221716
 Primary SEDOL: 7108899

Earliest Cutoff Date: 03/14/2023 Total Ballots: 1 Voting Policy: Sustainability Additional Policy:

Votable Shares: 25,594 *Shares on Loan: 0 Shares Instructed: 25,594 Shares Voted: 25,594

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the auwarranted.	nnual accounts, an	nual report,	and auditoi	's report for t	the fiscal year	in review is				
		Blended Rationale: A vote FOR the annual warranted.	l accounts, annual	report, and a	auditor's re	port for the fi	iscal year in re	view is				
2		Approve Remuneration Report (Non-Binding)	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the re line with market practice and pay and per	•				remuneration	practices a	re in			
		Rlanded Pationale: A vote FOP the remun	peration report is w	arranted her	suca tha c	nmnanv'e rom	uneration nra	ticac ara in	line		-	

Blended Rationale: A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and pay and performance appear reasonably aligned at this time.

-	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
3		Approve Discharge of Board and Senior Management	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST the because: * On Dec. 2, 2022, ABB was charged Act (FCPA), and ordered to pay \$460 million from 2015 through 2017, ABB executives in government official to funnel bribes in return. Africa. * While ABB may be applauded for sewith respect to the fact that a culture existed represents the third such case in the last 20 a third time – to the detriment of the compassion management has thus far been found existed a corporate culture that allowed for the damage. * Due to the symbolic nature of the because the discharge resolution is currently who may have been accountable for failures	ed for an unprect total to US autho Switzerland and a for a \$160 millio If-reporting and d within this com years — making a ny and its sharel guilty of miscon the described face e discharge vote bundled, which	edented thin prities to set South Africa on contract t bringing the pany which ABB the first holders. Whi duct or negli ts to happen in Switzerlar does not alle	of time for value colluded we colluded we colluded we colluded we colluded to not juice company value no specification, leading to and the value colluder co	violations of the and civil characterists and industrial and indus	the Foreign Contrages. The SEC of thing South Africation work to light, concentrecent bribery the charged under the company's that for many eputational and the bribest individuals of	rupt Practice found that, in South in South ins are raisec case, but der the FCPA s board or years, there if financial ary case, and both bodies	d A for			
		Blended Rationale: A vote AGAINST the form because: * On Dec. 2, 2022, ABB was charge Act (FCPA), and ordered to pay \$460 million from 2015 through 2017, ABB executives in government official to funnel bribes in return Africa. * While ABB may be applauded for see	ed for an unprect total to US autho Switzerland and a for a \$160 millio elf-reporting and	edented thin orities to set South Africa on contract t bringing the	d time for v tle criminal colluded w to provide c bribery and	violations of th and civil chan vith a high-ran cabling and in d corruption t	he Foreign Con rges. The SEC of hking South Afr stallation work to light, concen	rupt Practice found that, ican in South ns are raised				
		with respect to the fact that a culture existed represents the third such case in the last 20 a third time — to the detriment of the compasenior management has thus far been found existed a corporate culture that allowed for the damage. * Due to the symbolic nature of the because the discharge resolution is currently who may have been accountable for failures	years — making iny and its sharel guilty of misconthe described face discharge vote bundled, which	ABB the first holders. Whinduct or neglits ts to happen in Switzerlar does not allo	company vale no specification in the company value of the company value	worldwide to l fic member of fact remains o significant ro historical natu lders to targe	be charged und the company's that for many eputational and ure of the bribe t individuals of	der the FCPA s board or years, there d financial ery case, and f both bodies	, d			
1		represents the third such case in the last 20 a third time – to the detriment of the compa senior management has thus far been found existed a corporate culture that allowed for the damage. * Due to the symbolic nature of the because the discharge resolution is currently	years — making iny and its sharel guilty of misconthe described face discharge vote bundled, which	ABB the first holders. Whinduct or neglits ts to happen in Switzerlar does not allo	company vale no specification in the company value of the company value	worldwide to l fic member of fact remains o significant ro historical natu lders to targe	be charged und the company's that for many eputational and ure of the bribe t individuals of	der the FCPA s board or years, there d financial ery case, and f both bodies	, d	No	No	No
		represents the third such case in the last 20 a third time – to the detriment of the compasenior management has thus far been found existed a corporate culture that allowed for the damage. * Due to the symbolic nature of the because the discharge resolution is currently who may have been accountable for failures. Approve Allocation of Income and	years — making , ny and its sharel guilty of miscon the described fac e discharge vote bundled, which of due diligence Mgmt	ABB the first holders. Whi holders. Whi holders. Whi happers in Switzerlar does not all from 2015 to Yes	company v le no specifi igence, the n, leading to nd and the i ow shareho until 2017, a	worldwide to L fic member of fact remains o significant ru historical natu liders to targe a vote AGAIN	be charged und the company's that for many eputational and ure of the bribe t individuals of	der the FCPA s board or years, there d financial ery case, and f both bodies d.	d s	No	No -	No
		represents the third such case in the last 20 a third time – to the detriment of the compa senior management has thus far been found existed a corporate culture that allowed for the damage. * Due to the symbolic nature of the because the discharge resolution is currently who may have been accountable for failures. Approve Allocation of Income and Dividends of CHF 0.84 per Share	years — making iny and its sharel guilty of miscon the described face e discharge vote bundled, which of due diligence Mgmt	ABB the first holders. Whi holders. Whi holders. Whi happers in Switzerlar does not all from 2015 to Yes	company v le no specifi igence, the n, leading to nd and the i ow shareho until 2017, a	worldwide to L fic member of fact remains o significant ru historical natu liders to targe a vote AGAIN	be charged und the company's that for many eputational and ure of the bribe t individuals of	der the FCPA s board or years, there d financial ery case, and f both bodies d.	d s	No	No -	No
.1		represents the third such case in the last 20 a third time – to the detriment of the compasenior management has thus far been found existed a corporate culture that allowed for the damage. * Due to the symbolic nature of the because the discharge resolution is currently who may have been accountable for failures. Approve Allocation of Income and Dividends of CHF 0.84 per Share Voting Policy Rationale: A vote FOR this resolution.	years — making iny and its sharel guilty of miscon the described face e discharge vote bundled, which of due diligence Mgmt	ABB the first holders. Whi holders. Whi holders. Whi happers in Switzerlar does not all from 2015 to Yes	company v le no specifi igence, the n, leading to nd and the i ow shareho until 2017, a	worldwide to L fic member of fact remains o significant ru historical natu liders to targe a vote AGAIN	be charged und the company's that for many eputational and ure of the bribe t individuals of	der the FCPA s board or years, there d financial ery case, and f both bodies d.	d s	No No	No - No	No No
		represents the third such case in the last 20 a third time – to the detriment of the compa senior management has thus far been found existed a corporate culture that allowed for the damage. * Due to the symbolic nature of the because the discharge resolution is currently who may have been accountable for failures. Approve Allocation of Income and Dividends of CHF 0.84 per Share Voting Policy Rationale: A vote FOR this resolution. Amend Articles Re: Shares and Share	years — making iny and its shareld guilty of miscon the described face discharge vote to bundled, which of due diligence Mgmt Mgmt Mgmt Mgmt Mgmt	ABB the first holders. While duct or neglits to happer in Switzerlar does not allif from 2015 to Yes Yes Yes	company v le no specifi igence, the n, leading to nd and the i ow shareho until 2017, a For	worldwide to I fact remains o significant ri historical natu Idders to targe a vote AGAIN For	be charged united the company's that for many eputational and ure of the bribest individuals of ST is warranted	der the FCPA s board or years, there d financial try case, and f both bodies d. For	o f s For		-	
		represents the third such case in the last 20 a third time – to the detriment of the compa senior management has thus far been found existed a corporate culture that allowed for the damage. * Due to the symbolic nature of the because the discharge resolution is currently who may have been accountable for failures. Approve Allocation of Income and Dividends of CHF 0.84 per Share Voting Policy Rationale: A vote FOR this resolution. Amend Articles Re: Shares and Share Register	years — making iny and its sharel guilty of miscon the described face discharge vote bundled, which of due diligence Mgmt	ABB the first holders. While duct or neglits to happen in Switzerlandoes not allo from 2015 to Yes Yes Yes Yes	company v le no specifi gence, the n, leading to nd and the l ow shareho until 2017, a For For	worldwide to I fact remains o significant ro historical natu- liders to targe a vote AGAIN. For	be charged united the company's that for many eputational and ure of the bribest individuals of ST is warranted of concerns.	der the FCPA s board or years, there d financial try case, and f both bodies d. For	o f s For		-	
.1		represents the third such case in the last 20 a third time – to the detriment of the compa senior management has thus far been found existed a corporate culture that allowed for the damage. * Due to the symbolic nature of the because the discharge resolution is currently who may have been accountable for failures. Approve Allocation of Income and Dividends of CHF 0.84 per Share Voting Policy Rationale: A vote FOR this resolution. Amend Articles Re: Shares and Share Register Voting Policy Rationale: Votes FOR the proportional series of the company of the proportion of the pr	years — making iny and its sharel guilty of miscon the described face discharge vote bundled, which of due diligence Mgmt	ABB the first holders. While duct or neglits to happen in Switzerlandoes not allo from 2015 to Yes Yes Yes Yes	company v le no specifi gence, the n, leading to nd and the l ow shareho until 2017, a For For	worldwide to I fact remains o significant ro historical natu- liders to targe a vote AGAIN. For	be charged united the company's that for many eputational and ure of the bribest individuals of ST is warranted of concerns.	der the FCPA s board or years, there d financial try case, and f both bodies d. For	o f s For		-	
.1		represents the third such case in the last 20 a third time – to the detriment of the compasenior management has thus far been found existed a corporate culture that allowed for the damage. * Due to the symbolic nature of the because the discharge resolution is currently who may have been accountable for failures. Approve Allocation of Income and Dividends of CHF 0.84 per Share Voting Policy Rationale: A vote FOR this resolution. Amend Articles Re: Shares and Share Register Voting Policy Rationale: Votes FOR the proposed. Blended Rationale: Votes FOR the proposed. Amend Articles Re: Restriction on	years — making iny and its sharel guilty of miscon the described face discharge vote bundled, which of due diligence Mgmt Mgmt Mgmt Mgmt Discharge vote in the diligence Mgmt Mgmt Mgmt Discharge vote in the diligence Mgmt Mgmt Discharge vote in the diligence Mgmt Mgmt Discharge vote in the diligence Mgmt Mgmt Mgmt	ABB the first holders. While duct or neglits to happen in Switzerlandoes not all from 2015 to Yes Yes Yes Additional of the decision of the	company v le no specification of the leading to leading to lead and the leading to lead and leading to lead and leading to lead and leading le	worldwide to be fact remains to significant rathistorical natural ders to target a vote AGAIN. For For due to a lack of core	be charged united the company's that for many eputational and ure of the bribest individuals of the warrantes of concerns.	der the FCPA s board or years, there d financial ery case, and 6 both bodies d. For	For	No	No -	No
		represents the third such case in the last 20 a third time – to the detriment of the compa senior management has thus far been found existed a corporate culture that allowed for the damage. * Due to the symbolic nature of the because the discharge resolution is currently who may have been accountable for failures. Approve Allocation of Income and Dividends of CHF 0.84 per Share **Voting Policy Rationale: A vote FOR this resolution** Amend Articles Re: Shares and Share Register **Voting Policy Rationale: Votes FOR the proposed** Amend Articles Re: Restriction on Registration	years — making in yand its sharel guilty of miscon the described face of discharge vote of bundled, which of due diligence Mgmt	ABB the first holders. While duct or neglits to happer in Switzerlar does not allow from 2015 to Yes Yes Additional or neglits to happer in Switzerlar does not allow from 2015 to Yes Yes Yes Additional or neglits are warn Yes Additional or neglits are warn Yes Additional or neglits are warn Yes	company v le no specifi gence, the n, leading to nd and the l ow shareho until 2017, a For For warranted For warranted	worldwide to be fact remains to significant rathistorical natural ders to targe a vote AGAIN. For For due to a lack of control of the for the for the fact of the for the fact of the for the fact of the fact	be charged united the company's that for many eputational and ure of the bribest individuals of ST is warranted of concerns.	der the FCPA s board or years, there d financial ery case, and 6 both bodies d. For	For	No	No -	No
.1		represents the third such case in the last 20 a third time – to the detriment of the compasenior management has thus far been found existed a corporate culture that allowed for the damage. * Due to the symbolic nature of the because the discharge resolution is currently who may have been accountable for failures. Approve Allocation of Income and Dividends of CHF 0.84 per Share Voting Policy Rationale: A vote FOR this resolution. Amend Articles Re: Shares and Share Register Voting Policy Rationale: Votes FOR the proposed. Amend Articles Re: Restriction on Registration Voting Policy Rationale: Votes FOR the proposed.	years — making in yand its sharel guilty of miscon the described face of discharge vote of bundled, which of due diligence Mgmt	ABB the first holders. While duct or neglits to happer in Switzerlar does not allow from 2015 to Yes Yes Additional of the first are warn yes Additional of the first are warn yes Additional of the first are warn yes	company v le no specifi gence, the n, leading to nd and the l ow shareho until 2017, a For For warranted For warranted	worldwide to be fact remains to significant rathistorical natural ders to targe a vote AGAIN. For For due to a lack of control of the for the for the fact of the for the fact of the for the fact of the fact	be charged united the company's that for many eputational and ure of the bribest individuals of ST is warranted of concerns.	der the FCPA s board or years, there d financial ery case, and 6 both bodies d. For	For	No	No -	No

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.4		Approve Virtual-Only Shareholder Meetings	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolution virtual-only shareholder meetings on a perman virtual-only meetings would be held. The main and states that it does not intend to hold virtual for virtual-only meetings would be held, shareholder.	ent basis and reasons for su al-only meeting	the company upport are: * gs, but is rate	/ does not el The compal her seeking	laborate on t ny is holding the necessal	the circumstan an in-person . ry legal basis ii	ces under w AGM this ye n its articles.	ar			
		Blended Rationale: A vote FOR this resolution is shareholder meetings on a permanent basis arm meetings would be held. The main reasons for that it does not intend to hold virtual-only meet virtual-only meetings would be held, sharehold	nd the compan support are: * etings, but is ra	y does not e * The compa ather seeking	laborate on ny is holding n the necessa	the circumst g an in-perso ary legal bas	ances under w on AGM this ye is in its articles	hich virtual- ar and state s. * If	only			
5.5		Amend Articles Re: Board of Directors and Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the propose	ed article amei	ndments are	warranted d	lue to a lack	of concerns.					
		Blended Rationale: Votes FOR the proposed an	ticle amendme	ents are warr	anted due to	o a lack of co	oncerns.					
6		Approve Creation of Capital Band within the Upper Limit of CHF 259.3 Million and the Lower Limit of CHF 212.2 Million with or without Exclusion of Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos	sed authorizati	on is warran	ted.							
		Blended Rationale: A vote FOR the proposed a	uthorization is	warranted.								
7.1		Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut	tion is warrant	ed because	the proposed	d amount is	in line with ma	rket practice	2.			
		Blended Rationale: A vote FOR this resolution i	is warranted b	ecause the p	roposed am	ount is in lin	e with market	practice.				
7.2		Approve Remuneration of Executive Committee in the Amount of CHF 43.9 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is does not raise significant concerns.	s warranted be	ecause the pr	roposal appe	ears to be in	line with mark	et practice a	nd			
		Blended Rationale: A vote FOR this item is war not raise significant concerns.	ranted becaus	e the propos	sal appears t	o be in line ı	with market pr	actice and a	loes			
8.1		Reelect Gunnar Brock as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incumon the board. Votes FOR the remaining nomine		_		er Voser is wa	arranted for la	ck of diversi	ty			
		Blended Rationale: A vote AGAINST incumbent board. Votes FOR the remaining nominees are			air Peter Vos	ser is warran	ted for lack of	diversity on	the			
8.2		Reelect David Constable as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incumon the board. Votes FOR the remaining nomine		-		er Voser is wa	arranted for la	ck of diversi	ty			
		Blended Rationale: A vote AGAINST incumbent board. Votes FOR the remaining nominees are	_		air Peter Vos	ser is warran	ted for lack of	diversity on	the			
8.3		Reelect Frederico Curado as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incur on the board. Votes FOR the remaining nomine				er Voser is wa	arranted for la	ck of diversi	ty			
		Blended Rationale: A vote AGAINST incumbent board. Votes FOR the remaining nominees are			air Peter Vos	ser is warran	ted for lack of	diversity on	the			

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8.4		Reelect Lars Foerberg as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incumon the board. Votes FOR the remaining nomine		-		r Voser is wa	arranted for lad	ck of diversit	у			
		Blended Rationale: A vote AGAINST incumbent board. Votes FOR the remaining nominees are	_		air Peter Vos	ser is warran	ted for lack of	diversity on	the			
8.5		Elect Denise Johnson as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum on the board. Votes FOR the remaining nomine		_		r Voser is wa	arranted for lad	ck of diversit	y			
		Blended Rationale: A vote AGAINST incumbent board. Votes FOR the remaining nominees are	_		air Peter Vos	ser is warrani	ted for lack of	diversity on	the			
8.6		Reelect Jennifer Xin-Zhe Li as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Blended Rationale: A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the										
		Blended Rationale: A vote AGAINST incumbent board. Votes FOR the remaining nominees are	_		air Peter Vos	ser is warrani	ted for lack of	diversity on	the			
8.7		Reelect Geraldine Matchett as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.										
		Blended Rationale: A vote AGAINST incumbent board. Votes FOR the remaining nominees are			air Peter Vos	ser is warrani	ted for lack of	diversity on	the			
8.8		Reelect David Meline as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incumon the board. Votes FOR the remaining nomine		-		r Voser is wa	arranted for lac	ck of diversit	y			
		Blended Rationale: A vote AGAINST incumbent board. Votes FOR the remaining nominees are	_		air Peter Vos	ser is warrani	ted for lack of	diversity on	the			
8.9		Reelect Jacob Wallenberg as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incumon the board. Votes FOR the remaining nomine		-		r Voser is wa	arranted for lac	ck of diversit	y			
		Blended Rationale: A vote AGAINST incumbent board. Votes FOR the remaining nominees are	-		air Peter Vos	ser is warrant	ted for lack of	diversity on	the			
8.10		Reelect Peter Voser as Director and Board Chair	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incumon the board. Votes FOR the remaining nomine		-		r Voser is wa	arranted for lad	ck of diversit	У			
		Blended Rationale: A vote AGAINST incumbent board. Votes FOR the remaining nominees are	-		air Peter Vos	ser is warrani	ted for lack of	diversity on	the			
9.1		Reappoint David Constable as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incumon the board. Votes FOR the remaining nomine				r Voser is wa	arranted for lad	ck of diversit	У			
		Blended Rationale: A vote AGAINST incumbent board. Votes FOR the remaining nominees are	_		air Peter Vos	ser is warrani	ted for lack of	diversity on	the			
9.2		Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incumon the board. Votes FOR the remaining nomine		-		r Voser is wa	arranted for lad	ck of diversit	у			
		Blended Rationale: A vote AGAINST incumbent board. Votes FOR the remaining nominees are	_		air Peter Vos	ser is warrani	ted for lack of	diversity on	the			

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9.3		Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incur on the board. Votes FOR the remaining nomin		-		ter Voser is wa	arranted for la	ck of divers	ity			
		Blended Rationale: A vote AGAINST incumber board. Votes FOR the remaining nominees are	-		air Peter Vo	oser is warran	ted for lack of	diversity or	n the			
10		Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo	osal is warrante	ed due to a la	ack of conc	erns.					-	
		Blended Rationale: A vote FOR this proposal i	is warranted du	e to a lack o	f concerns.							
11		Ratify KPMG AG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warran	ted because the	ere are no co	oncerns reg	arding this pr	oposal.					
		Blended Rationale: A vote FOR is warranted b	because there a	re no concer	ns regardin	ng this propos	al.					
12		Transact Other Business (Voting)	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST is we shareholder to the proxy in case new voting it board of directors; and * The content of these shareholders' best interest to vote against this	items or counte e new items or	rproposals ai counterprop	re introduce osals is not	ed at the mee	ting by shareh	olders or th	e			
		Blended Rationale: A vote AGAINST is warranthe proxy in case new voting items or counted directors; and * The content of these new items best interest to vote against this item on a professional statem.	rproposals are i ms or counterp	introduced at proposals is n	t the meetii	ng by shareho	olders or the bo	oard of			-	

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		25,594	25,594
Susumusic Sulancea, analongnea			03/10/2023	03/10/2023			
					= Total Shares:	25,594	25,594

Givaudan SA

warranted.

Record D	Meeting Date: 03/23/2023 Record Date: Primary Security ID: H3238Q102		Country: Switzerland Meeting Type: Annual			-	I D: 1704821			Proxy Level:	•		
Primary S	Security ID:	H3238Q102	Primary CUSIP: H3238	Q102		Primary 1	SIN: CH001	0645932		Primary SED	OL: 59806	13	
Earliest Cu			Total Ballots: 1			Voting Pol	i cy: Sustainabi	ility		Additional Pol	icy:		
Votable Sh	/otable Shares: 70		*Shares on Loan: 0			Shares Ins	tructed: 70			Shares Voted:	70		
Proposal Number	Significant Vote	gnificant Votable I		Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
1	Accept Financial Statements and Statutory Reports		Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the annual accounts, annual rewarranted.		ual report, a	and auditor's	report for th	e fiscal year ir	n review is						

Blended Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the remunnot raise significant concerns and pay and perf	•				remuneration	practices do				
		Blended Rationale: A vote FOR the remuneration raise significant concerns and pay and perform	-				uneration prac	tices do not				
3		Approve Allocation of Income and Dividends of CHF 67 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the allocate	ion of income	resolution is	warranted o	due to a lack	of concerns.					
		Blended Rationale: A vote FOR the allocation o	f income resol	lution is warr	anted due t	o a lack of co	oncerns.					
4		Approve Discharge of Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the formal there is no evidence that the board and senior	_				-	arranted, as				
		Blended Rationale: A vote FOR the formal discino evidence that the board and senior manage	-			_	ment is warran	ted, as there	e is			
5.1		Amend Articles Re: Annulment of the Conversion of Shares Clause	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these items amendments under Item 5.2 would allow for what explain the circumstances under which virtic company is holding an in-person AGM this year seeking the necessary legal basis in its articles. would be protected (in line with Swiss law). * I and are considered non-contentious.	irtual-only shai ual-only meeti r and states th * If virtual-on	reholder mee ings would be at it does no nly meetings	etings on a pe e held. The s t intend to b would be he	permanent ba main reasons hold virtual-o eld, sharehold	asis and the co s for support a only meetings, i ders' participat	ompany does re: * The but is rather tion rights				
		Blended Rationale: Votes FOR these items are amendments under Item 5.2 would allow for vinot explain the circumstances under which virticompany is holding an in-person AGM this year seeking the necessary legal basis in its articles. would be protected (in line with Swiss law). * I and are considered non-contentious.	irtual-only shai ual-only meeti and states th * If virtual-on	reholder mee ings would be at it does no nly meetings	etings on a pe theld. The s tintend to h would be he	permanent ba main reasons hold virtual-o eld, sharehold	asis and the co s for support a only meetings, a ders' participat	nmpany does re: * The but is rather tion rights				
5.2		Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these items amendments under Item 5.2 would allow for wood not explain the circumstances under which virth company is holding an in-person AGM this year seeking the necessary legal basis in its articles. would be protected (in line with Swiss law). * I and are considered non-contentious.	irtual-only sha ual-only meeti and states th * If virtual-or	reholder mee ings would be at it does no nly meetings	etings on a per held. The set intend to held would be held.	permanent ba main reasons hold virtual-o eld, sharehold	asis and the co s for support a only meetings, a ders' participat	ompany does re: * The but is rather tion rights				
		Blended Rationale: Votes FOR these items are amendments under Item 5.2 would allow for vinot explain the circumstances under which virticompany is holding an in-person AGM this year seeking the necessary legal basis in its articles. would be protected (in line with Swiss law). * I and are considered non-contentious.	irtual-only shai ual-only meeti and states th * If virtual-or	reholder mee ings would be at it does no nly meetings	etings on a pe theld. The s tintend to h would be he	permanent ba main reasons hold virtual-o eld, sharehold	asis and the co s for support a only meetings, a ders' participat	nmpany does re: * The but is rather tion rights				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.3		Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these items amendments under Item 5.2 would allow for v. not explain the circumstances under which virt company is holding an in-person AGM this year seeking the necessary legal basis in its articles. would be protected (in line with Swiss law). * and are considered non-contentious.	irtual-only sha ual-only meeti and states th * If virtual-or	reholder mee ngs would be at it does no nly meetings	etings on a perings on a perings on a perings of the perings of th	permanent ba main reasons hold virtual-o eld, sharehol	asis and the co s for support a only meetings, ders' participa	ompany does re: * The but is rather tion rights				
		Blended Rationale: Votes FOR these items are amendments under Item 5.2 would allow for v. not explain the circumstances under which virt company is holding an in-person AGM this year seeking the necessary legal basis in its articles. would be protected (in line with Swiss law). * and are considered non-contentious.	irtual-only shai ual-only meeti and states th * If virtual-on	reholder mee ngs would be at it does no nly meetings	etings on a period of the contract of the cont	permanent ba main reasons hold virtual-o eld, sharehol	asis and the co s for support a only meetings, ders' participa	ompany does re: * The but is rather tion rights				
5.4		Approve Creation of Capital Band within the Upper Limit of CHF 101.6 Million and the Lower Limit of CHF 92.3 Million with or without Exclusion of Preemptive Rights and Amend Conditional Capital Authorization	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos	ed authorization	on is warrant	ted.							
		Blended Rationale: A vote FOR the proposed a	uthorization is	warranted.								
6.1.1		Reelect Victor Balli as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote AGAINST Tom K companies. A vote FOR the remaining nominee	nutzen is warr	anted becau.	se he holds				ted			
		Blended Rationale: A vote AGAINST incumbered the board. A vote AGAINST Tom Knutzen is wa A vote FOR the remaining nominees is warrant	rranted becau	se he holds a				-				
6.1.2		Reelect Ingrid Deltenre as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote AGAINST Tom K companies. A vote FOR the remaining nominee	nutzen is warr	anted becau.	se he holds				ited			
		Blended Rationale: A vote AGAINST incumbent the board. A vote AGAINST Tom Knutzen is wa A vote FOR the remaining nominees is warrant	rranted becau	se he holds a				-				
6.1.3		Reelect Olivier Filliol as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote AGAINST Tom K companies. A vote FOR the remaining nominee	nutzen is warr	anted becau.	se he holds				ted			
		Blended Rationale: A vote AGAINST incumbent the board. A vote AGAINST Tom Knutzen is wa A vote FOR the remaining nominees is warrant	rranted becau	se he holds a								
6.1.4		Reelect Sophie Gasperment as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote AGAINST Tom K companies. A vote FOR the remaining nominee	nutzen is warr	anted becau.	se he holds				ted			
		Blended Rationale: A vote AGAINST incumbent the board. A vote AGAINST Tom Knutzen is wa A vote FOR the remaining nominees is warrant	rranted becau	se he holds a				-				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6.1.5		Reelect Calvin Grieder as Director and Board Chair	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote AGAINST Tom K companies. A vote FOR the remaining nominee	nutzen is warr	anted becaus	se he holds				isted			
		Blended Rationale: A vote AGAINST incumbers the board. A vote AGAINST Tom Knutzen is wa A vote FOR the remaining nominees is warrant	arranted becau	se he holds a				-				
6.1.6		Reelect Tom Knutzen as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote AGAINST Tom K companies. A vote FOR the remaining nominee	nutzen is warr	anted becaus	se he holds				isted			
		Blended Rationale: A vote AGAINST incumbers the board. A vote AGAINST Tom Knutzen is wa A vote FOR the remaining nominees is warrant	arranted becau	se he holds a								
6.2		Elect Roberto Guidetti as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote AGAINST Tom K companies. A vote FOR the remaining nominee	nutzen is warr	anted becaus	se he holds				isted			
		Blended Rationale: A vote AGAINST incumbent the board. A vote AGAINST Tom Knutzen is wa A vote FOR the remaining nominees is warrant	arranted becau	se he holds a				-				
6.3.1		Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote AGAINST Tom K companies. A vote FOR the remaining nominee	nutzen is warr	anted becaus	se he holds				isted			
		Blended Rationale: A vote AGAINST incumbers the board. A vote AGAINST Tom Knutzen is wa A vote FOR the remaining nominees is warrant	arranted becau	se he holds a								
6.3.2		Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote AGAINST Tom K companies. A vote FOR the remaining nominee	nutzen is warr	anted becaus	se he holds				isted			
		Blended Rationale: A vote AGAINST incumbent the board. A vote AGAINST Tom Knutzen is wa A vote FOR the remaining nominees is warrant	arranted becau	se he holds a				•				
6.3.3		Appoint Olivier Filliol as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote AGAINST Tom K companies. A vote FOR the remaining nominee	nutzen is warr	anted becaus	se he holds				isted			
		Blended Rationale: A vote AGAINST incumbers the board. A vote AGAINST Tom Knutzen is wa A vote FOR the remaining nominees is warrant	arranted becau	se he holds a				-				
6.4		Designate Manuel Isler as Independent Proxy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal is warrante	d due to a la	ck of conce	rns.						
		Blended Rationale: A vote FOR this proposal is	warranted due	e to a lack of	concerns.							

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6.5		Ratify KPMG AG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed because the	ere are no co	ncerns rega	rding this pro	pposal.					
		Blended Rationale: A vote FOR is warranted be	ecause there ar	re no conceri	ns regarding	this proposa	a/.					
7.1		Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut	tion is warrant	ed because i	the proposed	d amount is i	n line with mai	rket practice				
		Blended Rationale: A vote FOR this resolution is	is warranted be	ecause the p	roposed am	ount is in line	with market p	practice.				
7.2.1		Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these items and do not raise significant concerns.	are warranted	d because the	e proposals	appear to be	in line with m	arket practio	re			
		Blended Rationale: Votes FOR these items are do not raise significant concerns.	warranted bec	ause the pro	pposals appe	ar to be in lii	ne with market	t practice and	d			
7.2.2		Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these items and do not raise significant concerns.	are warranted	d because the	e proposals	appear to be	in line with m	arket practio	re			
		Blended Rationale: Votes FOR these items are do not raise significant concerns.	warranted bec	ause the pro	pposals appe	ear to be in lii	ne with market	t practice and	d			
8		Transact Other Business (Voting)	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST is wan shareholder to the proxy in case new voting ite board of directors; and * The content of these shareholders' best interest to vote against this	ems or counter new items or o	proposals ar counterpropo	e introduced osals is not l	d at the meet	ing by shareho	olders or the				
		Blended Rationale: A vote AGAINST is warrante the proxy in case new voting items or counterp directors; and * The content of these new item best interest to vote against this item on a pred	oroposals are in or counterpr	ntroduced at roposals is no	the meeting	g by sharehoi	lders or the bo	ard of				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		70	70
ousumusic surinces, unussignes			03/02/2023	03/02/2023			
					Total Shares:	70	70

Novo Nordisk A/S

Meeting Date: 03/23/2023 Country: Denmark Ticker: NOVO.B **Record Date:** 03/16/2023 **Meeting ID:** 1717443 Meeting Type: Annual **Primary Security ID:** K72807132

Primary CUSIP: K72807132 **Primary ISIN:** DK0060534915 Proxy Level: N/A

Primary SEDOL: BHC8X90

Novo Nordisk A/S

Earliest Cutoff Date: 03/15/2023Total Ballots: 1Voting Policy: SustainabilityAdditional Policy:Votable Shares: 8,407*Shares on Loan: 0Shares Instructed: 8,407Shares Voted: 8,407

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive Report of Board	Mgmt	No								
		Voting Policy Rationale: This is a routine, non-	voting item.									
		Blended Rationale: This is a routine, non-voting	g item.									
2		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the approvaccounts presented or audit procedures used.	ral of the annu	al accounts	is warranted	due to a lac	k of concern r	egarding the				
		Blended Rationale: A vote FOR the approval of accounts presented or audit procedures used.	the annual ac	counts is wa	nrranted due	to a lack of o	concern regard	ding the				
3		Approve Allocation of Income and Dividends of DKK 8.15 Per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this income proposed dividend.	e allocation pro	oposal is wa	rranted due	to a lack of c	controversy su	rrounding the	e			
		Blended Rationale: A vote FOR this income allo proposed dividend.	ocation proposa	al is warrant	ed due to a	lack of contro	oversy surrour	nding the				
4		Approve Remuneration Report (Advisory Vote)	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A qualified vote FOR this item is warranted because of concerns noted with: * One third of the LTIP consists of strategic performance metrics with rolling one-year performance periods * The strategic performance metrics are shared with the STIP, where they constitute 25% of the basis for bonus achievement, effectively rewarding the participants twice for the same performance.											
		Blended Rationale: A qualified vote FOR this ite of strategic performance metrics with rolling or with the STIP, where they constitute 25% of the same performance.	ne-year perfori	mance perio	ds * The str	ategic perfori	mance metrics	are shared				
5.1		Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remun 2022.	eration propos	sal is warran	ted because	of a lack of	concern regard	ding the fees	for			
		Blended Rationale: A vote FOR this remuneration 2022.	on proposal is	warranted b	necause of a	lack of conce	ern regarding	the fees for				
5.2		Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: The proposed increase the wider market context, accordingly, a vote R			, ,	h but cannot	be considered	excessive gi	iven			
		Blended Rationale: The proposed increase to co			ery high but	cannot be co	onsidered exce	essive given i	the			

wider market context, accordingly, a vote FOR this item is warranted.

Novo Nordisk A/S

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
5.3		Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: The changes proposed in item 5.2. No other changes are proposed, an Accordingly, a vote FOR is recommended.											
		Blended Rationale: The changes proposed to to the item 5.2. No other changes are proposed, and Accordingly, a vote FOR is recommended.							in				
6.1		Reelect Helge Lund as Board Chairman	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this item is board chairman.	s warranted be	ecause there	are no cond	erns with the	e election of th	nis individual	as				
		Blended Rationale: A vote FOR this item is war board chairman.	ranted becaus	e there are i	no concerns	with the elec	ction of this inc	dividual as					
6.2		Reelect Henrik Poulsen as Vice Chairman	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this item is board vice chairman.	s warranted be	ecause there	are no cond	erns with the	e election of th	nis individual	as				
		Blended Rationale: A vote FOR this item is war board vice chairman.	rranted becaus	se there are i	no concerns	with the elec	ction of this inc	dividual as					
6.3a		Reelect Laurence Debroux as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR candidates Laurence Debroux, Andreas Fibig, Sylvie Gr goire, Kasim Kutay, Christina Law and Martin Mackay is warranted due to a lack of concern regarding the suitability of these candidates.											
		Blended Rationale: A vote FOR candidates Lau Martin Mackay is warranted due to a lack of co				_	m Kutay, Chris	tina Law and	d				
6.3b		Reelect Andreas Fibig as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR candidates and Martin Mackay is warranted due to a lack of						Christina Lav	v				
		Blended Rationale: A vote FOR candidates Lau Martin Mackay is warranted due to a lack of co		•	J. ,	J ,	m Kutay, Chris	tina Law and	d				
6.3c		Reelect Sylvie Gregoire as Director	Mgmt	Yes	For	For		Abstain	Abstain	Yes	No	Yes	
6.3d		Reelect Kasim Kutay as Director	Mgmt	Yes	For	For		Abstain	Abstain	Yes	No	Yes	
6.3e		Reelect Christina Law as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR candidates and Martin Mackay is warranted due to a lack of			- ,		, .	Christina Lav	W				
		Blended Rationale: A vote FOR candidates Lau Martin Mackay is warranted due to a lack of co		-	- ,	-	m Kutay, Chris	tina Law and	d				
6.3f		Reelect Martin Mackay as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR candidates and Martin Mackay is warranted due to a lack of		-	- ,		, ,	Christina Lav	W				
		Blended Rationale: A vote FOR candidates Lau Martin Mackay is warranted due to a lack of co		-	- ,	-	m Kutay, Chris	tina Law and	d				
7		Ratify Deloitte as Auditor	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrante	ed because the	ere are no co	ncerns rega	ording this pr	oposal.						
		Blended Rationale: A vote FOR is warranted be	ecause there a	re no concer	ns regarding	this propos	al.				-		

Novo Nordisk A/S

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8.1		Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item balance sheet, which may also enhance return			ation of shar	res may impro	ove the efficier	ncy of the			-	
		Blended Rationale: A vote FOR this item is we sheet, which may also enhance returns over the sheet.		cancellation	of shares m	nay improve t	he efficiency o	f the balanc	e		-	
8.2		Authorize Share Repurchase Program	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proparceptable holding, volume, and duration limit	•	ase company	shares is и	varranted, as	the proposal in	ncludes			-	
		Blended Rationale: A vote FOR this proposal a holding, volume, and duration limits.	to repurchase c	ompany shai	res is warrai	nted, as the p	proposal includ	les acceptab	le		-	
8.3		Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the issuance authorizations is warranted because the potential share capital increase is not excessive										
		Blended Rationale: A vote FOR the issuance a excessive	nuthorizations is	warranted L	because the	potential sha	are capital incr	ease is not				
		Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt	No								
8.4		Product Pricing Proposal	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: The proposal is overly prescriptive and not in the best interest of shareholders, a vote AGAINST is recommended.										
		Blended Rationale: The proposal is overly pre recommended.	scriptive and no	ot in the besi	t interest of	shareholders	, a vote AGAII	VST is			-	
9		Other Business	Mgmt	No								
		Voting Policy Rationale: This is a routine, non	-voting item.								-	
		Blended Rationale: This is a routine, non-voti	ng item.								-	

Ballot Details

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		8,407	8,407
, ,			03/13/2023	03/13/2023			
					Total Shares:	8,407	8,407

SGS SA

Meeting Date: 03/28/2023 Country: Switzerland Ticker: SGSN Proxy Level: N/A

Record Date: Meeting Type: Annual Meeting ID: 1704837

Primary Security ID: H63838116 Primary CUSIP: H63838116 Primary ISIN: CH1256740924 Primary SEDOL: BMBQHZ4

Earliest Cutoff Date: 03/20/2023

Total Ballots: 1

Voting Policy: Sustainability

Votable Shares: 77

*Shares on Loan: 0

Shares Instructed: 77

Additional Policy: Shares Voted: 77

Additional Voting Vote Vote Vote **Proposal** Significant Votable Mgmt Policy Policy Vote Against Against Against Number Vote Proposal Text Proponent Proposal Rec ISS Rec Rec Rec Instruction Mgmt Policy ISS Accept Financial Statements and No No 1.1 Mgmt Yes For For For For No Statutory Reports Voting Policy Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted. Blended Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted. Approve Remuneration Report No No 1.2 Mamt Yes For For For For No (Non-Binding) Voting Policy Rationale: A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and pay and performance appear reasonably aligned at this time. Blended Rationale: A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and pay and performance appear reasonably aligned at this time. Approve Discharge of Board and Mgmt For No No No Senior Management Voting Policy Rationale: A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties. Blended Rationale: A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties. Approve Allocation of Income and For For For No No No 3 Mgmt Yes For Dividends of CHF 80.00 per Share Voting Policy Rationale: A vote FOR this resolution is warranted. Blended Rationale: A vote FOR this resolution is warranted. Reelect Calvin Grieder as Director 4.1.1 Mgmt For Against Against Yes No Yes Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Calvin Grieder is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted. Blended Rationale: A vote AGAINST incumbent nominating committee chair Calvin Grieder is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted. 4.1.2 Reelect Sami Atiya as Director For For For No No Mgmt Yes No Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Calvin Grieder is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted. Blended Rationale: A vote AGAINST incumbent nominating committee chair Calvin Grieder is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted. 4.1.3 Reelect Phyllis Cheung as Director For For No No Mgmt Yes For No Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Calvin Grieder is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted. Blended Rationale: A vote AGAINST incumbent nominating committee chair Calvin Grieder is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted. Reelect Ian Gallienne as Director 4.1.4 Mamt Yes For For For For No No No Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Calvin Grieder is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted. Blended Rationale: A vote AGAINST incumbent nominating committee chair Calvin Grieder is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4.1.5		Reelect Tobias Hartmann as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote AGAINST incumdiversity on the board. Votes FOR the remaining		-		in Grieder is	warranted for	lack of					
		Blended Rationale: A vote AGAINST incumbent the board. Votes FOR the remaining nominees	_		air Calvin Gr	ieder is warra	anted for lack	of diversity o	on				
4.1.6		Reelect Shelby du Pasquier as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. Votes FOR the remaining		_		in Grieder is	warranted for	lack of					
		Blended Rationale: A vote AGAINST incumbent the board. Votes FOR the remaining nominees	_		air Calvin Gr	ieder is warra	anted for lack	of diversity (on				
4.1.7		Reelect Kory Sorenson as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. Votes FOR the remaining		_		in Grieder is	warranted for	lack of					
		Blended Rationale: A vote AGAINST incumbent the board. Votes FOR the remaining nominees	_		air Calvin Gr	ieder is warr	anted for lack	of diversity (on				
4.1.8		Reelect Janet Vergis as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. Votes FOR the remaining		-		in Grieder is	warranted for	lack of					
		Blended Rationale: A vote AGAINST incumbent the board. Votes FOR the remaining nominees			air Calvin Gr	ieder is warr	anted for lack	of diversity o	on				
4.1.9		Elect Jens Riedel as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. Votes FOR the remaining		_		in Grieder is	warranted for	lack of					
		Blended Rationale: A vote AGAINST incumbent the board. Votes FOR the remaining nominees	_		air Calvin Gr	ieder is warra	anted for lack	of diversity o	on				
4.2		Reelect Calvin Grieder as Board Chair	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes	
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. Votes FOR the remaining		-		in Grieder is	warranted for	lack of					
		Blended Rationale: A vote AGAINST incumbent the board. Votes FOR the remaining nominees	_		air Calvin Gr	ieder is warr	anted for lack	of diversity o	on				
4.3.1		Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. Votes FOR the remaining		_		in Grieder is	warranted for	lack of					
		Blended Rationale: A vote AGAINST incumbent the board. Votes FOR the remaining nominees	_		air Calvin Gr	ieder is warra	anted for lack	of diversity o	on				
4.3.2		Reappoint Ian Gallienne as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. Votes FOR the remaining		_		in Grieder is	warranted for	lack of					
		Blended Rationale: A vote AGAINST incumbent the board. Votes FOR the remaining nominees	-		air Calvin Gr	ieder is warra	anted for lack	of diversity o	on				
4.3.3		Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Calvin Grieder is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.											
		Blended Rationale: A vote AGAINST incumbent the board. Votes FOR the remaining nominees	_		air Calvin Gr	ieder is warr	anted for lack	of diversity o	on				

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4.4		Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrante	ed because the	ere are no co	ncerns rega	rding this pro	pposal.						
		Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.											
4.5		Designate Notaires a Carouge as Independent Proxy	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this propos	sal is warrante	d due to a la	ck of conce	rns.							
		Blended Rationale: A vote FOR this proposal is	warranted due	e to a lack of	f concerns.								
5.1		Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this resolution	tion is warrant	ed because i	the propose	d amount is i	in line with ma	rket practice	2,				
		Blended Rationale: A vote FOR this resolution i	is warranted be	ecause the p	roposed am	ount is in line	e with market	practice.					
5.2		Approve Fixed Remuneration of Executive Committee in the Amount of CHF 12.5 Million	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR these items and do not raise significant concerns.	are warranted	d because th	e proposals	appear to be	in line with m	arket practio	ce				
		Blended Rationale: Votes FOR these items are do not raise significant concerns.	warranted bed	ause the pro	pposals appe	ear to be in lii	ne with marke	t practice an	nd				
5.3		Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.											
		Blended Rationale: Votes FOR these items are do not raise significant concerns.	warranted bec	ause the pro	pposals appe	ear to be in lii	ne with marke	t practice an	nd				
5.4		Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13.5 Million	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR these items and do not raise significant concerns.	are warranted	d because th	e proposals	appear to be	in line with m	arket practio	ce				
		Blended Rationale: Votes FOR these items are do not raise significant concerns.	warranted bec	ause the pro	pposals appe	ear to be in lii	ne with marke	t practice an	nd				
6.1		Approve 1:25 Stock Split	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the propos shareholder ownership interests in the compan and expand the company's capital base.	•										
		Blended Rationale: A vote FOR the proposed so shareholder ownership interests in the compan and expand the company's capital base.	•				•	-	dity				
6.2		Approve Creation of Capital Band within the Upper Limit of CHF 8 Million and the Lower Limit of CHF 7.3 Million with or without Exclusion of Preemptive Rights	Mgmt	Yes	For	Against		Against	Against	Yes	No	No	
		Voting Policy Rationale: A vote AGAINST the paceombined with the existing conditional capital, percent of the issued share capital.	-				-						
		Blended Rationale: A vote AGAINST the propose with the existing conditional capital, would allo issued share capital.											

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6.3		Amend Corporate Purpose	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposa	al is warranted	because it i	s non-conter	ntious.						
		Blended Rationale: A vote FOR this proposal is v	varranted beca	ause it is nor	n-contentious	5.						
6.4		Amend Articles Re: General Meetings (incl. Hybrid and Virtual Meetings); Board Meetings	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposes would allow for virtual-only meetings on a perm while virtual-only meetings would be held "if rec shareholders' participation rights would be prote non-contentious in nature.	anent basis, th quired by the c	ne company pircumstance	already retu s". * If virtue	rned to in-pe al-only meeti	erson meetings ings would be	last year,				
		Blended Rationale: A vote FOR the proposed an allow for virtual-only meetings on a permanent virtual-only meetings would be held "if required participation rights would be protected (in line v	basis, the com by the circum	pany alread; stances". * i	/ returned to f virtual-only	in-person m meetings w	neetings last ye ould be held, s	ear, while shareholders	,			
6.5		Amend Articles Re: Threshold for Convening Extraordinary General Meeting and Submitting Items to the Agenda	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propose on shareholder rights.	ed article amen	ndments is w	arranted bed	cause they w	rould have a po	ositive impac	t			
		Blended Rationale: A vote FOR the proposed are shareholder rights.	ticle amendme	nts is warraı	nted because	they would	have a positiv	e impact on				
6.6		Amend Articles Re: Rules on Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is concerns.	warranted bec	ause the pro	pposed amer	dments do r	not raise signifi	cant				
		Blended Rationale: A vote FOR this item is warra	anted because	the propose	ed amendme	nts do not ra	aise significant	concerns.				
7		Transact Other Business (Voting)	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST is warn shareholder to the proxy in case new voting iter board of directors; and * The content of these is shareholders' best interest to vote against this is	ms or counterp new items or co	oroposals are ounterpropo	introduced sals is not kr	at the meetii	ng by sharehoi	ders or the				
		Blended Rationale: A vote AGAINST is warrante the proxy in case new voting items or counterpr directors; and * The content of these new items best interest to vote against this item on a preco	roposals are int s or counterpro	troduced at a pposals is no	the meeting	by sharehold	ders or the boa	rd of				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		77	77
Sustainable Balancea, anassignea			03/10/2023	03/10/2023			
					Total Shares:	77	77

Meeting Date: 03/29/2023 **Record Date:** 03/21/2023

Country: Sweden Meeting Type: Annual Ticker: ESSITY.B Meeting ID: 1716010 Proxy Level: N/A

Primary Security ID: W3R06F100

Primary CUSIP: W3R06F100 **Primary ISIN:** SE0009922164 Primary SEDOL: BF1K7P7

Earliest Cutoff Date: 03/21/2023 Votable Shares: 8,369

Total Ballots: 1 *Shares on Loan: 0 Voting Policy: Sustainability Shares Instructed: 8,369

Additional Policy: Shares Voted: 8,369

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Elect Chairman of Meeting	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: These are routine mee	eting formalitie	5.								
		Blended Rationale: These are routine meeting	formalities.									
2		Prepare and Approve List of Shareholders	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: These are routine mee	eting formalitie	5.								
		Blended Rationale: These are routine meeting	formalities.									
3		Designate Inspector(s) of Minutes of Meeting	Mgmt	No								
		Voting Policy Rationale: These are routine mee	eting formalitie	5.								
		Blended Rationale: These are routine meeting	formalities.									
4		Acknowledge Proper Convening of Meeting	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: These are routine mee	eting formalitie	5.								
		Blended Rationale: These are routine meeting	formalities.									
5		Approve Agenda of Meeting	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: These are routine mee	eting formalitie	5.								
		Blended Rationale: These are routine meeting	formalities.									
6		Receive Financial Statements and Statutory Reports	Mgmt	No								
		Voting Policy Rationale: This is a routine, non-	voting item.									
		Blended Rationale: This is a routine, non-voting	g item.									
7.a		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the approvaccounts presented or audit procedures used.	val of the annu	ial accounts	is warranted	due to a lac	k of concern r	egarding the	•			
		Blended Rationale: A vote FOR the approval of accounts presented or audit procedures used.	the annual ac	ccounts is wa	rranted due	to a lack of o	concern regard	ding the				
7.b		Approve Allocation of Income and Dividends of SEK 7.25 Per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this incom the company's dividend policy.	e allocation pr	oposal is wa	rranted beca	ause the prop	osed dividena	l is in line wi	th			
		Blended Rationale: A vote FOR this income allo company's dividend policy.	ocation propos	al is warrant	ed because	the proposed	l dividend is in	line with the	e			
7.c1		Approve Discharge of Ewa Bjorling	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these propulation of the propulation of the propulation of the Policy Rationale: A vote FOR these propulations are propulated as a vote FOR the	oosals is warra	nted as there	e is no evide	ence that the	board director	rs have not			-	
		Blended Rationale: A vote FOR these proposals their fiduciary duties.	s is warranted	as there is r	o evidence i	that the boar	d directors ha	ve not fulfille	ed		_	

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7.c2		Approve Discharge of Par Boman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these profulfilled their fiduciary duties.	posals is warrai	nted as there	e is no evide	ence that the	board director	s have not				
		Blended Rationale: A vote FOR these proposal their fiduciary duties.	ls is warranted	as there is n	o evidence	that the boar	d directors hav	e not fulfille	d			
7.c3		Approve Discharge of Annemarie Gardshol	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these profulfilled their fiduciary duties.	posals is warrai	nted as there	e is no evide	ence that the	board director	s have not				
		Blended Rationale: A vote FOR these proposal their fiduciary duties.	's is warranted	as there is n	o evidence	that the boar	d directors hav	ve not fulfille	d			
7.c4		Approve Discharge of Bjorn Gulden	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these profulfilled their fiduciary duties.	posals is warrai	nted as there	is no evide	ence that the	board director	s have not				
		Blended Rationale: A vote FOR these proposal their fiduciary duties.	s is warranted	as there is n	o evidence	that the boar	d directors ha	e not fulfille	d			
7.c5		Approve Discharge of Magnus Groth	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these profulfilled their fiduciary duties.	posals is warrai	nted as there	e is no evide	ence that the	board director	s have not				
		Blended Rationale: A vote FOR these proposal their fiduciary duties.	s is warranted	as there is n	o evidence i	that the boar	d directors ha	ve not fulfille	d			
7.c6		Approve Discharge of Susanna Lind	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these profulfilled their fiduciary duties.	oosals is warrai	nted as there	e is no evide	ence that the	board director	s have not				
		Blended Rationale: A vote FOR these proposal their fiduciary duties.	's is warranted	as there is n	o evidence i	that the boar	d directors hav	ve not fulfille	d			
7.c7		Approve Discharge of Torbjorn Loof	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these profulfilled their fiduciary duties.	posals is warrai	nted as there	e is no evide	ence that the	board director	s have not				
		Blended Rationale: A vote FOR these proposal their fiduciary duties.	's is warranted	as there is n	o evidence i	that the boar	d directors ha	ve not fulfille	d			
7.c8		Approve Discharge of Bert Nordberg	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these profulfilled their fiduciary duties.	posals is warrai	nted as there	e is no evide	ence that the	board director	s have not				
		Blended Rationale: A vote FOR these proposal their fiduciary duties.	ls is warranted	as there is n	o evidence	that the boar	d directors hav	e not fulfille	d			
7.c9		Approve Discharge of Louise Svanberg	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these profulfilled their fiduciary duties.	posals is warrai	nted as there	is no evide	ence that the	board director	s have not				
		Blended Rationale: A vote FOR these proposal their fiduciary duties.	ls is warranted	as there is n	o evidence	that the boar	d directors hav	ve not fulfille	d			
7.c10		Approve Discharge of Orjan Svensson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these profulfilled their fiduciary duties.	posals is warrai	nted as there	is no evide	ence that the	board director	s have not				
		Blended Rationale: A vote FOR these proposal their fiduciary duties.	s is warranted	as there is n	o evidence	that the boar	d directors had	ve not fulfille	d			

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7.c11		Approve Discharge of Lars Rebien Sorensen	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these pifulfilled their fiduciary duties.	roposals is warra	nted as there	e is no evide	ence that the	board directo	rs have not			_	
		Blended Rationale: A vote FOR these propos their fiduciary duties.	sals is warranted	as there is n	o evidence	that the boar	rd directors ha	ve not fulfill	ed			
7.c12		Approve Discharge of Barbara Milian Thoralfsson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these profulfilled their fiduciary duties.	roposals is warra	nted as there	e is no evide	ence that the	board directo	rs have not			-	
		Blended Rationale: A vote FOR these propos their fiduciary duties.	sals is warranted	as there is n	o evidence	that the boar	rd directors ha	ve not fulfill	ed		-	
7.c13		Approve Discharge of Niclas Thulin	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these profulfilled their fiduciary duties.	roposals is warra	nted as there	e is no evide	ence that the	board directo	rs have not			-	
		Blended Rationale: A vote FOR these propos their fiduciary duties.	sals is warranted	as there is n	o evidence	that the boar	rd directors ha	ve not fulfill	ed		-	
7.c14		Approve Discharge of Magnus Groth	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these profulfilled their fiduciary duties.	roposals is warra	nted as there	e is no evide	ence that the	board directo	rs have not				
		Blended Rationale: A vote FOR these propos their fiduciary duties.	sals is warranted	as there is n	o evidence	that the boar	rd directors ha	ve not fulfill	ed			
8		Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposard.	posal is warrante	ed because o	f a lack of c	ontroversy co	oncerning the	size of the			_	
		Blended Rationale: A vote FOR this proposal	l is warranted be	cause of a la	ck of contro	versy concer	rning the size o	of the board	•			
9		Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propauditors.	posal is warrante	ed because o	f a lack of c	ontroversy co	oncerning the	number of				
		Blended Rationale: A vote FOR this proposal	l is warranted be	cause of a la	ck of contro	versy concer	rning the numi	ber of audito	ors.			
10.a		Approve Remuneration of Directors in the Amount of SEK 2.62 Million for Chairman and SEK 875,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this rem proposed fees.	nuneration propo	sal is warran	ted because	of a lack of	concern regar	ding the			-	
		Blended Rationale: A vote FOR this remuner fees.	ration proposal is	warranted b	ecause of a	lack of conc	ern regarding	the propose	d		-	
10.b		Approve Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warra	nted because the	ere are no co	oncerns rega	arding this pr	roposal.				-	
		Blended Rationale: A vote FOR is warranted	because there a	re no concer	ns regarding	g this propos	al.				_	
11.a		Reelect Ewa Bjorling as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST car remaining director nominees is warranted at		an is warrant	ed as he is	considered o	verboarded. A	vote FOR th	ne		-	
		Blended Rationale: A vote AGAINST candida remaining director nominees is warranted at		warranted as	s he is cons	idered overbo	oarded. A vote	FOR the			_	

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11.b		Reelect Par Boman as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST candid remaining director nominees is warranted at th		n is warranto	ed as he is o	considered ov	verboarded. A	vote FOR the	9			
		Blended Rationale: A vote AGAINST candidate remaining director nominees is warranted at the		warranted as	he is consid	dered overbo	parded. A vote	FOR the				
11.c		Reelect Annemarie Gardshol as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST candid remaining director nominees is warranted at th		n is warrante	ed as he is d	considered ov	verboarded. A	vote FOR the	2			
		Blended Rationale: A vote AGAINST candidate remaining director nominees is warranted at the		warranted as	s he is consid	dered overbo	arded. A vote	FOR the				
11.d		Reelect Magnus Groth as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST candid remaining director nominees is warranted at th		n is warrante	ed as he is d	considered ov	verboarded. A	vote FOR the	ę			
		Blended Rationale: A vote AGAINST candidate remaining director nominees is warranted at the		warranted as	s he is consid	dered overbo	parded. A vote	FOR the				
11.e		Reelect Torbjorn Loof as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST candid remaining director nominees is warranted at th		n is warrante	ed as he is o	considered ov	verboarded. A	vote FOR the	2			
		Blended Rationale: A vote AGAINST candidate remaining director nominees is warranted at the		warranted as	s he is consid	dered overbo	oarded. A vote	FOR the				
11.f		Reelect Bert Nordberg as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST candid remaining director nominees is warranted at the		n is warranto	ed as he is d	considered ov	verboarded. A	vote FOR the	2			
		Blended Rationale: A vote AGAINST candidate remaining director nominees is warranted at the		warranted as	s he is consid	dered overbo	oarded. A vote	FOR the				
11.g		Reelect Barbara M. Thoralfsson as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST candid remaining director nominees is warranted at th		n is warrante	ed as he is d	considered ov	verboarded. A	vote FOR the	ę			
		Blended Rationale: A vote AGAINST candidate remaining director nominees is warranted at the		warranted as	he is consid	dered overbo	oarded. A vote	FOR the				
11.h		Elect Maria Carell as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST candid remaining director nominees is warranted at th		n is warrant	ed as he is d	considered ov	verboarded. A	vote FOR the	2			
		Blended Rationale: A vote AGAINST candidate remaining director nominees is warranted at the		warranted as	s he is consid	dered overbo	arded. A vote	FOR the				
11.i		Elect Jan Gurander as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST candid remaining director nominees is warranted at th		n is warrante	ed as he is d	considered ov	verboarded. A	vote FOR the	ę			
		Blended Rationale: A vote AGAINST candidate remaining director nominees is warranted at the		warranted as	he is consid	dered overbo	parded. A vote	FOR the				
12		Reelect Par Boman as Board Chair	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST this it is not supported, as this candidate is considered			he election (of this individ	dual to the boa	rd of directo	rs			
		Blended Rationale: A vote AGAINST this item is supported, as this candidate is considered over		cause the el	lection of thi	is individual t	to the board of	directors is	not			

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13		Ratify Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed because the	re are no co	ncerns regai	rding this pro	posal.					
		Blended Rationale: A vote FOR is warranted be	cause there ar	e no concerr	s regarding	this proposa	<i>l.</i>					
14		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is does not contravene good European executive performance metrics attached to the STI plan a	remuneration ,	practice. Hov	•	•						
		Blended Rationale: A vote FOR this item is wan contravene good European executive remunera metrics attached to the STI plan are not disclos	tion practice. I			•			not			
15		Approve Cash-Based Incentive Program (Program 2023-2025) for Key Employees	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos features are in line with market practice and do			osed incent	ive program i	is well describe	ed and its				
		Blended Rationale: A vote FOR this proposal is are in line with market practice and do not raise		the proposed	incentive p	rogram is we	ll described ar	nd its feature	S			
16.a		Authorize Share Repurchase Program	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposition volume limit, because: * There are acceptable repurchase authorities.	•									
		Blended Rationale: A vote FOR this proposal to limit, because: * There are acceptable limits or authorities.	•									
16.b		Authorize Reissuance of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propose volume limit, because: * There are acceptable repurchase authorities.	•									
		Blended Rationale: A vote FOR this proposal to limit, because: * There are acceptable limits on authorities.	•									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		8,369	8,369
Sustainable Balancea, anassigned			03/22/2023	03/22/2023			
					Total Shares:	8,369	8,369

Genmab A/S

Meeting Date: 03/29/2023Country: DenmarkTicker: GMABProxy Level: N/A

Record Date: 03/22/2023 Meeting Type: Annual Meeting ID: 1718068

 Primary Security ID: K3967W102
 Primary CUSIP: K3967W102
 Primary ISIN: DK0010272202
 Primary SEDOL: 4595739

Genmab A/S

Earliest Cutoff Date: 03/21/2023

Total Ballots: 1

Voting Policy: Sustainability

Votable Shares: 740

*Shares on Loan: 0

Shares Instructed: 740

Additional Policy: Shares Voted: 740

Additional Voting Vote Vote Votesal Significant Policy Policy Vote Against Against Against

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive Report of Board	Mgmt	No								
		Voting Policy Rationale: This is a routine, non-v	oting item.									
		Blended Rationale: This is a routine, non-voting	item.									
2		Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos the discharge of the board of directors and mai		d due to a la	ck of concer	n regarding t	the financial sta	atements, or				
		Blended Rationale: A vote FOR this proposal is discharge of the board of directors and manage		e to a lack of	concern reg	arding the fi	nancial statem	ents, or the				
3		Approve Allocation of Income and Omission of Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the omission this moment.	on of dividend i	is warranted	because the	e company pi	refers to invest	t in growth a	t			
		Blended Rationale: A vote FOR the omission of moment.	dividend is wa	orranted beca	ause the con	npany prefers	s to invest in g	rowth at this	5			
4		Approve Remuneration Report (Advisory Vote)	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is does not contravene good European executive		-	oposed remu	ineration rep	oort is well desc	cribed and				
		Blended Rationale: A vote FOR this item is wan contravene good European executive remunera		e the propos	ed remunera	tion report is	s well describe	d and does i	not			
5.a		Reelect Deirdre P. Connelly as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these proposoard or its committees.	osals is warran	nted due to a	lack of cond	cern regardin	ng the composi	ition of the				
		Blended Rationale: A vote FOR these proposals its committees.	is warranted o	due to a lack	of concern	regarding the	e composition (of the board	or			
5.b		Reelect Pernille Erenbjerg as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these proposoard or its committees.	osals is warran	nted due to a	lack of cond	cern regardir	ng the composi	ition of the				
		Blended Rationale: A vote FOR these proposals its committees.	is warranted o	due to a lack	of concern	regarding the	e composition (of the board	or			
5.c		Reelect Rolf Hoffmann as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these proposoard or its committees.	osals is warran	nted due to a	lack of cond	cern regardin	ng the composi	ition of the				
		Blended Rationale: A vote FOR these proposals its committees.	is warranted o	due to a lack	of concern	regarding the	e composition (of the board	or			
5.d		Reelect Elizabeth OFarrell as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these proposoard or its committees.	osals is warran	nted due to a	lack of cond	cern regardin	ng the composi	ition of the				
		Blended Rationale: A vote FOR these proposals its committees.	is warranted o	due to a lack	of concern	regarding the	e composition (of the board	or			

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Genmab A/S

Geiiii	iab A/S						Additional	Voting		Vote	Vote	Vote
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
5.e		Reelect Paolo Paoletti as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these propositions of its committees.	osals is warrar	nted due to a	lack of cond	ern regardir	ng the compos	ition of the				
		Blended Rationale: A vote FOR these proposals its committees.	is warranted o	due to a lack	of concern i	regarding the	e composition	of the board	or			
5.f		Reelect Anders Gersel Pedersen as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these propositions of its committees.	osals is warrar	nted due to a	lack of cond	ern regardir	ng the compos	ition of the				
		Blended Rationale: A vote FOR these proposals its committees.	is warranted o	due to a lack	of concern i	regarding the	e composition	of the board	or			
6		Ratify PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	d because the	re are no co	ncerns regar	ding this pro	pposal.					
		Blended Rationale: A vote FOR is warranted bed	cause there ar	e no concerr	ns regarding	this proposa	a/.					
7.a		Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST this ite relation to market peers.	em is warrante	ed, as the pro	pposed direc	tor fees can	be considered	excessive in	1			
		Blended Rationale: A vote AGAINST this item is relation to market peers.	warranted, as	s the propose	ed director fe	es can be co	onsidered exce	essive in				
7.b		Amend Remuneration Policy	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST Items LTIP to 6 times base salary without the compar whereas the current package is already above to potential pay package increases by 57 percent the CEO's current package is inadequate. Howe time-based vesting warrants to executives, which	ny providing co European peer to DKK 73.1 m ever, this is not	oncrete back median; * A nillion (\$ 10.4 t without not	ground on th As a result of A million), with Fing the comp	ne need for to the propose thout provide pany is elimi	this significant ed LTIP adjusti ling compelling inating the pos	increase, ments, the to details on h	otal ow			
		Blended Rationale: A vote AGAINST Items 7.b a to 6 times base salary without the company pro the current package is already above European pay package increases by 57 percent to DKK 73 CEO's current package is inadequate. However, time-based vesting warrants to executives, which	oviding concret peer median; 3.1 million (\$ 1 this is not wit	te backgrour * As a resul '0.4 million), thout noting	nd on the new t of the prop without prov the company	ed for this sig osed LTIP ac viding compe v is eliminatio	gnificant increading increading details of the grant of the good ing the possibility of the good ing the possibility in the possibility of the good ing the good	ase, whereas e total poten n how the	5			
7.c		Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST Items LTIP to 6 times base salary without the compar whereas the current package is already above to potential pay package increases by 57 percent the CEO's current package is inadequate. Howe time-based vesting warrants to executives, which	ny providing co European peer to DKK 73.1 m ever, this is not	oncrete back median; * A nillion (\$ 10.4 t without not	ground on th As a result of A million), with Fing the comp	ne need for to the propose thout providing thoung is elimite	this significant ed LTIP adjusti ling compelling inating the pos	increase, ments, the to details on h	otal ow			
		Blended Rationale: A vote AGAINST Items 7.b at to 6 times base salary without the company prothe current package is already above European pay package increases by 57 percent to DKK 73 CEO's current package is inadequate. However, time-based vesting warrants to executives, which	and 7.c is warn oviding concret peer median; 3.1 million (\$ 1 this is not wit	ranted becau te backgroun * As a resul 10.4 million), thout noting	se * It is pro nd on the nea t of the prop without pro the company	oposed to indeed for this signs osed LTIP and viding compensions of the compensions of th	crease the cap ignificant incread djustments, the elling details of ing the possibil	ase, whereas e total poten n how the	5			

Genmab A/S

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7.d		Authorize Share Repurchase Program	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proper acceptable holding, volume, and duration limit	•	ase company	shares is w	varranted, as	the proposal in	ncludes			•	
		Blended Rationale: A vote FOR this proposal the holding, volume, and duration limits.	o repurchase c	ompany shar	es is warrai	nted, as the p	oroposal includ	les acceptab	ole			
8		Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this formal adopted resolutions.	ality is warrante	ed as it will n	ot have any	impact on th	he material con	ntent of the				
		Blended Rationale: A vote FOR this formality resolutions.	is warranted as	it will not ha	ive any imp	act on the ma	aterial content	of the adop	oted			
9		Other Business	Mgmt	No								
		Voting Policy Rationale: This is a routine, non	voting item.									
		Blended Rationale: This is a routine, non-voti	ng item.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		740	740
Susumusic Sulunccu, anassigned			03/10/2023	03/10/2023			
					Total Shares:	740	740

The Walt Disney Company

Meeting Date: 04/03/2023	Country: USA	Ticker: DIS	Proxy Level: 3
Record Date: 02/08/2023	Meeting Type: Annual	Meeting ID: 1713426	

 Primary Security ID: 254687106
 Primary CUSIP: 254687106
 Primary ISIN: US2546871060
 Primary SEDOL: 2270726

Earliest Cutoff Date: 03/31/2023 Total Ballots: 1 Voting Policy: Sustainability Additional Policy:

Votable Shares: 16,703 *Shares on Loan: 0 Shares Instructed: 16,703 Shares Voted: 16,703

										.,		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable t Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Mary T. Barra	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees	is warranted.							-	
		Blended Rationale: A vote FOR the director	nominees is wa	nrranted.							-	
1b		Elect Director Safra A. Catz	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees	is warranted.							-	
		Blended Rationale: A vote FOR the director	nominees is wa	nrranted.								
1c		Elect Director Amy L. Chang	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees	is warranted.							-	
		Blended Rationale: A vote FOR the director	nominees is wa	nrranted.							-	

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The Walt Disney Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director Francis A. deSouza	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1e		Elect Director Carolyn N. Everson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1f		Elect Director Michael B.G. Froman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1g		Elect Director Robert A. Iger	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nominees is warranted.										
1h		Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1i		Elect Director Calvin R. McDonald	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1j		Elect Director Mark G. Parker	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1k		Elect Director Derica W. Rice	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.										
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.							

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

The Walt Disney Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the proposal is warranted. For the year in review, pay and performance were reasonably aligned, with Bob Chapek's pay levels declining during his final year as CEO. The reduction in total pay was primarily due to the committee's decision to provide Chapek with a below-target STI payout. Although some concerns are raised regarding a portion of the long-term incentive that was based on annually set goals, these concerns were sufficiently mitigated for the year in review, as the company will transition to a three-year measurement period for the ROIC metric (two years for incoming CEO Iger) in FY23. In addition, the company increased the performance-based portion of the long-term incentive for other NEOs, and a majority of the STI and LTI is comprised of clearly disclosed financial targets. Further, performance-based awards will make up 60 percent of Bob Iger's LTI awards in FY23. While Disney underwent significant leadership changes, including the return of Bob Iger as CEO, shareholders should continue to monitor executive pay decisions as the board continues to search for Iger's long-term successor by 2024.											
		Blended Rationale: A vote FOR the proposal is warranted. For the year in review, pay and performance were reasonably aligned, with Bob Chapek's pay levels declining during his final year as CEO. The reduction in total pay was primarily due to the committee's decision to provide Chapek with a below-target STI payout. Although some concerns are raised regarding a portion of the long-term incentive that was based on annually set goals, these concerns were sufficiently mitigated for the year in review, as the company will transition to a three-year measurement period for the ROIC metric (two years for incoming CEO Iger) in FY23. In addition, the company increased the performance-based portion of the long-term incentive for other NEOs, and a majority of the STI and LTI is comprised of clearly disclosed financial targets. Further, performance-based awards will make up 60 percent of Bob Iger's LTI awards in FY23. While Disney underwent significant leadership changes, including the return of Bob Iger as CEO, shareholders should continue to monitor executive pay decisions as the board continues to search for Iger's long-term successor by 2024.											
4		Advisory Vote on Say on Pay Frequency Voting Policy Pationals: A vote for the adoption	Mgmt	Yes	One Year	One Year	Annual sav-o	One Year	One Year	No	No	No	
		Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay. Blended Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.											
5		Report on Risks Related to Operations in China	SH	Yes	Against	Against		Against	Against	No	No	No	
		Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company appears to provide shareholders with sufficient disclosure to assess its management of risks related to its operations in China and to have policies in place that seem to address human rights concerns raised by the proponent.											
		Blended Rationale: A vote AGAINST this proposal is warranted. The company appears to provide shareholders with sufficient disclosure to assess its management of risks related to its operations in China and to have policies in place that seem to address human rights concerns raised by the proponent.											
6		Report on Charitable Contributions	SH	Yes	Against	Against		Against	Against	No	No	No	
		Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.											
		Blended Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.											
7		Report on Political Expenditures	SH	Yes	Against	For		For	For	Yes	No	No	
		Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.											
n_u	-11-	Blended Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.											
Ballot Det	ails												

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		16,703	16,703
			03/13/2023	03/13/2023			

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Shares:	16,703	16,703

The Bank of Nova Scotia

Meeting Date: 04/04/2023

Country: Canada

Ticker: BNS
Meeting ID: 1708085

Proxy Level: 3

Record Date: 02/07/2023

Meeting Type: Annual
Primary CUSIP: 064149107

Primary ISIN: CA0641491075

Primary SEDOL: 2076281

Earliest Cutoff Date: 03/30/2023

Primary Security ID: 064149107

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 17,100

*Shares on Loan: 0

Shares Instructed: 17,100

Shares Voted: 17,100

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Nora A. Aufreiter	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.2		Elect Director Guillermo E. Babatz	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.3		Elect Director Scott B. Bonham	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.4		Elect Director Daniel (Don) H. Callahan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as	no significar	nt concerns	have been ide	entified at this	time.			-	
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.5		Elect Director W. Dave Dowrich	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.6		Elect Director Lynn K. Patterson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.7		Elect Director Michael D. Penner	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.8		Elect Director Una M. Power	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.9		Elect Director Aaron W. Regent	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										

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The Bank of Nova Scotia

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.10		Elect Director Calin Rovinescu	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	t concerns i	have been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nor	ninees as no sig	gnificant con	cerns have	been identifie	ed at this time.					
1.11		Elect Director L. Scott Thomson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	t concerns l	have been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nor	ninees as no sig	gnificant con	cerns have	been identifie	ed at this time.					
1.12		Elect Director Benita M. Warmbold	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	t concerns i	have been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nor	minees as no sig	gnificant con	cerns have	been identifie	ed at this time.					
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the ratificate relative to total fees paid to the auditor.	ion of KPMG LL	P as auditor	as non-aud	lit fees (1 per	rcent) were rea	sonable				
		Blended Rationale: Vote FOR the ratification of total fees paid to the auditor.	of KPMG LLP as	auditor as n	on-audit fee	es (1 percent)) were reasona	able relative	to			
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		medium concern driven by the bank's relative bank has demonstrated adequate stewardship has been maintained after qualitative review prinsufficient disclosure regarding TSR threshold two-year vesting period and no performance of Blended Rationale: Vote FOR this non-binding concern driven by the bank's relative degree of has demonstrated adequate stewardship of in been maintained after qualitative review primadisclosure regarding TSR threshold for PSU payesting period and no performance conditions	o of investor's in or investor's in or investor of or PSU payou conditions. advisory vote, of pay-and-perfivestor's interesarily due to underground one-to-pour and one-to-po	nterests rega nunderperfor nt and one-ti The quantita formance alig ts regarding derperforman	arding execution of Time retention of Time retention of Time retention of the time retention of time retention	itive compens SR as compa In grants awa In grants awa In-performance It is appears It is appears It is compensation It is appared it	sation, the meared to its bank rded to two Ni re screen ident that, on balan to its bank pee to its bank pee	dium concer peers, EOs with sho ified a media ice, the bana concern has ers, insufficie	n ort um k		-	
		Shareholder Proposals	Mgmt	No								
4		SP 1: Advisory Vote on Environmental Policies	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propo emissions would allow investors to better und would allow shareholders to express their opin	erstand how th	e company i	s managing	its climate ch	hange related i		SHG			
		Blended Rationale: A vote FOR this proposal is emissions would allow investors to better und would allow shareholders to express their opin	erstand how th	e company i	s managing	its climate ch	hange related i					
5		SP 2: Report on Client Net-Zero Transition Plans in Relation to Bank's 2030 Emissions Reduction and Net-Zero Goals	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this proposal is warranted, as added disclosure in relation to the company's 2030 Emissions Reduction and Net-Zero Goals would help ensure stronger alignment between the company's policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.										
		Blended Rationale: A vote FOR this proposal is Reduction and Net-Zero Goals would help ens the resolution would also provide shareholders related risks.	ure stronger all	ignment beti	ween the co	mpany's polic	cies and action	s. Adoption				

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The Bank of Nova Scotia

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		17,100	17,100
Subdividual Subdividual Analos gried			03/20/2023	03/20/2023			
					: Total Shares:	17,100	17,100

Adecco Group AG

Meeting Date: 04/12/2023Country: SwitzerlandTicker: ADENProxy Level: N/ARecord Date:Meeting Type: AnnualMeeting ID: 1709653Primary Security ID: H00392318Primary CUSIP: H00392318Primary ISIN: CH0012138605Primary SEDOL: 7110720

Earliest Cutoff Date: 04/04/2023 Total Ballots: 1 Voting Policy: Sustainability Additional Policy:

Votable Shares: 22,251 *Shares on Loan: 0 Shares Instructed: 22,251 Shares Voted: 22,251

	141 451 22,251	Shares on Loann o			Silai CS 1	iisti uctcui 22,	231		Silares voted	1 22,231		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the ann warranted.	ual accounts, an	nual report,	and auditor	's report for t	the fiscal year i	in review is				
		Blended Rationale: A vote FOR the annual a warranted.	ccounts, annual	report, and a	auditor's rep	port for the fi	scal year in rev	view is				
1.2		Approve Remuneration Report (Non-Binding)	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the remuneration report is warranted, though it is not without concerns: * Although year-on-year disclosure improvements are acknowledged, the company continues to refrain from disclosing specific targets and results on an ex-post basis. As such, the specific performance achievements underlying payouts for the year are somewhat unclear. * The Akkodis president received a one-off performance-based award to incentivize a successful integration. The main reasons for support are: * Compensation actions taken during the year have been well explained and the broader compensation framework remains aligned with market practice. * The company has disclosed the applicable performance targets for the one-off award and has committed to providing full ex-post disclosure of achievements.										
		Blended Rationale: A vote FOR the remuneration report is warranted, though it is not without concerns: * Although year-on-year disclosure improvements are acknowledged, the company continues to refrain from disclosing specific targets and results on an ex-post basis. As such, the specific performance achievements underlying payouts for the year are somewhat unclear. * The Akkodis president received a one-off performance-based award to incentivize a successful integration. The main reasons for support are: * Compensation actions taken during the year have been well explained and the broader compensation framework remains aligned with market practice. * The company has disclosed the applicable performance targets for the one-off award and has committed to providing full ex-post disclosure of achievements.							-			
2.1		Approve Allocation of Income and Dividends of CHF 1.85 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these res	solutions are war	ranted.								
		Blended Rationale: Votes FOR these resoluti	ions are warrante	ed.							-	
2.2		Approve Dividends of CHF 0.65 per Share from Capital Contribution Reserves	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these res	solutions are war	ranted.								
		Blended Rationale: Votes FOR these resoluti	ions are warrante	ed.								

Adecco Group AG

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the formal there is no evidence that the board and senior	-				_	arranted, as					
		Blended Rationale: A vote FOR the formal discino evidence that the board and senior manage	-			-	ment is warran	ited, as there	e is		-		
4.1		Approve Remuneration of Directors in the Amount of CHF 5.3 Million	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this resolu	tion is warrant	ed because	the propose	d amount is i	in line with ma	rket practice	e.				
		Blended Rationale: A vote FOR this resolution	is warranted be	ecause the p	proposed am	ount is in line	e with market	practice.					
4.2		Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this item is does not raise significant concerns.	s warranted be	ecause the pi	roposal appe	ears to be in .	line with mark	et practice a	and				
		Blended Rationale: A vote FOR this item is war not raise significant concerns.	ranted becaus	e the propos	sal appears i	to be in line v	vith market pr	actice and a	loes				
5.1.1		Reelect Jean-Christophe Deslarzes as Director and Board Chair	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR the proposed nominees are warranted.											
		Blended Rationale: Votes FOR the proposed no	minees are wa	arranted.									
5.1.2		Reelect Rachel Duan as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR the propose	ed nominees a	re warranted	1.								
		Blended Rationale: Votes FOR the proposed no	minees are wa	arranted.									
5.1.3		Reelect Ariane Gorin as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR the propose	ed nominees a	re warranted	1.								
		Blended Rationale: Votes FOR the proposed no	minees are wa	arranted.									
5.1.4		Reelect Alexander Gut as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR the propose	ed nominees a	re warranted	1.								
		Blended Rationale: Votes FOR the proposed no	minees are wa	arranted.									
5.1.5		Reelect Didier Lamouche as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR the propose	ed nominees a	re warranted	1.								
		Blended Rationale: Votes FOR the proposed no	ominees are wa	arranted.							-		
5.1.6		Reelect David Prince as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR the propose	ed nominees a	re warranted	1.								
		Blended Rationale: Votes FOR the proposed no	minees are wa	arranted.							-		
5.1.7		Reelect Kathleen Taylor as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR the propose	ed nominees a	re warranted	1.								
		Blended Rationale: Votes FOR the proposed no	ominees are wa	arranted.									
5.1.8		Reelect Regula Wallimann as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR the proposed nominees are warranted.											
		Blended Rationale: Votes FOR the proposed no	minees are wa	arranted.							-		

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Adecco Group AG

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.1.9		Elect Sandhya Venugopal as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the propo	sed nominees a	re warranted	1.							
		Blended Rationale: Votes FOR the proposed i	nominees are w	arranted.								
5.2.1		Reappoint Rachel Duan as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the propo	sed nominees a	are warranted	1.							
		Blended Rationale: Votes FOR the proposed i	nominees are w	arranted.								
5.2.2		Reappoint Didier Lamouche as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the propo	sed nominees a	re warranted	1.							
		Blended Rationale: Votes FOR the proposed nominees are warranted.										
5.2.3		Reappoint Kathleen Taylor as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the propo	sed nominees a	re warranted	1.							
		Blended Rationale: Votes FOR the proposed i	nominees are w	arranted.								
5.3		Designate Keller AG as Independent Proxy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this prop	osal is warrante	anted due to a lack of concerns.								
		Blended Rationale: A vote FOR this proposal in	is warranted du	e to a lack o	f concerns.							
5.4		Ratify Ernst & Young AG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warran	ted because the	ere are no co	oncerns rega	ording this pr	oposal.					
		Blended Rationale: A vote FOR is warranted by	because there a	re no concer	ns regarding	this propos	al.					
6		Transact Other Business (Voting)	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST is w shareholder to the proxy in case new voting i board of directors; and * The content of thes shareholders' best interest to vote against thi	items or counter te new items or	rproposals ai counterprop	re introduced osals is not l	d at the mee	ting by shareh	olders or the	•			
		Blended Rationale: A vote AGAINST is warrar the proxy in case new voting items or counte directors; and * The content of these new ite best interest to vote against this item on a pr	rproposals are i ms or counterp	introduced at roposals is n	t the meeting	g by shareho	olders or the bo	oard of				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		22,251	22,251
Sustamable balanced, unassigned			03/30/2023	03/30/2023			
					Total Shares:	22,251	22,251

Koninklijke Ahold Delhaize NV

Primary Security ID: N0074E105

Meeting Date: 04/12/2023Country: NetherlandsRecord Date: 03/15/2023Meeting Type: Annual

Meeting Type: AnnualMeeting ID: 1704745Primary CUSIP: N0074E105Primary ISIN: NL0011794037

Proxy Level: N/A

Primary SEDOL: BD0Q398

Ticker: AD

Koninklijke Ahold Delhaize NV

Earliest Cutoff Date: 04/04/2023Total Ballots: 1Voting Policy: SustainabilityAdditional Policy:Votable Shares: 54,195*Shares on Loan: 0Shares Instructed: 54,195Shares Voted: 54,195

vocabic oi	iai coi 5 1,135	Shares on Loans o			Silai CS III	Structed 5 1,1	133		Silai CS VOCCU	1 3 1,133		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Annual Meeting Agenda	Mgmt	No								
1		Open Meeting	Mgmt	No								
		Voting Policy Rationale: No vote is required for	r this item.									
		Blended Rationale: No vote is required for this	item.								-	
2		Receive Report of Management Board (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required for	this item.									
		Blended Rationale: No vote is required for this	item.									
3		Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No								
		Voting Policy Rationale: This is a non-voting ite	em									
		Blended Rationale: This is a non-voting item										
4		Adopt Financial Statements	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant auditors.	ed because of	the absence	of concern	with the com	pany's audit p	rocedures o	r its			
		Blended Rationale: A vote FOR is warranted be auditors.	ecause of the a	absence of c	oncern with	the company	's audit proced	dures or its			-	
5		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this divide being excessive.	nd proposal is	warranted b	ecause the	proposed pay	out ratio is ac	lequate with	out			
		Blended Rationale: A vote FOR this dividend pubeing excessive.	roposal is warı	ranted becau	ise the prop	osed payout i	ratio is adequa	ate without				
6		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant regarding actual content and disclosure. There company improved its disclosure policy in the performance and pay can now be clearly assess	has been sign assessment of	nificant impre	ovement in t	the company's	's remuneratio	n disclosure.			_	
		Blended Rationale: A vote FOR is warranted as actual content and disclosure. There has been improved its disclosure policy in the assessmen performance and pay can now be clearly assess	significant imp nt of the achie	provement ir	the compa	ny's remuner	ation disclosui	e: the comp				
7		Approve Discharge of Management Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant controversies that the management board and					-	nd compellin	g			
		Blended Rationale: A vote FOR is warranted be controversies that the management board and			•	-		mpelling			-	
8		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant controversies that the management board and			,		-	nd compellin	g		_	
		Blended Rationale: A vote FOR is warranted be controversies that the management board and			-	_		mpelling			-	

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Koninklijke Ahold Delhaize NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9		Reelect Peter Agnefjall to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear is no known controversy concerning the candid	to possess the				•					
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates					-	_				
10		Reelect Bill McEwan to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear is no known controversy concerning the candid	to possess the									
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates						-				
11		Reelect Katie Doyle to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear is no known controversy concerning the candid	to possess the				•					
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates					•					
12		Elect Julia Vander Ploeg to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear is no known controversy concerning the candid	to possess the				-					
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates						_				
13		Reelect Frans Muller to Management Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this election years; * The candidate appears to possess the controversy concerning the candidate.							our			
		Blended Rationale: A vote FOR this election is wears; * The candidate appears to possess the controversy concerning the candidate.										
14		Elect JJ Fleeman to Management Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this election years; * The candidate appears to possess the controversy concerning the candidate.						_	our			
		Blended Rationale: A vote FOR this election is wears; * The candidate appears to possess the controversy concerning the candidate.						-				
15		Ratify KPMG Accountants N.V. as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed because the	ere are no co	ncerns rega	rding this pro	oposal.					
		Blended Rationale: A vote FOR is warranted be	cause there ar	re no concern	ns regarding	this proposa	al.					

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Koninklijke Ahold Delhaize NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
16		Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposition volume and duration.	sal is warranted	d because it	is in line wit	th commonly	used safeguai	rds regarding	7			
		Blended Rationale: A vote FOR this proposal is volume and duration.	warranted bed	cause it is in	line with coi	mmonly used	l safeguards re	egarding				
17		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposition volume and duration.	sal is warranted	d because it	is in line wit	th commonly	used safeguai	rds regarding	7			
		Blended Rationale: A vote FOR this proposal is volume and duration.	warranted bed	cause it is in	line with col	mmonly used	l safeguards re	egarding				
18		Authorize Board to Acquire Common Shares	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Koninklijke Ahold Delhaize to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.											
		Blended Rationale: A vote FOR is warranted be volume and pricing; * The authorization would share capital; and * The authorization would aprice prior to the repurchase.	allow Koninklij	ike Ahold De	elhaize to rep	ourchase up i	to 10.00 perce	ent of the issu				
19		Approve Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed because the	cancellation	of shares is	s in sharehold	ders' interests.					
		Blended Rationale: A vote FOR is warranted be	cause the can	cellation of s	hares is in s	hareholders'	interests.					
20		Close Meeting	Mgmt	No								
		Voting Policy Rationale: No vote is required for	this item.									
		Blended Rationale: No vote is required for this	item.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		54,195	54,195
Sustainable Balancea, anassignea			03/10/2023	03/10/2023			
					Total Shares:	54,195	54,195

-	•		Country: Switzerland Meeting Type: Annua			Ticker: 9	REN ID: 1706405	5		Proxy Level: N/A			
	Security ID:	H8431B109	Primary CUSIP: H84			-	ISIN: CH01			Primary SEI	OCL: B545M	1G5	
Earliest Cutoff Date: 04/04/2023		Total Ballots: 1			Voting Po	licy: Sustainal	oility		Additional Po	Additional Policy:			
Votable Sh	nares: 2,921		*Shares on Loan: 0		Shares Instructed: 2,921			Shares Voted	Shares Voted: 2,921				
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Approve Remunerat	ion Report	Mgmt	Yes	For	For		For	For	No	No	No

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Voting Policy Rationale: A vote FOR the remundation line with market practice and pay and performations.	•				remuneration	practices are	e in			
		Blended Rationale: A vote FOR the remuneration with market practice and pay and performance	•				ineration pract	tices are in li	ine			
1.2		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the annual warranted.	accounts, ann	nual report, a	nd auditor's	report for th	ne fiscal year ii	n review is				
		Blended Rationale: A vote FOR the annual accommaranted.	ounts, annual r	eport, and a	uditor's repo	ort for the fis	cal year in rev	iew is				
2		Approve Allocation of Income and Dividends of USD 6.40 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut	ion is warrant	ed.								
		Blended Rationale: A vote FOR this resolution is	s warranted.									
3		Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 9.2 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.										
		Blended Rationale: Votes FOR these items are do not raise significant concerns.	warranted bec	ause the pro	posals appe	ar to be in lii	ne with marke	t practice an	d			
4		Approve Discharge of Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the formal board have not fulfilled their fiduciary duties.	discharge of t	he board of o	directors is v	varranted, as	s there is no e	vidence that	the			
		Blended Rationale: A vote FOR the formal disch board have not fulfilled their fiduciary duties.	narge of the bo	pard of direct	tors is warra	nted, as the	re is no eviden	ce that the				
5.1.a		Reelect Sergio Ermotti as Director and Board Chair	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: Votes AGAINST incumb diversity on the board. Votes FOR the remaining		-	-		warranted for	r lack of				
		Blended Rationale: Votes AGAINST incumbent the board. Votes FOR the remaining director no	_		_	notti are war	ranted for lack	of diversity	on			
5.1.b		Reelect Karen Gavan as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incumb diversity on the board. Votes FOR the remaining		-	-		warranted for	r lack of				
		Blended Rationale: Votes AGAINST incumbent the board. Votes FOR the remaining director no	_		-	notti are war	ranted for lack	of diversity	on			
5.1.c		Reelect Joachim Oechslin as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incumb diversity on the board. Votes FOR the remainin		_	_		warranted for	r lack of				
		Blended Rationale: Votes AGAINST incumbent the board. Votes FOR the remaining director no	_		_	notti are war	ranted for lack	of diversity	on			
5.1.d		Reelect Deanna Ong as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incumb diversity on the board. Votes FOR the remainin		-	_		warranted for	r lack of				
		Blended Rationale: Votes AGAINST incumbent the board. Votes FOR the remaining director no	nominating co	mmittee cha	ir Sergio Ern		ranted for lack	of diversity	on			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.1.e		Reelect Jay Ralph as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incum diversity on the board. Votes FOR the remaining		_	_		warranted for	r lack of				
		Blended Rationale: Votes AGAINST incumbent the board. Votes FOR the remaining director no	_		_	motti are wari	ranted for lack	of diversity	on			
5.1.f		Reelect Joerg Reinhardt as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incume diversity on the board. Votes FOR the remaining		-	_		e warranted for	r lack of				
		Blended Rationale: Votes AGAINST incumbent the board. Votes FOR the remaining director no	_		-	notti are wari	ranted for lack	of diversity	on			
5.1.g		Reelect Philip Ryan as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incumediversity on the board. Votes FOR the remaining		-	_		e warranted for	r lack of				
		Blended Rationale: Votes AGAINST incumbent the board. Votes FOR the remaining director no	-		_	motti are wari	ranted for lack	of diversity	on			
5.1.h		Reelect Paul Tucker as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incum diversity on the board. Votes FOR the remaining					warranted for	r lack of				
		Blended Rationale: Votes AGAINST incumbent the board. Votes FOR the remaining director no	-		-	motti are wari	ranted for lack	of diversity	on			
5.1.i		Reelect Jacques de Vaucleroy as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incum diversity on the board. Votes FOR the remaining		-	_		warranted for	r lack of				
		Blended Rationale: Votes AGAINST incumbent the board. Votes FOR the remaining director no	_		-	motti are wari	ranted for lack	of diversity	on			
5.1.j		Reelect Larry Zimpleman as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incumber diversity on the board. Votes FOR the remaining		-	_		e warranted for	r lack of				
		Blended Rationale: Votes AGAINST incumbent the board. Votes FOR the remaining director no	_		_	notti are wari	ranted for lack	of diversity	on			
5.1.k		Elect Vanessa Lau as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incume diversity on the board. Votes FOR the remaining		-	-		e warranted for	r lack of				
		Blended Rationale: Votes AGAINST incumbent the board. Votes FOR the remaining director no	_		-	motti are wari	ranted for lack	of diversity	on			
5.1.l		Elect Pia Tischhauser as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incume diversity on the board. Votes FOR the remaining		_	_		e warranted for	r lack of				
		Blended Rationale: Votes AGAINST incumbent the board. Votes FOR the remaining director no	_		_	motti are wari	ranted for lack	of diversity	on			
5.2.1		Reappoint Karen Gavan as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incuming diversity on the board. Votes FOR the remaining		_	_		warranted for	r lack of				
		Blended Rationale: Votes AGAINST incumbent the board. Votes FOR the remaining director no	_		_	motti are war	ranted for lack	of diversity	on			

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.2.2		Reappoint Deanna Ong as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incumb diversity on the board. Votes FOR the remaining		_	_		e warranted fo	r lack of				
		Blended Rationale: Votes AGAINST incumbent the board. Votes FOR the remaining director no				notti are war	ranted for lack	k of diversity	on on			
5.2.3		Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incumbed diversity on the board. Votes FOR the remaining		-	-		e warranted fo	r lack of				
		Blended Rationale: Votes AGAINST incumbent the board. Votes FOR the remaining director no	_		_	notti are war	ranted for lack	k of diversity	on .			
5.2.4		Reappoint Jacques de Vaucleroy as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incumbed diversity on the board. Votes FOR the remaining		_	_		e warranted fo	r lack of				
		Blended Rationale: Votes AGAINST incumbent the board. Votes FOR the remaining director no	_		_	notti are war	ranted for lack	k of diversity	on on			
5.2.5		Appoint Jay Ralph as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incumbed diversity on the board. Votes FOR the remaining		_	_		e warranted fo	r lack of				
		Blended Rationale: Votes AGAINST incumbent the board. Votes FOR the remaining director no	_		_	notti are war	ranted for lack	k of diversity	on .			
5.3		Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal is warrante	d due to a la	ck of conce	rns.						
		Blended Rationale: A vote FOR this proposal is	warranted due	e to a lack of	f concerns.							
5.4		Ratify KPMG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed because the	ere are no co	ncerns rega	rding this pro	oposal.					
		Blended Rationale: A vote FOR is warranted be	ecause there ar	re no concen	ns regarding	this proposa	al.					
6.1		Approve Remuneration of Directors in the Amount of CHF 9.2 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut	tion is warrant	ed because i	the proposed	d amount is i	in line with ma	rket practice	e,			
		Blended Rationale: A vote FOR this resolution is	is warranted be	ecause the p	roposed am	ount is in line	e with market	practice.				
6.2		Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these items and do not raise significant concerns.	are warranted	d because th	e proposals	appear to be	e in line with m	narket practi	ce			
		Blended Rationale: Votes FOR these items are do not raise significant concerns.	warranted bed	ause the pro	pposals appe	ear to be in li	ne with marke	et practice an	nd			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
7.1		Approve Creation of Capital Band within the Upper Limit of CHF 40.2 Million and the Lower Limit of CHF 28.6 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization; Editorial Amendments	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propose preemptive rights can only be excluded for an existing authorizations. * The additional amende	amount equal	to 10.0 perc	ent of the s	hare capital a	across all propo	sed and				
		Blended Rationale: A vote FOR the proposed at preemptive rights can only be excluded for an existing authorizations. * The additional amend	amount equal	to 10.0 perc	ent of the s	hare capital a	across all propo	sed and				
7.2		Amend Articles Re: General Meetings (Incl. Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos necessary flexibility for hybrid and virtual-only continue to hold in-person meetings going forv participation rights would be protected (in line have a positive impact on shareholder rights.	meetings if req vard and is ret	quired in spe urning to an	cial circums in-person f	tances. Howe ormat this ye	ever, it confirm ar. * Sharehol	s that it will ders'	1			
		Blended Rationale: A vote FOR the proposed a necessary flexibility for hybrid and virtual-only continue to hold in-person meetings going forv participation rights would be protected (in line have a positive impact on shareholder rights.	meetings if req vard and is ret	quired in spe urning to an	cial circums in-person f	tances. Howe ormat this ye	ever, it confirm ar. * Sharehol	s that it will ders'	1			
7.3		Amend Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos	sed article ame	ndments is v	warranted b	ecause they a	are non-conter	ntious in natu	ıre.			
		Blended Rationale: A vote FOR the proposed a	rticle amendme	ents is warra	nted becau	se they are n	on-contentious	s in nature.				
8		Transact Other Business (Voting)	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST is wan shareholder to the proxy in case new voting ite board of directors; and * The content of these shareholders' best interest to vote against this	ems or counter new items or c	proposals ar counterpropo	e introduce osals is not	d at the meet	ting by shareho	olders or the				
		Blended Rationale: A vote AGAINST is warrants the proxy in case new voting items or counterp directors; and * The content of these new item best interest to vote against this item on a pre-	oroposals are in or counterpr	ntroduced at roposals is no	the meeting	g by shareho	lders or the bo	ard of				
Ballot Det	ails											

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,921	2,921
Susualiusie Suuricea, ariassigrica			03/22/2023	03/22/2023			
					Total Shares:	2,921	2,921

Vestas Wind Systems A/S

Meeting Date: 04/12/2023 Country: Denmark Ticker: WS Proxy Level: N/A

Record Date: 04/05/2023 Meeting Type: Annual Meeting ID: 1716918

 Primary Security ID: K9773J201
 Primary CUSIP: K9773J201
 Primary ISIN: DK0061539921
 Primary SEDOL: BN4MYF5

Vestas Wind Systems A/S

Earliest Cutoff Date: 04/04/2023

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 8,400

*Shares on Loan: 0

Shares Instructed: 8,400

Shares Voted: 8,400

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive Report of Board	Mgmt	No								
		Voting Policy Rationale: This is a routine, non-v	oting item.									
		Blended Rationale: This is a routine, non-voting	item.									
2		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the approvanceounts presented or audit procedures used.	al of the annu	al accounts i	is warranted	due to a laci	k of concern re	egarding the				
		Blended Rationale: A vote FOR the approval of accounts presented or audit procedures used.	the annual ac	counts is wa	rranted due	to a lack of c	concern regard	ling the				
3		Approve Allocation of Income and Omission of Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the omission	n of dividend	is warranted	d because the	e company's	earnings are i	negative.				
		Blended Rationale: A vote FOR the omission of	dividend is wa	arranted bec	ause the con	npany's earn	ings are negat	tive.				
4		Approve Remuneration Report (Advisory Vote)	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is does not contravene good European executive ex-post disclosure on performance targets for w	remuneration	practice. Ho	•							
		Blended Rationale: A vote FOR this item is wan contravene good European executive remunera disclosure on performance targets for variable in	tion practice.			-			not			
5		Approve Remuneration of Directors in the Amount of DKK 1.4 Million for Chairman, DKK 910,350 for Vice Chairman and DKK 455,175 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remuniproposed fees.	eration propos	sal is warran	ted because	of a lack of c	concern regard	ding the				
		Blended Rationale: A vote FOR this remuneration fees.	on proposal is	warranted b	ecause of a	lack of conce	ern regarding t	the proposed	,			
6.a		Reelect Anders Runevad as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these proposoard or its committees.	osals is warrar	nted due to a	a lack of con	cern regardir	ng the compos	ition of the				
		Blended Rationale: A vote FOR these proposals its committees.	is warranted o	due to a lack	k of concern	regarding th	e composition	of the board	l or			
6.b		Reelect Bruce Grant as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these proposoard or its committees.	osals is warraı	nted due to a	a lack of con	cern regardir	ng the compos	ition of the				
		Blended Rationale: A vote FOR these proposals its committees.	is warranted o	due to a lack	k of concern	regarding th	e composition	of the board	or			
6.c		Reelect Eva Merete Sofelde Berneke as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these proposard or its committees.	osals is warrar	nted due to a	a lack of con	cern regardir	ng the compos	ition of the				
		Blended Rationale: A vote FOR these proposals its committees.	is warranted o	due to a lack	k of concern	regarding th	e composition	of the board	l or			

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Vestas Wind Systems A/S

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6.d		Reelect Helle Thorning-Schmidt as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these proboard or its committees.	posals is warra	nted due to a	a lack of col	ncern regardi	ing the compos	sition of the			-	
		Blended Rationale: A vote FOR these proposa its committees.	ls is warranted	due to a laci	k of concern	regarding th	ne composition	of the board	d or			
6.e		Reelect Karl-Henrik Sundstrom as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these proboard or its committees.	posals is warra	nted due to a	a lack of col	ncern regardi.	ing the compos	sition of the				
		Blended Rationale: A vote FOR these proposalits committees.	ls is warranted	due to a laci	k of concern	regarding th	ne composition	of the board	d or			
6.f		Reelect Kentaro Hosomi as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these proboard or its committees.	posals is warra	nted due to a	a lack of col	ncern regardi	ing the compos	sition of the			_	
		Blended Rationale: A vote FOR these proposal its committees.	ls is warranted	due to a laci	k of concern	regarding th	ne composition	of the board	d or			
6.g		Reelect Lena Olving as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these proboard or its committees.	posals is warra	nted due to a	a lack of col	ncern regardi	ing the compos	sition of the			-	
		Blended Rationale: A vote FOR these proposal its committees.	ls is warranted	due to a laci	k of concern	regarding th	ne composition	of the board	d or			
7		Ratify PricewaterhouseCoopers as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warran	ted because the	ere are no co	ncerns rega	arding this pro	oposal.					
		Blended Rationale: A vote FOR is warranted L	ecause there a	re no concer	ns regarding	g this propos	al.					
8.1		Authorize Share Repurchase Program	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propacted the control of	•	ase company	shares is w	varranted, as	the proposal in	ncludes			-	
		Blended Rationale: A vote FOR this proposal a holding, volume, and duration limits.	to repurchase c	ompany shar	res is warraı	nted, as the p	proposal includ	les acceptabl	le		-	
9		Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this form adopted resolutions.	ality is warrante	ed as it will n	ot have any	impact on th	he material cor	ntent of the				
		Blended Rationale: A vote FOR this formality resolutions.	is warranted as	it will not ha	ave any imp	act on the ma	aterial content	of the adop	ted			
10		Other Business	Mgmt	No								
		Voting Policy Rationale: This is a routine, non	-voting item.								-	
		Blended Rationale: This is a routine, non-voti	ng item.								-	

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		8,400	8,400
, and signed			03/17/2023	03/17/2023			

Total Shares:	8,400	8,400

Additional Policy:

UBS (Lux) Fund Solutions - MSCI EMU Socially Responsible UCITS ETF

Total Ballots: 1

Meeting Date: 04/17/2023 Ticker: UIMR Country: Luxembourg Proxy Level: N/A

Record Date: 04/12/2023 Meeting ID: 1720781 Meeting Type: Annual

Primary Security ID: L9398E651 Primary CUSIP: L9398E651 **Primary ISIN:** LU0629460675 Primary SEDOL: B59RQP3

Earliest Cutoff Date: 04/03/2023 Voting Policy: Sustainability Votable Shares: 29,121 *Shares on Loan: 0 Shares Instructed: 29,121 Shares Voted: 29,121

vocable of	iai coi 25,121	Shares on Esam o			Silui CS III	Structeur 23,	121		Silares vocca	. 25,121		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive and Approve Board's and Auditor's Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item i	is warranted du	ie to the laci	k of concern	s regarding t	this proposal.					
		Blended Rationale: A vote FOR this item is wa	rranted due to	the lack of c	concerns reg	arding this p	proposal.					
2		Approve Financial Statements	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant is not without concern that the annual report i				-						
		Blended Rationale: A vote FOR is warranted a without concern that the annual report is not			_				not			
3		Approve Allocation of Income and Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item i	is warranted du	ie to the laci	k of concern	s regarding t	this proposal.					
		Blended Rationale: A vote FOR this item is wa	rranted due to	the lack of c	concerns reg	arding this p	proposal.					
4		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item the past year.	is warranted gi	ven the lack	of any spec	ific concern ı	with the board	's actions ov	er			
		Blended Rationale: A vote FOR this item is war past year.	rranted given t	the lack of al	ny specific co	oncern with t	the board's act	ions over th	e			
5.a		Acknowledge Resignation of Frank Musel and Ian Ashment as Directors	Mgmt	No								
		Voting Policy Rationale: This is a non-voting it	em.									
		Blended Rationale: This is a non-voting item.										
5.b		Approve Discharge of Frank Musel and Ian Ashment as Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item the past year.	is warranted gi	ven the lack	of any spec	ific concern ı	with the board	's actions ov	er			
		Blended Rationale: A vote FOR this item is war past year.	rranted given t	the lack of al	ny specific co	oncern with t	the board's act	ions over th	e			
5.c		Approve Discharge of Jorgen Jessen, Anja-Isabel Bohnen and Francesca Guagnini as Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item the past year.	is warranted gi	ven the lack	of any spec	ific concern ı	with the board	's actions ov	er		-	
		Blended Rationale: A vote FOR this item is war past year.	rranted given t	the lack of ar	ny specific co	oncern with t	the board's act	ions over th	e			

UBS (Lux) Fund Solutions - MSCI EMU Socially Responsible UCITS ETF

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.d		Re-elect Andreas Haberzeth as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted in	the absence	of any con	cern about th	ne board and it	s compositio	on.			
		Blended Rationale: A vote FOR this item is war	ranted in the a	absence of a	ny concern	about the bo	ard and its cor	nposition.				
5.e		Approve Discharge of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is fiscal year.	s warranted in	the absence	of concern	about the au	ıditor's actions	during the	last			
		Blended Rationale: A vote FOR this item is wall year.	ranted in the a	absence of co	oncern abou	ıt the auditor	's actions duri	ng the last f	îscal			
5.f		Renew Appointment of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this auditor auditor.	r election is wa	arranted due	to a lack o	f concern reg	arding the suit	tability of th	e			
		Blended Rationale: A vote FOR this auditor ele- auditor.	ction is warran	ted due to a	lack of con	cern regardir	ng the suitabili	ty of the				
6		Transact Other Business (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required for	this item.									
		Blended Rationale: No vote is required for this	item.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		29,121	29,121
			03/18/2023	03/18/2023			
					Total Shares:	29,121	29,121

UBS (Lux) Fund Solutions MSCI EM Socially Responsible UCITS ETF

Meeting Date: 04/17/2023Country: LuxembourgTicker: UEF5Proxy Level: N/ARecord Date: 04/12/2023Meeting Type: AnnualMeeting ID: 1720776

Primary Security ID: L9405A262 Primary CUSIP: L9405A262 Primary ISIN: LU1048313891 Primary SEDOL: BKXGZ98

Earliest Cutoff Date: 03/30/2023 Total Ballots: 3 Voting Policy: Sustainability Additional Policy:

Votable Shares: 58,000 *Shares on Loan: 0 Shares Instructed: 58,000 Shares Voted: 58,000

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive and Approve Board's and Auditor's Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted du	ie to the laci	k of concern	s regarding t	this proposal.					
		Blended Rationale: A vote FOR this item is war	ranted due to	the lack of c	concerns reg	arding this p	roposal.					
2		Approve Financial Statements	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted as no concerns were identified and is generally unproblematic. However, this is not without concern that the annual report is not publicly available, despite supposedly being available to all shareholders.										
		Blended Rationale: A vote FOR is warranted as without concern that the annual report is not p				, ,		•	not			

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

UBS (Lux) Fund Solutions MSCI EM Socially Responsible UCITS ETF

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains
3		Approve Allocation of Income and Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	s warranted du	e to the lack	of concern	ns regarding t	his proposal.					
		Blended Rationale: A vote FOR this item is war	rranted due to	the lack of c	oncerns reg	garding this p	roposal.					
4		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is the past year.	s warranted giv	ven the lack	of any spec	cific concern v	vith the board	's actions ove	er			
		Blended Rationale: A vote FOR this item is war past year.	rranted given t	he lack of an	y specific c	oncern with t	he board's act	ions over the	2			
5.a		Acknowledge Resignation of Frank Musel and Ian Ashment as Directors	Mgmt	No								
		Voting Policy Rationale: This is a non-voting ite	em.									
		Blended Rationale: This is a non-voting item.										
5.b		Approve Discharge of Frank Musel and Ian Ashment as Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is the past year.	s warranted giv	en the lack	of any spec	cific concern v	vith the board	s actions ove	er			
		Blended Rationale: A vote FOR this item is warranted given the lack of any specific concern with the board's actions over the past year.										
5.c		Approve Discharge of Jorgen Jessen, Anja-Isabel Bohnen and Francesca Guagnini as Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is the past year.	s warranted giv	ven the lack	of any spec	cific concern v	with the board	's actions ove	er			
		Blended Rationale: A vote FOR this item is war past year.	rranted given t	he lack of an	y specific c	oncern with t	he board's act	ions over the	9			
5.d		Re-elect Andreas Haberzeth as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	s warranted in	the absence	of any con	cern about th	e board and it	s compositio	n.			
		Blended Rationale: A vote FOR this item is war	rranted in the a	absence of a	ny concern	about the bo	ard and its cor	nposition.				
5.e		Approve Discharge of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is fiscal year.	s warranted in	the absence	of concern	about the au	ditor's actions	during the la	ast			
		Blended Rationale: A vote FOR this item is war year.	rranted in the a	absence of co	oncern abou	ut the auditor	's actions duri	ng the last fi	iscal			
5.f		Renew Appointment of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this auditorauditor.	or election is we	arranted due	to a lack o	of concern reg	arding the suit	tability of the	2			
		Blended Rationale: A vote FOR this auditor ele auditor.	ection is warran	ted due to a	lack of con	ncern regardir	ng the suitabili	ty of the			-	
6		Transact Other Business (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required for	r this item.									
		Blended Rationale: No vote is required for this	item.									

Ballot Details

Institutional Account Detail	Custodian						
(IA Name, IA Number)	Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

UBS (Lux) Fund Solutions MSCI EM Socially Responsible UCITS ETF

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		43,000	43,000
			03/18/2023	03/18/2023			
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,750	2,750
, ,			03/18/2023	03/18/2023			
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Rejected - NO corresponding	Auto-Instructed	Auto-Approved		12,250	12,250
		Account-BIC Link	03/18/2023	03/18/2023			
					Total Shares:	58,000	58,000

UBS (Lux) Fund Solutions MSCI World Socially Responsible UCITS ETF

Meeting Date: 04/17/2023 Country: Luxembourg Ticker: UIMM Proxy Level: N/A Record Date: 04/12/2023 Meeting Type: Annual Meeting ID: 1720800 Primary Security ID: L9398E560 Primary CUSIP: L9398E560 Primary ISIN: LU0629459743 Primary SEDOL: B4L9Y56 Earliest Cutoff Date: 03/30/2023 Total Ballots: 2 Voting Policy: Sustainability Additional Policy: Votable Shares: 85,160 *Shares on Loan: 0 Shares Instructed: 85,160 Shares Voted: 85,160 Voting Vote Vote Significant Votable Mamt Policy Policy Vote Against Against Against Proposal **Proposal Text** ISS Rec Instruction Policy ISS Number Vote Proponent **Proposal** Rec Rec Rec Mamt Receive and Approve Board's and Mgmt Yes For For For For No No No 1 Auditor's Reports Voting Policy Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal. Blended Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal. Approve Financial Statements 2 Mamt Yes For For For For No No No Voting Policy Rationale: A vote FOR is warranted as no concerns were identified and is generally unproblematic. However, this is not without concern that the annual report is not publicly available, despite supposedly being available to all shareholders. Blended Rationale: A vote FOR is warranted as no concerns were identified and is generally unproblematic. However, this is not without concern that the annual report is not publicly available, despite supposedly being available to all shareholders. Approve Allocation of Income and For 3 Mamt Yes For For For Nο Nο Nο Voting Policy Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal. Blended Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal. Approve Discharge of Directors Mamt Yes For For For For Nο Nο Nο Voting Policy Rationale: A vote FOR this item is warranted given the lack of any specific concern with the board's actions over the past year. Blended Rationale: A vote FOR this item is warranted given the lack of any specific concern with the board's actions over the Acknowledge Resignation of Frank Mgmt No Musel and Ian Ashment as Directors Voting Policy Rationale: This is a non-voting item.

Blended Rationale: This is a non-voting item.

UBS (Lux) Fund Solutions MSCI World Socially Responsible UCITS ETF

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.b		Approve Discharge of Frank Musel and Ian Ashment as Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item the past year.	is warranted gi	iven the lack	of any spec	cific concern v	with the board	's actions ov	er			
		Blended Rationale: A vote FOR this item is we past year.	arranted given t	the lack of ar	ny specific d	concern with t	the board's act	tions over th	e			
5.c		Approve Discharge of Jorgen Jessen, Anja-Isabel Bohnen and Francesca Guagnini as Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item the past year.	is warranted gi	ven the lack	of any spec	cific concern v	vith the board	's actions ov	er			
		Blended Rationale: A vote FOR this item is we past year.	arranted given t	the lack of ar	ny specific c	oncern with t	the board's act	tions over th	е			
5.d		Re-elect Andreas Haberzeth as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item	is warranted in	the absence	of any con	cern about th	ne board and it	ts compositio	on.			
		Blended Rationale: A vote FOR this item is we	arranted in the	absence of a	ny concern	about the boo	ard and its co	mposition.				
5.e		Approve Discharge of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item fiscal year.	is warranted in	the absence	of concern	about the au	uditor's actions	during the	last			
		Blended Rationale: A vote FOR this item is we year.	arranted in the a	absence of c	oncern abo	ut the auditor	r's actions duri	ing the last f	iscal			
5.f		Renew Appointment of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this audit auditor.	tor election is w	arranted due	e to a lack o	of concern reg	arding the sui	itability of th	e			
		Blended Rationale: A vote FOR this auditor enauditor.	lection is warrar	nted due to a	lack of cor	ncern regardir	ng the suitabili	ity of the				
6		Transact Other Business (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required for	or this item.									
		Blended Rationale: No vote is required for the	is item.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		33,950	33,950
			03/19/2023	03/19/2023			
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Rejected - NO corresponding	Auto-Instructed	Auto-Approved		51,210	51,210
		Account-BIC Link	03/19/2023	03/19/2023			
					Total Shares:	85,160	85,160

UBS (Lux) Fund Solutions-MSCI Japan Socially Responsible UCITS ETF

Meeting Date: 04/17/2023 **Record Date:** 04/12/2023

Country: Luxembourg Meeting Type: Annual Ticker: FRCJ

Proxy Level: N/A

Primary Security ID: L93979646

Primary CUSIP: L93979646

Meeting ID: 1720788 **Primary ISIN:** LU1230561679

Primary SEDOL: BYQDZ27

Earliest Cutoff Date: 04/10/2023 Votable Shares: 186,395

Total Ballots: 1 *Shares on Loan: 0 Voting Policy: Sustainability Shares Instructed: 186,395 **Additional Policy:** Shares Voted: 186,395

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive and Approve Board's and Auditor's Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item	is warranted du	ie to the laci	k of concerr	s regarding t	this proposal.					
		Blended Rationale: A vote FOR this item is wa	arranted due to	the lack of c	concerns reg	garding this p	roposal.					
2		Approve Financial Statements	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warran is not without concern that the annual report					-					
		Blended Rationale: A vote FOR is warranted a without concern that the annual report is not			_				not		-	
3		Approve Allocation of Income and Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item	is warranted du	ie to the laci	k of concerr	ns regarding t	this proposal.					
		Blended Rationale: A vote FOR this item is wa	arranted due to	the lack of c	concerns reg	garding this p	proposal.				-	
4		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item the past year.	is warranted gi	ven the lack	of any spec	cific concern v	with the board	"s actions ov	er			
		Blended Rationale: A vote FOR this item is was past year.	arranted given t	the lack of ar	ny specific c	oncern with t	the board's act	tions over th	e			
5.a		Acknowledge Resignation of Frank Musel and Ian Ashment as Directors	Mgmt	No								
		Voting Policy Rationale: This is a non-voting in	tem.									
		Blended Rationale: This is a non-voting item.									-	
5.b		Approve Discharge of Frank Musel and Ian Ashment as Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item the past year.	is warranted gi	ven the lack	of any spec	cific concern i	with the board	's actions ov	er		-	
		Blended Rationale: A vote FOR this item is was past year.	arranted given t	the lack of ar	ny specific c	oncern with t	the board's act	tions over th	e			
5.c		Approve Discharge of Jorgen Jessen, Anja-Isabel Bohnen and Francesca Guagnini as Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item the past year.	is warranted gi	ven the lack	of any spec	cific concern i	with the board	's actions ov	er		-	
		Blended Rationale: A vote FOR this item is we past year.	arranted given t	the lack of ar	ny specific c	oncern with t	the board's act	tions over th	e		-	
5.d		Re-elect Andreas Haberzeth as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item	is warranted in	the absence	of any con	cern about th	ne board and it	ts compositio	on.			
		Blended Rationale: A vote FOR this item is wa	arranted in the	absence of a	ny concern	about the bo	pard and its con	mposition.			-	

UBS (Lux) Fund Solutions-MSCI Japan Socially Responsible UCITS ETF

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.e		Approve Discharge of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is fiscal year.	warranted in t	the absence	of concern a	about the aud	ditor's actions	during the la	ast			
		Blended Rationale: A vote FOR this item is warn year.	ranted in the a	bsence of co	ncern about	t the auditor's	s actions durin	g the last fis	scal			
5.f		Renew Appointment of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this auditor auditor.	election is wa	rranted due	to a lack of	concern rega	arding the suit	ability of the	•			
		Blended Rationale: A vote FOR this auditor electronauditor.	tion is warrant	ted due to a	lack of conc	ern regarding	g the suitabilit	y of the				
6		Transact Other Business (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required for	this item.									
		Blended Rationale: No vote is required for this	item.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		186,395	186,395
busumusic bulances, anassigned			03/20/2023	03/20/2023			
					Total Shares:	186,395	186,395

Meeting	Date: 04/19/2	.023	Country: France			Ticker:	FGR			Proxy Level	: N/A		
Record D	ate: 04/17/20	123	Meeting Type: Ani	nual/Special		Meetin	g ID: 172292!	5					
Primary S	Security ID:	F2924U106	Primary CUSIP: F	2924U106		Primar	y ISIN: FR000	00130452		Primary SEI	DOL: B13X0)13	
Earliest Cu	itoff Date: 04/1	4/2023	Total Ballots: 1			Voting P	olicy: Sustainal	oility		Additional Po	licy:		
Votable Si			*Shares on Loan: 0			Shares I	instructed: 8,1	92		Shares Voted: 8,192			
Proposal Number	•			Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
		Ordinary Business		Mgmt	No								
1		Approve Financial S Statutory Reports	tatements and	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational and lack of concerns	ale: Votes FOR the app	proval of the annu	al accounts a	are warrant	ed due to the	unqualified au	ıditors' opin	ion			
		Blended Rationale: Value of concerns.	otes FOR the approva	l of the annual acc	counts are w	arranted d	ue to the unqu	ualified auditor	s' opinion a	nnd			
2	Approve Consolidated Financial Statements and Statutory Reports		Mgmt	Yes	For	For		For	For	No	No	No	

lack of concerns.

Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Approve Allocation of Income and Dividends of EUR 3.60 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this income without being excessive.	e allocation pro	oposal is wai	ranted beca	ause the prop	osed payout r	atio is adequ	ate			
		Blended Rationale: A vote FOR this income allowithout being excessive.	cation proposa	al is warrante	ed because	the proposed	l payout ratio i	s adequate				
4		Reelect Benoit de Ruffray as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote FOR the (re)election concerns (Item 5). A vote FOR the (re)election board independence (including all board memb representatives, employee representatives, and recommended) and the absence of specific con AGAINST the reelection of Benoit de Ruffray (Item)	of this non-ind pers: 54.5 perc d employee sha preerns (Item 6)	dependent n ent vs 33.3 p areholder rep). As the fund	ominee is w percent reco presentative	varranted give ommended; e os (if any): 75	en the satisfact excluding gover 1.0 percent vs	tory level of rnment 50 percent				
		Blended Rationale: A vote FOR the (re)election (Item 5). A vote FOR the (re)election of this no independence (including all board members: 5-representatives, employee representatives, and recommended) and the absence of specific con AGAINST the reelection of Benoit de Ruffray (Item)	on-independent 4.5 percent vs d employee sha ocerns (Item 6)	t nominee is 33.3 percent areholder rep). As the fun	warranted t recomment presentative	given the sati nded; excludir ns (if any): 75	isfactory level ng government .0 percent vs .	of board t 50 percent				
5		Reelect Isabelle Salaun as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the (re)election concerns (Item 5). A vote FOR the (re)election board independence (including all board membi representatives, employee representatives, and recommended) and the absence of specific con AGAINST the reelection of Benoit de Ruffray (Item 5). A vote FOR the (re)election (Item 5). A vote FOR the (re)election of this not independence (including all board members: 5-representatives, employee representatives, and recommended) and the absence of specific con AGAINST the reelection of Benoit de Ruffray (Item 5).	of this non-inders: 54.5 percent employee shaderns (Item 6, tem 4) is warrand of this independent vs. 15 percent vs. 16 employee shaderns (Item 6, tem 6, te	dependent nent vs 33.3 pareholder repolen in As the fundanted. Indent nomine is 33.3 percenter repolen in As the fundanted is 33.4 percenter repolen in As the fundanter is 35.5 percenter repolen in As the fundanter is 35.5 percenter is 35.5 percenter is 35.5	ominee is wonercent reconversentative ctions of characteristics warranted warranted trecomment oresentative	varranted give commended; e cs (if any): 75 airman and C anted in the al given the sata ded; excludir ss (if any): 75	en the satisfact excluding gove of percent vs. EO are combinate beence of spec- isfactory level- ing government. O percent vs.	tory level of rmment 50 percent ned, a vote sific concerns of board t 50 percent				
6		Reelect Laurent Dupont as Representative of Employee Shareholders to the Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the (re)election concerns (Item 5). A vote FOR the (re)election board independence (including all board memb representatives, employee representatives, and recommended) and the absence of specific con AGAINST the reelection of Benoit de Ruffray (Item)	of this non-ind pers: 54.5 perc d employee sha prerns (Item 6)	dependent n ent vs 33.3 p areholder rep). As the fun	ominee is w percent reco presentative	varranted give ommended; e os (if any): 75	en the satisfact excluding gover 5.0 percent vs :	tory level of rnment 50 percent				
		Blended Rationale: A vote FOR the (re)election (Item 5). A vote FOR the (re)election of this no independence (including all board members: 5-2 representatives, employee representatives, and recommended) and the absence of specific con AGAINST the reelection of Benoit de Ruffray (Item)	on-independent 4.5 percent vs d employee sha ocerns (Item 6)	t nominee is 33.3 percent areholder rep). As the fun	warranted g t recomment presentative	given the sati nded; excludir ns (if any): 75	isfactory level ng government .0 percent vs .	of board t 50 percent				
7		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remuni	eration policy	is warranted	because it	does not rais	e any significa	nt concern.				
		Blended Rationale: A vote FOR this remuneration	on policy is wa	rranted beca	ause it does	not raise any	/ significant co	ncern.				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8		Approve Remuneration Policy of Chairman and CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remu criteria of the annual bonus can compensate of performance on every criteria, * Post-mandatu unvested awards in case of retirement or end	each other, lead e vesting will n	ding to the a ot be prorate	ward of a med and the c	nax level bond Chairman and	us without read CEO could ret	ching max tain rights to			-	
		Blended Rationale: A vote FOR this remunerate the annual bonus can compensate each other, every criteria, * Post-mandate vesting will not case of retirement or end of CEO mandate. The	, leading to the t be prorated ar	award of a and the chairm	max level be man and CE	onus without O could retail	reaching max n rights to unv	performance	e on		-	
9		Approve Compensation Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remu	neration report	is warranted	d because it	does not rais	se any significa	ant concern.				
		Blended Rationale: A vote FOR this remunerate	tion report is w	arranted bed	ause it does	s not raise an	ny significant co	oncern.			-	
10		Approve Compensation of Benoit de Ruffray, Chairman and CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remu are no details regarding the achievement leve reached their max level but the bonus surpass. The main reason for support is that: * The co LTIP. * There are no other concerns regarding	el of the qualitat sed its max bef mpany has imp	tive criteria a ore capping,	nttached to to meaning th	the bonus, * nat performar	Not all perform nce criteria offs	nance criteria Set each otha	a er.			
		Blended Rationale: A vote FOR this remuneral no details regarding the achievement level of reached their max level but the bonus surpass The main reason for support is that: * The co LTIP. * There are no other concerns regarding	the qualitative sed its max bef mpany has imp	criteria attac ore capping,	thed to the I meaning th	bonus, * Not nat performar	all performand nce criteria offs	ce criteria set each othe	er.			
11		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Such share buyback p	programs merit	a vote FOR.								
		Blended Rationale: Such share buyback progra	ams merit a vo	te FOR.								
		Extraordinary Business	Mgmt	No								
12		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item	is warranted as	such share	capital redu	ctions are fa	vorable to shai	reholders.				
		Blended Rationale: A vote FOR this item is wa	nrranted as suci	h share capit	al reduction	s are favoral	ble to sharehol	ders.			-	
13		Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ted since this p	otential trans	sfer of weal	th is in share	holders' intere	sts.				
		Blended Rationale: A vote FOR is warranted s.	ince this potent	tial transfer o	of wealth is	in shareholde	ers' interests.					
14		Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 156.8 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the author the recommended guidelines for issuances wi Item 19 is warranted as it limits shareholder of	th and without	preemptive i	rights. A vot	e FOR the co	ommon limit pr				-	
		Blended Rationale: Votes FOR the authorization recommended guidelines for issuances with a 19 is warranted as it limits shareholder dilution	nd without pree	emptive right	ts. A vote Fo	OR the comm	on limit propo	•				

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
15		Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the authori the recommended guidelines for issuances wit Item 19 is warranted as it limits shareholder d	h and without ,	preemptive i	rights. A voi	e FOR the co	mmon limit pr	-				
		Blended Rationale: Votes FOR the authorizatio recommended guidelines for issuances with an 19 is warranted as it limits shareholder dilution	nd without pree	emptive right	s. A vote Fo	OR the comm	on limit propo					
16		Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the authors the recommended guidelines for issuances wit Item 19 is warranted as it limits shareholder d	h and without ,	preemptive i	rights. A voi	e FOR the co	mmon limit pr	-			-	
		Blended Rationale: Votes FOR the authorizatio recommended guidelines for issuances with an 19 is warranted as it limits shareholder dilution	nd without pree	emptive right	s. A vote Fo	OR the comm	on limit propo	•				
17		Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 14-16	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the authori the recommended guidelines for issuances wit Item 19 is warranted as it limits shareholder d	h and without ,	preemptive i	rights. A voi	e FOR the co	mmon limit pr	-				
		Blended Rationale: Votes FOR the authorization recommended guidelines for issuances with an 19 is warranted as it limits shareholder dilution	nd without pree	emptive right	s. A vote Fo	OR the comm	on limit propo	•				
18		Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the authori the recommended guidelines for issuances wit Item 19 is warranted as it limits shareholder d	h and without ,	preemptive i	rights. A voi	e FOR the co	mmon limit pr					
		Blended Rationale: Votes FOR the authorization recommended guidelines for issuances with an 19 is warranted as it limits shareholder dilution	nd without pree	emptive right	s. A vote Fo	OR the comm	on limit propo	•				
19		Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 15, 16 and 18 at EUR 39.2 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the authori the recommended guidelines for issuances wit Item 19 is warranted as it limits shareholder d	h and without	preemptive i	rights. A vol	e FOR the co	mmon limit pr	-				
		Blended Rationale: Votes FOR the authorization recommended guidelines for issuances with an 19 is warranted as it limits shareholder dilution	nd without pree	emptive right	s. A vote Fo	OR the comm	on limit propo	•			-	
20		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the emplo percent) respects the recommended guidelines		hase plans is	warranted	because its p	proposed volur	ne (3.83				
		Blended Rationale: A vote FOR the employee s respects the recommended guidelines.	stock purchase	plans is war	ranted beca	ause its propo	osed volume (3	2.83 percent,)			

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Proposal Sign Number Vote	nificant e	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
21		Authorize up to 1.02 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is problematic.	warranted bed	cause the te	rms of the p	roposed auth	norization are i	not				
		Blended Rationale: A vote FOR this item is warr	ranted because	e the terms o	of the propos	sed authoriza	ation are not p	roblematic.				
		Ordinary Business	Mgmt	No								
22		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this routine	item is warra	nted.								
		Blended Rationale: A vote FOR this routine item	is warranted.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		8,192	8,192
			03/30/2023	03/30/2023			
					Total Shares:	8,192	8,192

HCA Healthcare, Inc.

Meeting Date: 04/19/2023	Country: USA	Ticker: HCA	Proxy Level: 3
Record Date: 02/24/2023	Meeting Type: Annual	Meeting ID: 1727242	
Primary Security ID: 40412C101	Primary CUSIP: 40412C101	Primary ISIN: US40412C1018	Primary SEDOL: B4MGBG6
Earliest Cutoff Date: 04/18/2023	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,012	*Shares on Loan: 0	Shares Instructed: 1,012	Shares Voted: 1,012

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Thomas F. Frist, III	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1b		Elect Director Samuel N. Hazen	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1c		Elect Director Meg G. Crofton	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1d		Elect Director Robert J. Dennis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nominees is warranted.										

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HCA Healthcare, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1e		Elect Director Nancy-Ann DeParle	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1f		Elect Director William R. Frist	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1g		Elect Director Hugh F. Johnston	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1h		Elect Director Michael W. Michelson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1i		Elect Director Wayne J. Riley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1j		Elect Director Andrea B. Smith	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	auditor is w	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warrai	nted.							
3		Approve Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos discount, and has limits on employee contribute		d given that	the plan is b	oroad-based,	provides for a	reasonable				
		Blended Rationale: A vote FOR this proposal is discount, and has limits on employee contribute	_	en that the p	olan is broad	l-based, prov	rides for a reas	onable				
4		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propose review. Annual incentives were entirely determ- weightings, and achieved results. In addition, v Sustainability Advisory Services' valuation), PSU	ined by object while the majo	ive financial rity of the Cl	and quality i EO's long-ter	measures, w m incentive	ith clear disclo	sure of metr	ics,			
		Blended Rationale: A vote FOR this proposal is review. Annual incentives were entirely determ weightings, and achieved results. In addition, v Sustainability Advisory Services' valuation), PSU	ined by object while the majo	ive financial rity of the Cl	and quality i EO's long-ter	measures, w m incentive	ith clear disclo	sure of metr				
5		Report on Political Contributions and Expenditures	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this resolut contributions through all trade associations and evaluate the company's management of related	d other tax-exe	empt organiz				-	ely			
		Blended Rationale: A vote FOR this resolution is contributions through all trade associations and evaluate the company's management of related	d other tax-exe	empt organiz		•			ely			

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HCA Healthcare, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6		Amend Charter of Patient Safety and Quality of Care Committee	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propo- and Quality of Care Committee's oversight resp		,	,	5			,		-	
		Blended Rationale: A vote FOR this proposal is Quality of Care Committee's oversight responsa		, ,				,			-	

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,012	1,012
Susumusic Suluncca, anassigned			03/27/2023	03/27/2023			
					Total Shares:	1,012	1,012

Adobe Inc.

Meeting Date: 04/20/2023	Country: USA	Ticker: ADBE	Proxy Level: 3
Record Date: 02/21/2023	Meeting Type: Annual	Meeting ID: 1723128	
Primary Security ID: 00724F101	Primary CUSIP: 00724F101	Primary ISIN: US00724F1012	Primary SEDOL: 2008154
Earliest Cutoff Date: 04/19/2023	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,500	*Shares on Loan: 0	Shares Instructed: 1,500	Shares Voted: 1,500

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Amy Banse	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1b		Elect Director Brett Biggs	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nominees is warranted.											
	Blended Rationale: A vote FOR the director nominees is warranted.											
1c		Elect Director Melanie Boulden	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1d		Elect Director Frank Calderoni	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.							,	
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1e		Elect Director Laura Desmond	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1f		Elect Director Shantanu Narayen	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nominees is warranted.										

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Adobe Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1g		Elect Director Spencer Neumann	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1h		Elect Director Kathleen Oberg	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1i		Elect Director Dheeraj Pandey	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1j		Elect Director David Ricks	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1k		Elect Director Daniel Rosensweig	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
11		Elect Director John Warnock	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
2		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Based on the Equity Pla	an Scorecard e	evaluation (E	EPSC), a vote	FOR this pr	oposal is warr	anted.				
		Blended Rationale: Based on the Equity Plan So	corecard evalu	ation (EPSC)), a vote FOF	R this propos	al is warranted	1.				
3		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	e auditor is v	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.							
4		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propose performance-based. In addition, the relative TS absolute results, while targeting above-median annual incentive targets and weightings, as we	SR PSUs utilize performance.	a multi-yea However, co	r performand oncerns rema	ce period and ain regarding	d a payout cap g the lack of di	for negative isclosed spec				
		Blended Rationale: A vote FOR this proposal is performance-based. In addition, the relative TS absolute results, while targeting above-median annual incentive targets and weightings, as we	SR PSUs utilize performance.	e a multi-yea However, co	r performand oncerns rema	ce period and ain regarding	d a payout cap g the lack of di	for negative isclosed spec				
5		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					-	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho	-					y votes are				

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Adobe Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6		Report on Hiring of Persons with Arrest or Incarceration Records	SH	Yes	Against	Against		For	For	Yes	No	Yes
	Voting Policy Rationale: A vote FOR this proposal is warranted because additional information could help shareholders better understand how the company is assessing and managing the progress of its various diversity and inclusion initiatives.											
		Blended Rationale: A vote FOR this proposal is understand how the company is assessing and					•					

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,500	1,500
Susumusic Suluncca, anassigned			03/30/2023	03/30/2023			
					Total Shares:	1,500	1,500

Ticker: RMS

Proxy Level: N/A

Hermes International SCA

Country: France

Meeting Date: 04/20/2023

	Date: 04/18/20 Security ID:		Meeting Type: Annua Primary CUSIP: F480	-			ID: 1726642 ISIN: FR000			Primary SE	DOL: 52539	973	
	utoff Date: 04/1	17/2023	Total Ballots: 1			_	olicy: Sustainal	•		Additional Po	-		
Votable Sh	hares: 166		*Shares on Loan: 0			Shares I	nstructed: 166			Shares Voted	: 166		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Ordinary Business		Mgmt	No								
1		Approve Financial St Statutory Reports	atements and	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa and lack of concerns.	le: Votes FOR the appro	val of the annua	al accounts a	are warranto	ed due to the	unqualified au	ıditors' opin	ion		-	
	Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.												
2		Approve Consolidate Statements and Stat		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa and lack of concerns.	le: Votes FOR the appro	val of the annua	al accounts a	are warranto	ed due to the	unqualified au	ıditors' opin	ion		-	
		Blended Rationale: Volack of concerns.	otes FOR the approval of	f the annual acc	counts are w	arranted du	ie to the unqu	ualified auditor	rs' opinion a	end		-	
3		Approve Discharge o Managers	of General	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa board's actions over	le: A vote FOR this prop the past year.	osal is warrante	ed given the	lack of any	specific conce	ern with the m	anagement				
		Blended Rationale: A actions over the past	vote FOR this proposal i year.	is warranted giv	en the lack	of any spec	ific concern w	ith the manag	ement boar	rd's		-	
4		Approve Allocation o Dividends of EUR 13		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa without being excess	nle: A vote FOR this incor ive.	me allocation pr	roposal is wa	rranted bed	ause the prop	posed payout i	ratio is adeq	quate			
		Blended Rationale: A without being excess.	vote FOR this income arive.	llocation propos	al is warrant	ed because	the proposed	d payout ratio	is adequate	,			

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
5		Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST this prinformation concerning a consulting agreement the continuation of this agreement is in shareful regarding the transactions with RDAI. In this continuation is in the interest of all shareholders.	nt entered into molders' interest	with Studio o	des Fleurs. e company	It is therefore fails to provid	impossible to le comprehens	ascertain the sive informat				
		Blended Rationale: A vote AGAINST this propo concerning a consulting agreement entered in continuation of this agreement is in shareholde regarding the transactions with RDAI. In this of RDAI is in the interest of all shareholders.	to with Studio d ers' interests; a	des Fleurs. I and * The co	t is therefor	re impossible i s to provide co	to ascertain th omprehensive	at the information	ion			
6		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: This resolution warrantakeover period.	its a vote AGAI	NST as the s	share repur	rchase progran	m can be conti	inued during	а			
		Blended Rationale: This resolution warrants a takeover period.	vote AGAINST	as the share	repurchas	e program car	n be continuea	during a				
7		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST this remunerations lies in the hands of the General controlled by the family of the other General perimeter is not relevant to all the company's significant dissent on compensation-related item.	l Partner, which Manager, leadin employees; and	n is the same ng to an impo	e legal entit ortant confi	ty as one of th lict of interest;	ne General Mar : * The pay eq	nagers and is uity ratio's				
		Blended Rationale: A vote AGAINST this remuremunerations lies in the hands of the General controlled by the family of the other General perimeter is not relevant to all the company's significant dissent on compensation-related item.	l Partner, which Manager, leadin employees; and	n is the same ng to an impo	e legal entit ortant confi	ty as one of th lict of interest;	ne General Mar : * The pay eq	nagers and is uity ratio's	5			
8		Approve Compensation of Axel Dumas, General Manager	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Votes AGAINST these executives' remunerations lies in the hands of managers and is controlled by the family of the structure of the statutory remuneration seems (indexed upward only on previous year results)	the general pa e other genera biased as the	rtner, which I manager, lo methodology	is the same eading to a y used to fil	e legal entity a in important co ix the base sal	as one of the g onflict of intere lary is inherent	general est. The	t		-	
		Blended Rationale: Votes AGAINST these remu executives' remunerations lies in the hands of managers and is controlled by the family of the structure of the statutory remuneration seems (indexed upward only on previous year results	the general par e other general biased as the	rtner, which I manager, lo methodology	is the same eading to a y used to fil	e legal entity a in important co ix the base sal	as one of the gonflict of interestant	general est. The	ŧ			
9		Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Votes AGAINST these executives' remunerations lies in the hands of managers and is controlled by the family of the structure of the statutory remuneration seems (indexed upward only on previous year results)	the general pa e other general biased as the	rtner, which I manager, lo methodology	is the same eading to a y used to fil	e legal entity a in important co ix the base sal	as one of the g onflict of intere lary is inherent	general est. The	t			
		Blended Rationale: Votes AGAINST these remu executives' remunerations lies in the hands of managers and is controlled by the family of the structure of the statutory remuneration seems (indexed upward only on previous year results	the general pa e other general biased as the	rtner, which I manager, lo methodology	is the same eading to a y used to fil	e legal entity a in important co ix the base sal	as one of the g onflict of intere lary is inherent	general est. The	t		-	

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
10		Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remune	eration report	is warranted	because it o	loes not raise	e any significal	nt concern.				
		Blended Rationale: A vote FOR this remuneration	on report is wa	rranted beca	use it does	not raise any	significant co	ncern.				
11		Approve Remuneration Policy of General Managers	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST this re executives' remunerations lies in the hands of the Managers and is controlled by the family of the structure of the statutory remuneration seems to (indexed upward only on previous year results)	he General Pai other General biased as the n	rtner, which Manager, le methodology	is the same ading to an used to fix t	legal entity a important co the base sala	s one of the G nflict of interes ry is inherentl	General st. The				
		Blended Rationale: A vote AGAINST this remune remunerations lies in the hands of the General Ac controlled by the family of the other General Ma statutory remuneration seems biased as the me only on previous year results) and as the variab	Partner, which anager, leading ethodology use	is the same g to an impo ed to fix the l	legal entity rtant conflict base salary i	as one of the t of interest.	General Mana The structure	agers and is of the	d			
12		Approve Remuneration Policy of Supervisory Board Members; Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 900,000	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remund envelope is substantially increased by 50 percei unchanged since 2017; and * The amount prop	nt. The main re	easons for su	ipport are: *	* The current	envelope has	_	1			
		Blended Rationale: A vote FOR this remuneration envelope is substantially increased by 50 percent unchanged since 2017; and * The amount prop	nt. The main re	easons for su	ipport are:	* The current	envelope has	-				
13		Reelect Dorothee Altmayer as Supervisory Board Member	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Votes AGAINST the ree non-independent nominees are warranted given recommended) (Items 13, 15, and 16). A vote given the improvement in the level of board ind (Item 14). The number of outside mandates he chairmen. Therefore, his reelection warrants a	n the lack of in FOR the reelec lependence an Id by Eric de S	dependence tion of Moni d the absend Seynes is in e	at the board que Cohen a ce of specific	d level (28.6) es an indeper c concern abo	percent vs 33. Ident nominee out the propos	3 percent is warranted ed nominee				
		Blended Rationale: Votes AGAINST the reelectic non-independent nominees are warranted giver recommended) (Items 13, 15, and 16). A vote given the improvement in the level of board ind (Item 14). The number of outside mandates he chairmen. Therefore, his reelection warrants a	n the lack of in FOR the reelec lependence an Id by Eric de S	dependence tion of Moni d the absend Geynes is in e	at the board que Cohen a ce of specific	d level (28.6 es an indeper c concern abo	percent vs 33. Ident nominee out the propos	3 percent is warranted ed nominee				
14		Reelect Monique Cohen as Supervisory Board Member	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST the ree non-independent nominees are warranted given recommended) (Items 13, 15, and 16). A vote given the improvement in the level of board ind (Item 14). The number of outside mandates he chairmen. Therefore, his reelection warrants a	n the lack of in FOR the reelec lependence an Id by Eric de S	dependence tion of Moni d the absend Geynes is in e	at the board que Cohen a ce of specific	d level (28.6) es an indeper c concern abo	percent vs 33. Ident nominee out the propos	3 percent is warranted ed nominee				
		Blended Rationale: Votes AGAINST the reelectic non-independent nominees are warranted giver recommended) (Items 13, 15, and 16). A vote given the improvement in the level of board ind (Item 14). The number of outside mandates he chairmen. Therefore, his reelection warrants a	n the lack of in FOR the reelec lependence an Id by Eric de S	dependence tion of Moni d the absend Seynes is in e	at the board que Cohen a ce of specific	d level (28.6 es an indeper c concern abo	percent vs 33. Ident nominee out the propos	3 percent is warranted ed nominee				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
15		Reelect Renaud Mommeja as Supervisory Board Member	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Votes AGAINST the re non-independent nominees are warranted giv recommended) (Items 13, 15, and 16). A vote given the improvement in the level of board in (Item 14). The number of outside mandates the chairmen. Therefore, his reelection warrants a	en the lack of in e FOR the reele ndependence an neld by Eric de S	ndependence oction of Mon nd the absen Seynes is in a	e at the boa sique Coher nce of speci	ard level (28.6 n as an indepe fic concern al	6 percent vs 3. endent nomine bout the propo	3.3 percent e is warrant sed nominee	9		-	
		Blended Rationale: Votes AGAINST the reelect non-independent nominees are warranted giv recommended) (Items 13, 15, and 16). A vote given the improvement in the level of board in (Item 14). The number of outside mandates in chairmen. Therefore, his reelection warrants a	en the lack of in FOR the reele Independence and Ineld by Eric de S	ndependence oction of Mon nd the absen Seynes is in	e at the boa lique Coher nce of speci	ard level (28.6 n as an indepe fic concern al	6 percent vs 3. endent nomine bout the propo	3.3 percent e is warrant sed nominee	9		-	
16		Reelect Eric de Seynes as Supervisory Board Member	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Votes AGAINST the re non-independent nominees are warranted giv recommended) (Items 13, 15, and 16). A vote given the improvement in the level of board in (Item 14). The number of outside mandates he chairmen. Therefore, his reelection warrants a	en the lack of in e FOR the reele ndependence an neld by Eric de S	ndependence ction of Mon nd the absen Seynes is in a	e at the boo lique Coher nce of speci	ard level (28.6 n as an indepe fic concern al	6 percent vs 3. endent nomine bout the propo	3.3 percent e is warrant sed nominee	9		-	
		Blended Rationale: Votes AGAINST the reelect non-independent nominees are warranted giv recommended) (Items 13, 15, and 16). A vote given the improvement in the level of board in (Item 14). The number of outside mandates in chairmen. Therefore, his reelection warrants a	en the lack of in e FOR the reele ndependence an neld by Eric de S	ndependence oction of Mon nd the absen Seynes is in a	e at the boo ique Coher nce of speci	ard level (28.6 n as an indepe fic concern al	6 percent vs 3. endent nomine bout the propo	3.3 percent e is warrant sed nominee	9		-	
17		Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ted because the	ere are no co	ncerns reg	arding this pr	oposal.					
		Blended Rationale: A vote FOR is warranted b	ecause there a	re no concer	ns regardin	g this propos	al.					
18		Renew Appointment of Grant Thornton Audit as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ted because the	ere are no co	oncerns reg	arding this pr	oposal.					
		Blended Rationale: A vote FOR is warranted b	ecause there a	re no concer	ns regardin	g this propos	al.					
		Extraordinary Business	Mgmt	No								
19		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item	is warranted as	such share	capital redu	ıctions are fa	vorable to sha	reholders.				
		Blended Rationale: A vote FOR this item is wa	rranted as such	n share capit	al reduction	ns are favorab	ole to sharehol	ders.				
20		Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ted since this po	otential trans	sfer of wea	lth is in share	holders' intere	sts.				
		Blended Rationale: A vote FOR is warranted s.	ince this potent	tial transfer o	of wealth is	in shareholde	ers' interests.				-	

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
21		Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Votes AGAINST Items period is not excluded. Votes AGAINST the autithe recommended 10-percent guidelines for iss	horizations und	der Items 22	and 24 are		_		t			
		Blended Rationale: Votes AGAINST Items 21, 2 not excluded. Votes AGAINST the authorization recommended 10-percent guidelines for issuan	s under Items	22 and 24 a	are warrant	-	_		is			
22		Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Votes AGAINST Items of period is not excluded. Votes AGAINST the autithe recommended 10-percent guidelines for iss	horizations und	der Items 22	and 24 are		_		t			
		Blended Rationale: Votes AGAINST Items 21, 2 not excluded. Votes AGAINST the authorization recommended 10-percent guidelines for issuan	s under Items	22 and 24 a	are warrant	,	-		is			
23		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante ownership that would remain acceptable for sa		-		mployee parti	icipation to a le	evel of				
		Blended Rationale: A vote FOR is warranted be that would remain acceptable for savings-related	-		ease emplo	yee participat	tion to a level o	of ownership	1			
24		Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Votes AGAINST Items period is not excluded. Votes AGAINST the autithe recommended 10-percent guidelines for iss	horizations und	der Items 22	and 24 are		_		t			
		Blended Rationale: Votes AGAINST Items 21, 2 not excluded. Votes AGAINST the authorization recommended 10-percent guidelines for issuan	s under Items	22 and 24 a	are warrant	-	_	-	is			
25		Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Votes AGAINST Items period is not excluded. Votes AGAINST the autithe recommended 10-percent guidelines for iss	horizations und	der Items 22	and 24 are		_		t			
		Blended Rationale: Votes AGAINST Items 21, 2 not excluded. Votes AGAINST the authorization recommended 10-percent guidelines for issuan	s under Items	22 and 24 a	are warrant	-	_		is			
26		Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Votes AGAINST these of	delegations are	e warranted	as they are	not consider	red in sharehol	ders' interes	ts.			
		Blended Rationale: Votes AGAINST these deleg	ations are war	rranted as th	ey are not	considered in	shareholders'	interests.				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
27		Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Votes AGAINST these	delegations are	warranted a	as they are i	not considere	ed in sharehold	lers' interest	s.			
		Blended Rationale: Votes AGAINST these deleg	ations are war	ranted as the	ey are not co	onsidered in	shareholders'	interests.				
28		Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST this reperformance conditions. * The vesting period is										
		Blended Rationale: A vote AGAINST this resolu performance conditions. * The vesting period is							d.			
29		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this routine	e item is warra.	nted.								
		Blended Rationale: A vote FOR this routine item	n is warranted.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		166	166
Sustainable Balancea, anassignea			04/04/2023	04/04/2023			
					Total Shares:	166	166

Humana Inc.

Meeting Date: 04/20/2023	Country: USA	Ticker: HUM	Proxy Level: 3
Record Date: 02/28/2023	Meeting Type: Annual	Meeting ID: 1725155	
Primary Security ID: 444859102	Primary CUSIP: 444859102	Primary ISIN: US4448591028	Primary SEDOL: 2445063
Earliest Cutoff Date: 04/19/2023	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 341	*Shares on Loan: 0	Shares Instructed: 341	Shares Voted: 341

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Raquel C. Bono	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1b		Elect Director Bruce D. Broussard	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1c		Elect Director Frank A. D'Amelio	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								

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Humana Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director David T. Feinberg	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1e		Elect Director Wayne A. I. Frederick	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1 f		Elect Director John W. Garratt	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1g		Elect Director Kurt J. Hilzinger	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1h		Elect Director Karen W. Katz	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1 i		Elect Director Marcy S. Klevorn	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1j		Elect Director William J. McDonald	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.							,	
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1k		Elect Director Jorge S. Mesquita	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
11		Elect Director Brad D. Smith	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	e auditor is v	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.							
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos shareholders could benefit from greater disclos objective performance goals.			-							
		Blended Rationale: A vote FOR this proposal is could benefit from greater disclosure of certain performance goals.				-	-		rs			

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Humana Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho		, , ,	, , ,		,	on-pay votes	are		,	
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho	,	. ,	, ,		, ,	y votes are			,	

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		341	341
Sustainable Sulances, unassigned			03/27/2023	03/27/2023			
					Total Shares:	341	341

Ticker: REL

Meeting ID: 1715606

Proxy Level: N/A

RELX Plc

Meeting Date: 04/20/2023

Record Date: 04/18/2023

Primary Security ID: G7493L105 Primary CUSIP: G7493 Earliest Cutoff Date: 04/17/2023 Total Ballots: 1 Votable Shares: 17,572 *Shares on Loan: 0			- .			,	•								
			Primary CUSIP: G7493L105			Primary	Primary ISIN: GB00B2B0DG97 Voting Policy: Sustainability				Primary SEDOL: B2B0DG9				
						Additional Policy:									
			*Shares on Loan: 0			Shares Instructed: 17,572				Shares Voted: 17,572					
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
1		Accept Financial Sta Statutory Reports	tements and	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.													
		Blended Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.													
2		Approve Remunerat	ion Policy	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the remuneration policy is considered warranted as no material concerns have been identified. BACKGROUND INFORMATION Policies: Compensation									-				
			nded Rationale: A vote FOR the remuneration policy is considered warranted as no material concerns have been identified. CKGROUND INFORMATION Policies: Compensation												
3		Approve Remunerat	ion Report	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rational identified.	Policy Rationale: A vote FOR the approval of the remuneration report is warranted, as no significant concerns have been ied.									-			
		Blended Rationale: A vote FOR the approval of the remuneration report is warranted, as no significant concerns have been identified.													
4		Approve Final Divide	end	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.													
		Blended Rationale: A identified.	vote FOR this resolution	n is warranted b	ecause this i	is a routine	item and no	significant cond	cerns have l	been					

Country: United Kingdom

Meeting Type: Annual

RELX Plc

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Reappoint Ernst & Young LLP as Mgmt Yes For For For No Auditors							No	No	No	
		Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.										
		Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.										
6		Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.										
		Blended Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.										
7		Elect Alistair Cox as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.										
		Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.									•	
8		Re-elect Paul Walker as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.										
		Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.										
9		Re-elect June Felix as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	gnificant con	ncerns have b	een identified.					
		Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.										
10		Re-elect Erik Engstrom as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	gnificant con	ncerns have b	een identified.	•				
		Blended Rationale: A vote FOR these Directors	is warranted a	as no signific	ant concern	s have been	identified.					
11		Re-elect Charlotte Hogg as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	gnificant con	ncerns have b	een identified.					
		Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.										
12		Re-elect Marike van Lier Lels as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.									
		Blended Rationale: A vote FOR these Directors	is warranted a	as no signific	ant concern	s have been	identified.					
13		Re-elect Nick Luff as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	gnificant con	ncerns have b	een identified.					
		Blended Rationale: A vote FOR these Directors	is warranted a	as no signific	ant concern	s have been	identified.					
14		Re-elect Robert MacLeod as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	gnificant con	ncerns have b	een identified.					
		Blended Rationale: A vote FOR these Directors	is warranted a	as no signific	ant concern	s have been	identified.					
15		Re-elect Andrew Sukawaty as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
		Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.										
16		Re-elect Suzanne Wood as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
		Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.										

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RELX Plc

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
17		Approve Long-Term Incentive Plan	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this item is	warranted be	cause there	are no conc	erns regardir	ng this proposa	a/.					
		Blended Rationale: A vote FOR this item is war	ranted because	e there are r	no concerns	regarding th	is proposal.						
18		Approve Executive Share Ownership Scheme	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this item is	warranted be	cause there	are no conc	erns regardir	ng this proposa	a/.					
		Blended Rationale: A vote FOR this item is war	ranted because	e there are r	no concerns	regarding th	is proposal.						
19		Approve Sharesave Plan	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this tax-ap concerns have been identified.	proved plan is	warranted b	ecause it is	broad-based	and no corpo	rate governa	nce				
		Blended Rationale: A vote FOR this tax-approve concerns have been identified.	ed plan is warı	anted becau	ıse it is broa	nd-based and	no corporate	governance					
20		Approve Employee Share Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this resolu shareholders to be modified as necessary to er					scheme alread	ly approved i	by				
		Blended Rationale: A vote FOR this resolution is shareholders to be modified as necessary to er			•		me already ap _l	proved by					
21		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR these resorrecommended limits.	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits. Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within										
		Blended Rationale: A vote FOR these resolution recommended limits.	ns is warranted	l because the	e proposed a	amounts and	durations are	within					
22		Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR these resormended limits.	lutions is warra	anted becaus	se the propo	osed amounts	and durations	s are within					
		Blended Rationale: A vote FOR these resolution recommended limits.	ns is warranted	l because the	e proposed a	amounts and	durations are	within					
23		Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR these resorrecommended limits.	lutions is warra	anted becaus	se the propo	osed amounts	and durations	s are within					
		Blended Rationale: A vote FOR these resolution recommended limits.	ns is warranted	because the	e proposed a	amounts and	durations are	within					
24		Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this resolutive recommended limits.	tion is warrant	ed because i	the proposed	d amount and	d duration are	within					
		Blended Rationale: A vote FOR this resolution in recommended limits.	is warranted be	ecause the p	roposed am	ount and dur	ration are with	in					
25		Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this resolut	tion is warrant	ed. No issue	s of concern	n have been i	dentified.						
		Blended Rationale: A vote FOR this resolution in	is warranted. N	lo issues of d	concern have	e been identi	ified.						

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RELX Plc

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		17,572	17,572
Sustainable Balancea, unassigned			03/29/2023	03/29/2023			
					Total Shares:	17,572	17,572

The Toronto-Dominion Bank

Meeting Date: 04/20/2023 **Record Date:** 02/21/2023

Country: Canada Meeting Type: Annual Ticker: TD

Proxy Level: 3

Primary Security ID: 891160509

Earliest Cutoff Date: 04/18/2023

Primary CUSIP: 891160509

Meeting ID: 1702211 Primary ISIN: CA8911605092

Primary SEDOL: 2897222

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 21,400

*Shares on Loan: 0

Shares Instructed: 21,400 Shares Voted: 21,400

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1		Elect Director Cherie L. Brant	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this t	ime.					
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.						
1.2		Elect Director Amy W. Brinkley	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this t	ime.					
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.						
1.3		Elect Director Brian C. Ferguson	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this t	ime.					
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.						
1.4		Elect Director Colleen A. Goggins	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.						
1.5		Elect Director David E. Kepler	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this t	ime.					
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.						
1.6		Elect Director Brian M. Levitt	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this t	ime.					
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.						
1.7		Elect Director Alan N. MacGibbon	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
		Blended Rationale: Vote FOR all proposed nomi											
1.8		Elect Director Karen E. Maidment	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this t	ime.					
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.						

The Toronto-Dominion Bank

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.9		Elect Director Bharat B. Masrani	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	nificant con	cerns have L	peen identifie	ed at this time.					
1.10		Elect Director Claude Mongeau	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	nificant con	cerns have L	een identifie	ed at this time.					
1.11		Elect Director S. Jane Rowe	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	nificant con	cerns have L	een identifie	ed at this time.					
1.12		Elect Director Nancy G. Tower	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	nificant con	cerns have L	een identifie	ed at this time.					
1.13		Elect Director Ajay K. Virmani	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.14		Elect Director Mary A. Winston	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	nificant con	cerns have L	een identifie	ed at this time.					
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the ratification reasonable relative to total fees paid to the audition		oung LLP as	auditor as i	non-audit fee	es (3 percent)	were				
		Blended Rationale: Vote FOR the ratification of relative to total fees paid to the auditor.	Ernst & Young	g LLP as aud	litor as non-a	audit fees (3	percent) were	reasonable				
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR this non-bind	ding advisory v	ote as there	are no sign	ificant issues	at this time.					
		Blended Rationale: Vote FOR this non-binding a	advisory vote a	as there are l	no significar	nt issues at ti	his time.					
		Shareholder Proposals	Mgmt	No								
4		SP 1: Disclose Assessment on Human Rights Risk in Connection with Clients Owning Canadian Multi-Family Rental REITs in Canada	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propos uses to assess human rights impacts in its open managing human rights related risks.		•					ny			
		Blended Rationale: A vote FOR this proposal is to assess human rights impacts in its operation human rights related risks.					-					

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The Toronto-Dominion Bank

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
5		SP 2: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	SH	Yes	Against	Against		Against	Against	No	No	No		
		Voting Policy Rationale: A vote AGAINST the pidata quality touches on, to a certain extent, so understanding of the climate risks relevant to the for risks faced by the individual entity. The barrisks exposure relevant to itself, while also impresolution is unlikely to achieve the objectives enterprises. Effectively narrowing the disclosure regulators can mandate disclosure in areas affect to bring the private companies' disclosure into	me componen the bank. OSFI ok, being a fina acting borrow sought in the p e gap requires ecting investor	ts called for I's climate dis ancial institut ers who are p proposal, i.e. s stakeholden s, but it may	by the proposiciosure guid sion, can imporivately-ow bridge the si' efforts ou	onent. It will delines for th plement char med. Howeve disclosure ga tside the bar	l provide a bett ne financial inst nges to improv er, implementa ap between pu nk's control. Se	ter titution also of the climate tition of the blic and prive ccurities	e ate					
		Blended Rationale: A vote AGAINST the propose quality touches on, to a certain extent, some of the climate risks relevant to the bank. OSFI's of by the individual entity. The bank, being a final relevant to itself, while also impacting borrower unlikely to achieve the objectives sought in the Effectively narrowing the disclosure gap requirementate disclosure in areas affecting investors private companies' disclosure into alignment with	omponents ca dimate disclosu ncial institution rs who are pri proposal, i.e. es stakeholder i, but it may re	lled for by th ure guidelines n, can implei vately-owned bridge the d s' efforts out	e proponent is for the fina ment change d. However, disclosure ga tside the bal	t. It will prov ancial institut es to improve implementa up between p nk's control.	ide a better un tion also aim fo e the climate ri tion of the reso public and priva Securities regu	nderstanding or risks faced isks exposure olution is olators can	<i>(</i>					
6		SP 3: Advisory Vote on Environmental Policies	SH	Yes	Against	Against		For	For	Yes	No	Yes		
		Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks. Such information would also allow shareholders to express their opinions on the climate risk management practices of the company. Blended Rationale: A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks. Such												
7			erstand how the	e company is	s managing	its climate cl	hange related i	risks. Such	ny.					
7		SP 4: Invest in and Finance the Canadian Oil and Gas Sector	SH	Yes	Against	Against		Against	Against	No	No	No		
		Voting Policy Rationale: A vote AGAINST this si ambition appears to be reasonably aligned with support oil and gas clients in low carbon transic Net-Zero goals.	h global and Co	anadian clim	ate initiative	es and the ba	ank has underte	aken efforts			-			
		Blended Rationale: A vote AGAINST this shared appears to be reasonably aligned with global at oil and gas clients in low carbon transition; and Net-Zero goals.	nd Canadian c	limate initiat	ives and the	bank has ui	ndertaken effol	rts to suppor						
8		SP 5: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	SH	Yes	Against	Against		Against	Against	No	No	No		
		Voting Policy Rationale: A vote AGAINST this p designed to promote pay for performance, taki for shareholders and for the benefit of all empl	ing compensat											
		Blended Rationale: A vote AGAINST this proposed designed to promote pay for performance, taking for shareholders and for the benefit of all employers.	ing compensat						vth					
9		SP 6: Disclose Transition Plan Towards 2030 Emission Reduction Goals	SH	Yes	Against	Against		For	For	Yes	No	Yes		
		Voting Policy Rationale: A vote FOR this proposal is warranted, as added disclosure in relation to the company's 2030 Emissions Reduction and Net-Zero Goals would help ensure stronger alignment between the company's policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.												
	, .	Blended Rationale: A vote FOR this proposal is Reduction and Net-Zero Goals would help ensu the resolution would also provide shareholders related risks.	ıre stronger alı	ignment betv	veen the co	mpany's polic	cies and action	s. Adoption	of					

The Toronto-Dominion Bank

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		21,400	21,400
Susumusic sulunced, unassigned			04/04/2023	04/04/2023			
					Total Shares:	21,400	21,400

iShares II plc - iShares MSCI Europe SRI UCITS ETF

Meeting Date: 04/21/2023 Country: Ireland Ticker: IESE Proxy Level: N/A

 Record Date: 04/20/2023
 Meeting Type: Annual
 Meeting ID: 1720504

 Primary Security ID: G4953W358
 Primary CUSIP: G4953W358
 Primary ISIN: IE00852VJ196
 Primary SEDOL: B3MMMX1

Earliest Cutoff Date: 04/14/2023 Total Ballots: 1 Voting Policy: Sustainability Additional Policy:

Votable Shares: 799,098 *Shares on Loan: 0 Shares Instructed: 799,098 Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the Compa warranted because no significant concerns have	•		the director	s' report and	financial state	ements is				
		Blended Rationale: A vote FOR the Company's because no significant concerns have been ide		ssion of the	directors' rep	oort and final	ncial statemen	ts is warran	ted			
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item is	s warranted as	no significa	nt concerns i	have been id	lentified.					
		Blended Rationale: A vote FOR this item is war	ranted as no s	ignificant co	ncerns have	been identifi	ied.					
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.										
		Blended Rationale: A vote FOR this item is war	rranted as no s	ignificant co	ncerns have	been identifi	ied.					
4		Re-elect Ros O'Shea as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Matina Dalia Dationala Itana 4 C A cota FOR	411 -1	/-/+:	D 0/Ch	D- di- K		- C i-				

Voting Policy Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST the re-election of incumbent nomination committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: * A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: * The Company is an open-ended fund, which do not always adopt a conventional board structure.

Blended Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST the re-election of incumbent nomination committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: *A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: *The Company is an open-ended fund, which do not always adopt a conventional board structure.

iShares II plc - iShares MSCI Europe SRI UCITS ETF

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Elect Padraig Kenny as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR to warranted because no significant concerns have nomination committee chair William McKechnie of Peter Vivian is warranted, although it is not v and he may participate in the meetings held by is not in line with recommended best practice. I fund, which do not always adopt a conventional	e been identifice is warranted to vithout concer the Board in the Mitigating, the	ed. Item 7 A for lack of di n because: * fulfilling its d main reason	vote AGAIN versity on th A potential uties as mai	IST the re-ele e board. Iter I independend nagement en	ection of incun m 8 A vote FO ce issue has b gagement con	nbent R the election een identified nmittee, which	1			
		Blended Rationale: Items 4-6 A vote FOR the re- warranted because no significant concerns have nomination committee chair William McKechnie of Peter Vivian is warranted, although it is not v and he may participate in the meetings held by is not in line with recommended best practice. I fund, which do not always adopt a conventional	e been identific is warranted t vithout concer the Board in t Mitigating, the	ed. Item 7 A for lack of di n because: * fulfilling its d main reason	vote AGAIN versity on th A potential uties as mai	IST the re-ele e board. Iter I independen nagement en	ection of incun m 8 A vote FO ce issue has b gagement con	nbent R the election een identified nmittee, which	1			
6		Re-elect Deirdre Somers as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR to warranted because no significant concerns have nomination committee chair William McKechnie of Peter Vivian is warranted, although it is not v and he may participate in the meetings held by is not in line with recommended best practice. I fund, which do not always adopt a conventional	e been identified is warranted the vithout concent the Board in the Mitigating, the	ed. Item 7 A for lack of div in because: * fulfilling its di main reason	vote AGAIN versity on th A potential uties as mai	IST the re-ele te board. Iter I independend nagement en	ection of incun m 8 A vote FO ce issue has b gagement con	nbent R the election een identified nmittee, which	1			
		Blended Rationale: Items 4-6 A vote FOR the rewarranted because no significant concerns have nomination committee chair William McKechnie of Peter Vivian is warranted, although it is not wand he may participate in the meetings held by is not in line with recommended best practice. If fund, which do not always adopt a conventional	e been identific is warranted t vithout concer the Board in t Mitigating, the	ed. Item 7 A for lack of div n because: * fulfilling its di main reason	vote AGAIN versity on th A potential uties as mai	IST the re-ele e board. Iter I independend nagement en	ection of incun m 8 A vote FO. ce issue has b gagement con	nbent R the election een identified nmittee, which	1		No No	
7		Re-elect William McKechnie as Director	Mgmt	Yes	For	For		Against	Do Not Vote	No	No	No
		Vote Voting Policy Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST the re-election of incumbent nomination committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: * A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: * The Company is an open-ended fund, which do not always adopt a conventional board structure.										
		Blended Rationale: Items 4-6 A vote FOR the rewarranted because no significant concerns have nomination committee chair William McKechnie of Peter Vivian is warranted, although it is not vand he may participate in the meetings held by is not in line with recommended best practice. If fund, which do not always adopt a conventional	e been identifice is warranted to without concer the Board in the Mitigating, the	ed. Item 7 A for lack of di n because: * fulfilling its d main reasor	vote AGAIN versity on th A potential uties as mai	IST the re-ele e board. Iter I independend nagement en	ection of incun m 8 A vote FO ce issue has b gagement con	nbent R the election een identified nmittee, which	1			

iShares II plc - iShares MSCI Europe SRI UCITS ETF

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8		Elect Peter Vivian as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No

Voting Policy Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST the re-election of incumbent nomination committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: * A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: * The Company is an open-ended fund, which do not always adopt a conventional board structure.

Blended Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST the re-election of incumbent nomination committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: * A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: * The Company is an open-ended fund, which do not always adopt a conventional board structure.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	AutoApproved	Auto-Instructed	Auto-Approved		799,098	0
Sustainable Balancea, unassigned			03/03/2023	03/15/2023			
					Total Shares:	799,098	0

L'Oreal SA

Meeting	Date: 04/21/2	2023	Country: France			Ticker: ()R			Proxy Level	: N/A		
Record D	oate: 04/19/20)23	Meeting Type: Annual/	'Special		Meeting	ID: 1729032	2					
Primary	Security ID:	F58149133	Primary CUSIP: F5814	9133		Primary	ISIN: FR000	00120321		Primary SEI	OOL: 40578	808	
Earliest Co	utoff Date: 04/1	18/2023	Total Ballots: 1			Voting Po	licy: Sustainat	oility		Additional Po	licy:		
Votable S	hares: 772		*Shares on Loan: 0			Shares In	structed: 772	!		Shares Voted	: 772		
Proposal Number	lumber Vote Proposal Text			Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Ordinary Business		Mgmt	No								
1		Approve Financial St Statutory Reports	atements and	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa and lack of concerns.	ele: Votes FOR the approve	al of the annua	al accounts a	re warrante	d due to the	unqualified au	ıditors' opini	ion			
		Blended Rationale: V	otes FOR the approval of	the annual acc	ounts are w	arranted du	e to the unqu	ualified auditor	s' opinion a	nd			
2		Approve Consolidate Statements and Stat		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR the approval of the annual accountable and lack of concerns.					re warrante	d due to the	unqualified au	ıditors' opini	ion			
		Blended Rationale: V	otes FOR the approval of	the annual acc	counts are w	warranted due to the unqualified auditors' opinion and							

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this income without being excessive	allocation pro	oposal is war	ranted beca	use the prop	osed payout r	atio is adequ	ate			
		Blended Rationale: A vote FOR this income allowithout being excessive	cation proposa	al is warrante	ed because t	the proposed	l payout ratio i.	s adequate				
4		Reelect Sophie Bellon as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the (re)electronic Concerns (Items 4 and 5).	tions of these	independent	nominees a	are warranted	d in the absend	ce of specific				
		Blended Rationale: Votes FOR the (re)elections concerns (Items 4 and 5).	of these indep	pendent nom	ninees are w	arranted in t	he absence of	specific				
5		Reelect Fabienne Dulac as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the (re)electronic (Items 4 and 5).	tions of these	independent	nominees a	are warranted	d in the absend	ce of specific				
		Blended Rationale: Votes FOR the (re)elections concerns (Items 4 and 5).	of these indep	pendent non	ninees are w	arranted in t	he absence of	specific				
6		Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted since the proposed amount remains in line with French market practices.										
		Blended Rationale: A vote FOR is warranted sin	ce the propose	ed amount r	emains in lin	ne with Frenc	ch market prac	tices.				
7		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST this reconcerning the compensation report of the form			_	the significar	nt persisting fr	ee float disse	ent			
		Blended Rationale: A vote AGAINST this remun concerning the compensation report of the form	-		_	ignificant pe	rsisting free flo	oat dissent				
8		Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante received the full vesting of LTIPs despite not be nonetheless warranted given that this situation impact the issue and the absence of any other	eing CEO anym was already a	nore during a	a large part o	of the perfor	mance period.	Support is				
		Blended Rationale: A vote FOR is warranted bu received the full vesting of LTIPs despite not be nonetheless warranted given that this situation impact the issue and the absence of any other	eing CEO anym was already a	nore during a	a large part o	of the perform	mance period.	Support is				
9		Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remund disclose sufficient information to ascertain that reasons for support are: The compare of any other concerns.	performance o	condition atta	ached to LTI	I plans are su		gent. The m				
		Blended Rationale: A vote FOR this remuneration disclose sufficient information to ascertain that reasons for support are: The comparation of the concerns.	performance o	condition atta	ached to LTI	I plans are su	-	gent. The m	ain			

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
10		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this remu	neration policy	is warrantea	l because it	does not rais	se any significa	nt concern.			•		
		Blended Rationale: A vote FOR this remuneral	tion policy is wa	arranted beca	ause it does	not raise an	y significant co	ncern.					
11		Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this remuremuneration is deemed high and exceeds macompensation for a non-executive board chair been approved at the 2021 and 2022 general	arket practice w man. Support i	ith no compo is however w	elling ration arranted gi	nale to suppor Even the fact t	t such a level of that this policy	of has already					
		Blended Rationale: A vote FOR this remuneral is deemed high and exceeds market practice non-executive board chairman. Support is how 2021 and 2022 general assembly, which there	with no compel vever warrante	ling rationale d given the f	e to support fact that this	such a level s policy has a	of compensation Iready been ap	on for a					
12		Approve Remuneration Policy of CEO	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this remuneration policy is warranted, although the following concerns are raised: * The company does not disclose any threshold/target/maximum metrics concerning its annual variable remuneration; * In case of an executive departure, unvested long-term instrument might not be pro-rated for time; * The cap on exceptional LTIPs awards is deemed very high; * The termination package benefiting Nicolas Hieronimus as set by his (suspended) employment contract is not without any concerns regarding its cap and absence of performance conditions; The main reason for support are: * The information on the level of achievement of bonus' criteria has been closely monitored in the remuneration report submitted to vote in 2023, and the improvement of the information concerning the level of achievements warrants a CONTENTIOUS FOR. * A nearly identical policy has already been approved at the 2022 general assembly, which therefore limits any impact on a vote against this resolution. Blended Rationale: A vote FOR this remuneration policy is warranted, although the following concerns are raised: * The company does not disclose any threshold/target/maximum metrics concerning its annual variable remuneration; * In case											
		company does not disclose any threshold/targ of an executive departure, unvested long-term	net/maximum n n instrument m. ne termination perns regarding n el of achieveme 3, and the imprentical policy ha	netrics concer ight not be p package bene its cap and a nt of bonus' rovement of t	rning its and pro-rated foo efiting Nicol bsence of p criteria has the informa	nual variable r time; * las Hieronimu performance c been closely tion concerni	remuneration; The cap on e s as set by his conditions; The monitored in t ng the level of	* In constant in c	rase () n				
13		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Such a share buyback	c programs mei	rits a vote FC	DR.								
		Blended Rationale: Such a share buyback pro											
		Extraordinary Business	Mgmt	No									
14		Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR Items 14 a	and 16 are warr	ranted given	the absence	e of any conc	erns.						
		Blended Rationale: Votes FOR Items 14 and 1	6 are warrante	d given the a	absence of a	any concerns.							
15		Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warran	ted since this p	otential trans	sfer of wear	th is in share	holders' interes	sts.					
		Blended Rationale: A vote FOR is warranted s	ince this potent	tial transfer o	of wealth is	in shareholde	ers' interests.						

L'Oreal SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
16		Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR Items 14 an	d 16 are warra	anted given i	the absence	of any conce	erns.					
		Blended Rationale: Votes FOR Items 14 and 16	are warranted	d given the a	bsence of ar	ny concerns.						
17		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the employed 10-percent recommended guidelines.	ee stock purch	ase plans are	e warranted	as the propo	sed volume re	espects the				
		Blended Rationale: Votes FOR the employee sto 10-percent recommended guidelines.	ock purchase p	olans are wai	rranted as th	e proposed	volume respec	ts the				
18		Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the employee stock purchase plans are warranted as the proposed volume respects the 10-percent recommended guidelines.										
		Blended Rationale: Votes FOR the employee sto 10-percent recommended guidelines.	ock purchase p	olans are war	ranted as th	ne proposed	volume respec	ts the				
19		Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrante	ed given the a	bsence of an	y concerns.							
		Blended Rationale: Votes FOR are warranted gi	ven the absen	ce of any co	ncerns.							
20		Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrante	ed given the a	bsence of an	y concerns.							
		Blended Rationale: Votes FOR are warranted gi	ven the absen	ce of any col	ncerns.							
21		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this routine	item is warra	nted.								
		Blended Rationale: A vote FOR this routine item	n is warranted.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		772	772
g			04/04/2023	04/04/2023			
					Total Shares:	772	772

National Bank of Canada

Meeting Date: 04/21/2023

Record Date: 02/22/2023 Primary Security ID: 633067103 Country: Canada

Meeting Type: Annual

Primary CUSIP: 633067103

Ticker: NA

Meeting ID: 1702041

Primary ISIN: CA6330671034

Proxy Level: 3

Primary SEDOL: 2077303

Earliest Cutoff Date: 04/18/2023

Votable Shares: 3,655

Total Ballots: 1

Voting Policy: Sustainability *Shares on Loan: 0 Shares Instructed: 3,655

Additional Policy: Shares Voted: 3,655

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Maryse Bertrand	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.2		Elect Director Pierre Blouin	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.3		Elect Director Pierre Boivin	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.4		Elect Director Yvon Charest	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.5		Elect Director Patricia Curadeau-Grou	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.6		Elect Director Laurent Ferreira	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.7		Elect Director Annick Guerard	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.8		Elect Director Karen Kinsley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.9		Elect Director Lynn Loewen	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.10		Elect Director Rebecca McKillican	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					

National Bank of Canada

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.11		Elect Director Robert Pare	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as n	o significant	concerns ha	ve been ider	ntified at this ti	ime.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant cond	erns have b	een identified	d at this time.					
1.12		Elect Director Pierre Pomerleau	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as n	o significant	concerns ha	ve been ider	ntified at this ti	ime.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant cond	erns have b	een identified	d at this time.					
1.13		Elect Director Lino A. Saputo	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as n	o significant	concerns ha	ve been ider	ntified at this ti	ime.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	nificant cond	erns have b	een identified	d at this time.					
1.14		Elect Director Macky Tall	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as n	o significant	concerns ha	ve been ider	ntified at this ti	ime.				
		nded Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
2		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR this non-bind	ding advisory v	ote as there	are no signii	ficant issues	at this time.					
		Blended Rationale: Vote FOR this non-binding a	advisory vote a	s there are r	no significani	t issues at th	is time.					
3		Ratify Deloitte LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the ratification relative to total fees paid to the auditor.	on of Deloitte L	LP as audito	r as non-aud	dit fees (10 p	ercent) were r	reasonable				
		Blended Rationale: Vote FOR the ratification of to total fees paid to the auditor.	Deloitte LLP as	auditor as i	non-audit fe	es (10 percei	nt) were reaso	nable relativ	е			
		Shareholder Proposal	Mgmt	No								
4		SP 1: Advisory Vote on Environmental Policies	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this proposed would enable investors to better understand his proposal would also allow shareholders to expra	w the compan	y is managin	ng its climate	change rela	ted risks. Adop	ntion of this	25			
		Blended Rationale: A vote FOR this proposal is would enable investors to better understand ho proposal would also allow shareholders to expr	w the compan	y is managin	ng its climate	change rela	ted risks. Adop	ntion of this				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,655	3,655
Sustainable Sulances, unassigned			03/23/2023	03/23/2023			
					Total Shares:	3,655	3,655

United Overseas Bank Limited (Singapore)

Meeting Date: 04/21/2023 Country: Singapore Ticker: U11 Proxy Level: N/A

Record Date: Meeting Type: Annual Meeting ID: 1732799

 Primary Security ID: Y9T10P105
 Primary CUSIP: Y9T10P105
 Primary ISIN: SG1M31001969
 Primary SEDOL: 6916781

United Overseas Bank Limited (Singapore)

Earliest Cutoff Date: 04/14/2023 Total Ballots: 1 Voting Policy: Sustainability

Votable Shares: 17,650 *Shares on Loan: 0 Shares Instructed: 17,650 Shares Voted: 17,650

Additional Policy:

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: In the absence of any and statutory reports, a vote FOR this resolution		_	he company	's audited ac	ccounts, financ	ial statemen	ts,			
		Blended Rationale: In the absence of any know statutory reports, a vote FOR this resolution is		erning the co	ompany's au	dited accoun	nts, financial st	atements, a	nd			
2		Approve Final Dividend	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut	tion is warrant	ed because	this is a rout	tine dividend	proposal.					
		Blended Rationale: A vote FOR this resolution i	is warranted be	ecause this is	s a routine d	lividend prop	osal.					
3		Approve Directors' Fees	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Director fees in Singap at the company, a vote FOR this proposal is we		v reasonable	. In the abs	ence of know	vn concerns ov	er director f	iees			
		Blended Rationale: Director fees in Singapore a the company, a vote FOR this proposal is warra		sonable. In t	the absence	of known co.	ncerns over di	rector fees a	at			
4		Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposition, its remuneration, and the way the audit v		_	absence of a	any known iss	sues concernir	ng the audit				
		Blended Rationale: A vote FOR this proposal is remuneration, and the way the audit was cond	_	en the abser	nce of any k	nown issues	concerning th	e audit firm,	its			
5		Elect Wee Ee Cheong as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomine	es is warrante	d.								
		Blended Rationale: A vote FOR all nominees is	warranted.									
6		Elect Steven Phan Swee Kim as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomine	es is warrante	d.								
		Blended Rationale: A vote FOR all nominees is	warranted.									
7		Elect Chia Tai Tee as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomine	es is warrante	d.								
		Blended Rationale: A vote FOR all nominees is	warranted.									
8		Elect Ong Chong Tee as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomine	es is warrante	d.								
		Blended Rationale: A vote FOR all nominees is	warranted.									
9		Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolution within the recommended limit.	tion is warrant	red because	the issuance	request with	hout preempti	ve rights is				
		Blended Rationale: A vote FOR this resolution in the recommended limit.	is warranted be	ecause the is	ssuance requ	uest without ,	preemptive rig	nhts is within	,			

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

United Overseas Bank Limited (Singapore)

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
10		Approve Issuance of Shares Pursuant to the UOB Scrip Dividend Scheme	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolution with the discretion and flexibility to receive dividinvestment objectives.		-	•							
		Blended Rationale: A vote FOR this resolution is the discretion and flexibility to receive dividends investment objectives.	-				•					
11		Authorize Share Repurchase Program	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolution is warranted given that the size and pricing provisions of the proposed repurchase mandate are within the recommended limits.										
		Blended Rationale: A vote FOR this resolution is repurchase mandate are within the recommend	_	en that the	size and pric	ing provision	s of the propo	sed				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		17,650	17,650
Sustainable Suidiced, unassigned			04/06/2023	04/06/2023			
					Total Shares:	17,650	17,650

Ticker: INGA

Proxy Level: N/A

ING Groep NV

Meeting Date: 04/24/2023

	ate: 03/27/20		Meeting Type: Annual			-	ID: 1711758						
Primary S	Security ID:	N4578E595	Primary CUSIP: N4578	BE595		Primary 1	ISIN: NL001	.1821202		Primary SED	OCL: BZ573	90	
Earliest Cu	utoff Date: 04/1	14/2023	Total Ballots: 1			Voting Pol	licy: Sustainab	oility		Additional Po	licy:		
Votable Sh	nares: 144,439		*Shares on Loan: 0			Shares Ins	structed: 144	,439		Shares Voted	144,439		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Annual Meeting Age	nda	Mgmt	No								
1				Mgmt	No								
	Voting Policy Rationale: No vote is required for this item.												
		Blended Rationale: N	lo vote is required for this	item.									
2A		Receive Report of Ex (Non-Voting)	xecutive Board	Mgmt	No								
		Voting Policy Rationa	ale: No vote is required for	this item.									
		Blended Rationale: N	Blended Rationale: No vote is required for this item.										
2B		Receive Report of Su (Non-Voting)	upervisory Board	Mgmt	No								
	Voting Policy Rationale: No vote is required for this item.												
	Blended Rationale: No vote is required for this item.												

Country: Netherlands

ING Groep NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2C		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrants regarding actual content and disclosure.	ed as the prop	osed remune	eration repo	rt is in in line	with market p	oractice,				
		Blended Rationale: A vote FOR is warranted as actual content and disclosure.	the proposed	remuneratio	n report is i	in in line with	market practi	ce, regarding	g			
2D		Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante auditors.	ed because of	the absence	of concern	with the com	pany's audit p	rocedures or	r its			
		Blended Rationale: A vote FOR is warranted be auditors.	ecause of the a	bsence of co	oncern with	the company	's audit proced	dures or its				
ЗА		Receive Explanation on Dividend and Distribution Policy	Mgmt	No								
		Voting Policy Rationale: This is a non-voting ite	em.									
		Blended Rationale: This is a non-voting item.										
3B		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this divided being excessive.	nd proposal is	warranted b	ecause the _l	proposed pay	out ratio is ad	lequate with	out			
		Blended Rationale: A vote FOR this dividend probeing excessive.	roposal is warra	anted becau.	se the propo	osed payout i	ratio is adequa	te without				
4A		Approve Discharge of Executive Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrants controversies that the management board and,			•		-	nd compelling	7			
		Blended Rationale: A vote FOR is warranted be controversies that the management board and,			•	-		mpelling				
4B		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrants controversies that the management board and			•		-	nd compelling	7			
		Blended Rationale: A vote FOR is warranted be controversies that the management board and			•	_		mpelling				
5		Ratify KPMG Accountants N.V. (KPMG) as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed because the	ere are no co	ncerns rega	ording this pro	oposal.					
		Blended Rationale: A vote FOR is warranted be	ecause there ar	re no concer	ns regarding	this propose	al.					
6		Reelect Tanate Phutrakul to Executive Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this election years; * The candidate appears to possess the controversy concerning the candidate.						-	our			
		Blended Rationale: A vote FOR this election is years; * The candidate appears to possess the controversy concerning the candidate.						_				
7A		Elect Alexandra Reich to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum for lack of diversity on the board. A vote FOR t		_		-	rna) Verhagen	is warrante	d			
		Blended Rationale: A vote AGAINST incumbered lack of diversity on the board. A vote FOR the	_				Verhagen is w	arranted for				

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

ING Groep NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7B		Elect Karl Guha to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum for lack of diversity on the board. A vote FOR t		-		•	rna) Verhagen	is warranted	1			
		Blended Rationale: A vote AGAINST incumbent lack of diversity on the board. A vote FOR the lack of diversity on the board.	_				Verhagen is w	arranted for				
7C		Reelect Herna Verhagen to Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incum for lack of diversity on the board. A vote FOR t					rna) Verhagen	is warranted	1			
		Blended Rationale: A vote AGAINST incumbent lack of diversity on the board. A vote FOR the i	_				Verhagen is wa	arranted for				
7D		Reelect Mike Rees to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum for lack of diversity on the board. A vote FOR t		-		•	rna) Verhagen	is warranted	1			
		Blended Rationale: A vote AGAINST incumbent lack of diversity on the board. A vote FOR the lack of diversity on the board.	-			. ,	Verhagen is w	arranted for				
8A		Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR is regard to volume and duration and the comparensures at least economic compensation for rignot be able to participate in a rights offering based on the second secon	ny provided ad ahts unassume	ditional guid d. However,	ance on the it is not witi	application of	of preemptive	rights and	ht			
		Blended Rationale: A qualified vote FOR is wan volume and duration and the company provide least economic compensation for rights unassu to participate in a rights offering based on their	d additional gu med. However	iidance on the site on the site of the sit	he applicatio	n of preempt	tive rights and	ensures at				
8B		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR is regard to volume and duration and the comparensures at least economic compensation for rignot be able to participate in a rights offering be	ny provided ad ahts unassume	ditional guid d. However,	ance on the it is not witi	application of	of preemptive	rights and	ht			
		Blended Rationale: A qualified vote FOR is wan volume and duration and the company provide least economic compensation for rights unassu to participate in a rights offering based on their	d additional gu med. However	iidance on the site on the site of the sit	he applicatio	n of preempt	tive rights and	ensures at				
9		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante volume and pricing; * The authorization would and * The authorization would allow the compatthe repurchase.	allow ING Gro	ep to repurc	hase up to I	10.00 percen	t of the issuea	share capita	al;			
		Blended Rationale: A vote FOR is warranted be volume and pricing; * The authorization would and * The authorization would allow the compatthe repurchase.	allow ING Gro	ep to repurc	hase up to I	10.00 percen	t of the issuea	share capita				
10		Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed because the	cancellation	of shares is	s in sharehold	ders' interests.					
		Blended Rationale: A vote FOR is warranted be	cause the can	cellation of s	hares is in s	hareholders'	interests.					

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

ING Groep NV

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		144,439	144,439
Sustainable balanced, unassigned			03/24/2023	03/24/2023			
					Total Shares:	144,439	144,439

Canadian National Railway Company

Meeting Date: 04/25/2023 **Record Date:** 03/03/2023

Country: Canada Meeting Type: Annual

Ticker: CNR

Proxy Level: 3

Primary Security ID: 136375102

Primary CUSIP: 136375102

Meeting ID: 1713416

Primary ISIN: CA1363751027

Primary SEDOL: 2180632

Earliest Cutoff Date: 04/24/2023

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 6,660

*Shares on Loan: 0

Shares Instructed: 6,660

Shares Voted: 6,660

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1A		Elect Director Shauneen Bruder	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nor	ninees as no sig	gnificant con	cerns have	been identifi	ed at this time					
1B		Elect Director Jo-ann dePass Olsovsky	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nor	ninees as no sig	gnificant con	cerns have	been identifi	ed at this time					
1C		Elect Director David Freeman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	t concerns h	ave been ide	entified at this	time.			,	
		Blended Rationale: Vote FOR all proposed nor	ninees as no sig	gnificant con	cerns have	been identifi	ed at this time					
1D		Elect Director Denise Gray	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	t concerns h	ave been ide	entified at this	time.			,	
		Blended Rationale: Vote FOR all proposed nor	ninees as no sig	gnificant con	cerns have	been identifi	ed at this time					
1E		Elect Director Justin M. Howell	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nor	minees as no sig	gnificant con	cerns have	been identifi	ed at this time					
1F		Elect Director Susan C. Jones	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	t concerns h	ave been ide	entified at this	time.			,	
		Blended Rationale: Vote FOR all proposed nor	minees as no sig	gnificant con	cerns have	been identifi	ed at this time					
1G		Elect Director Robert Knight	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	t concerns h	ave been ide	entified at this	time.			,	
		Blended Rationale: Vote FOR all proposed nor	ninees as no sig	gnificant con	cerns have	been identifi	ed at this time					
1H		Elect Director Michel Letellier	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nor	minees as no sig	gnificant con	cerns have	been identifi	ed at this time					

Canadian National Railway Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1I		Elect Director Margaret A. McKenzie	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	o significant	concerns h	ave been ide	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant cond	cerns have b	een identifie	d at this time.					
1J		Elect Director Al Monaco	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	o significant	concerns h	ave been ide	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant cond	cerns have b	een identifie	d at this time.					
1K		Elect Director Tracy Robinson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	o significant	concerns h	ave been ide	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant cond	cerns have b	een identifie	d at this time.					
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the ratification relative to total fees paid to the auditor.	on of KPMG LLi	P as auditor	as non-audi	t fees (0 perd	cent) were rea	sonable				
		Blended Rationale: Vote FOR the ratification of total fees paid to the auditor.	KPMG LLP as a	auditor as no	on-audit fees	s (0 percent)	were reasona	ble relative t	0			
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR this non-bind	ling advisory v	ote as there	are no signi	ificant issues	at this time.					
		Blended Rationale: Vote FOR this non-binding a	advisory vote a	s there are i	no significan	t issues at th	is time.					
4		Management Advisory Vote on Climate Change	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the manager and the company has a credible climate transiti and governance framework.	,						,			
		Blended Rationale: Vote FOR the management the company has a credible climate transition p governance framework.	•					-				
Ballot Deta	ails											

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		6,660	6,660
			04/07/2023	04/07/2023			
					Total Shares:	6,660	6,660

DNB Bank ASA

Meeting Date: 04/25/2023 Country: Norway Ticker: DNB Proxy Level: N/A **Meeting ID:** 1737628 **Record Date:** 04/18/2023 Meeting Type: Annual

Primary Security ID: R1R15X100 Primary CUSIP: R1R15X100 **Primary ISIN:** NO0010161896 Primary SEDOL: BNG7113

DNB Bank ASA

Votable Shares: 6,700

Earliest Cutoff Date: 04/13/2023

Total Ballots: 1

*Shares on Loan: 0

Voting Policy: Sustainability **Shares Instructed:** 6,700

Additional Policy:

Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Open Meeting; Elect Chairman of Meeting	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: These are routine mee	ting formalities	s.								
		Blended Rationale: These are routine meeting in	formalities.									
2		Approve Notice of Meeting and Agenda	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: These are routine mee	ting formalities	s.								
		Blended Rationale: These are routine meeting	formalities.									
3		Designate Inspector(s) of Minutes of Meeting	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: These are routine mee	ting formalities	5.								
		Blended Rationale: These are routine meeting in	formalities.									
4		Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 12.50 Per Share	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this propose proposed allocation of income.	sal is warrante	d due to a la	ock of conce	rn regarding	the financial s	tatements ar	nd			
		Blended Rationale: A vote FOR this proposal is proposed allocation of income.	warranted due	e to a lack oi	f concern reg	garding the f	înancial staten	ments and				
5		Approve NOK 96.9 Million Reduction in Share Capital via Share Cancellation	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item is balance sheet, which may also enhance returns			tion of share	es may impro	ove the efficier	ncy of the				
		Blended Rationale: A vote FOR this item is warn sheet, which may also enhance returns over th		cancellation	of shares ma	ay improve ti	he efficiency o	f the balance	2			
6.a		Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this propos acceptable holding, volume, and duration limits		se company	shares is w	arranted, as	the proposal ii	ncludes				
		Blended Rationale: A vote FOR this proposal to holding, volume, and duration limits.	repurchase co	ompany shar	es is warran	nted, as the p	proposal includ	les acceptabi	le			
6.b		Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this proposincludes acceptable holding, volume, and durate		se and reiss	ue company	shares is wa	arranted, as th	e proposal				
		Blended Rationale: A vote FOR this proposal to acceptable holding, volume, and duration limits	-	nd reissue co	ompany shai	res is warrant	ted, as the pro	pposal includ	les			
7		Authorize Board to Raise Debt Capital	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted as	the debt ins	truments wi	ill not cause a	any dilution fo	r shareholde	rs.			
		Blended Rationale: A vote FOR this item is warn	ranted as the d	debt instrum	ents will not	t cause any d	dilution for sha	reholders.				

DNB Bank ASA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8		Amend Articles Re: Raising of Debt Capital	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this prop	osal is warrante	ed since the	proposal is	neutral in teri	ms of sharehol	lder value.				
		Blended Rationale: A vote FOR this proposal	is warranted sin	ce the propo	sal is neuti	ral in terms o	f shareholder ı	alue.			-	
9		Amend Articles Re: Participation at the General Meeting	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this prop shareholder value and rights.	osal is warrante	ed because ti	ne proposed	d changes are	e neutral in ter	ms of			-	
		Blended Rationale: A vote FOR this proposal value and rights.	is warranted be	cause the pr	oposed cha	nges are neu	tral in terms o	f shareholde	er		-	
10		Approve Remuneration Statement (Advisory)	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item does not contravene good European executiv		-	roposed rei	nuneration re	eport is well de	scribed and	1			
		Blended Rationale: A vote FOR this item is we contravene good European executive remune		se the propos	sed remune	eration report	is well describ	ed and does	s not			
11		Approve Company's Corporate Governance Statement	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item	is warranted, a	s it concerns	the preser	ntation of a ro	outine report.					
		Blended Rationale: A vote FOR this item is w	arranted, as it c	oncerns the	presentatio	n of a routine	e report.					
12		Reelect Gro Bakstad and Jens Petter Olsen (Vice Chair) as Directors; Elect Christine Bosse and Petter-Borre Furberg as New Directors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this propor its committees.	osal is warrante	ed due to a la	ack of conc	ern regarding	the compositi	on of the bo	pard			
		Blended Rationale: A vote FOR this proposal committees.	is warranted du	e to a lack o	f concern re	egarding the	composition of	the board	or its			
13		Approve Remuneration of Directors in the Amount of NOK 1 Million for Chairman, NOK 473,000 for Vice Chairman and NOK 428,000 for Other Directors; Approve Remuneration for Nominating Committee	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this remaproposed fees.	ineration propo	sal is warran	ted becaus	e of a lack of	concern regar	ding the			-	
		Blended Rationale: A vote FOR this remunerates.	ntion proposal is	warranted b	ecause of a	a lack of cond	ern regarding	the propose	ed			
14		Approve Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR is warran	nted because the	ere are no co	ncerns reg	arding this pi	roposal.					
		Blended Rationale: A vote FOR is warranted	because there a	re no concer	ns regardin	g this propos	al.					

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	AutoApproved	Auto-Instructed	Auto-Approved		6,700	0
Sustainable Bulanced, andsolghed			04/03/2023	04/03/2023			
					Total Shares:	6,700	0

DNB Bank ASA

The Coca-Cola Company

Meeting Date: 04/25/2023Country: USATicker: KOProxy Level: 3Record Date: 02/24/2023Meeting Type: AnnualMeeting ID: 1727268Primary Security ID: 191216100Primary CUSIP: 191216100Primary ISIN: US1912161007Primary SEDOL: 2206657Earliest Cutoff Date: 04/24/2023Total Ballots: 1Voting Policy: SustainabilityAdditional Policy:

Votable Shares: 12,638 *Shares on Loan: 0 Shares Instructed: 12,638 Shares Voted: 12,638

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Herb Allen	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	s not aligned w	ith investor	expectation						-	
		Blended Rationale: A vote AGAINST the incum Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	s not aligned w	ith investor	expectation		_				_	
1.2		Elect Director Marc Bolland	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	s not aligned w	ith investor	expectation						-	
		Blended Rationale: A vote AGAINST the incum Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	s not aligned w	ith investor	expectation		_				-	
1.3		Elect Director Ana Botin	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	s not aligned w	ith investor	expectation			-			-	
		Blended Rationale: A vote AGAINST the incum Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	s not aligned w	ith investor	expectation		_					
1.4		Elect Director Christopher C. Davis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	s not aligned w	ith investor	expectation			_				
		Blended Rationale: A vote AGAINST the incum Herman, is warranted because the company is commitments. Votes FOR the remaining nomi	s not aligned w	ith investor	expectation		-				-	
1.5		Elect Director Barry Diller	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	s not aligned w	ith investor	expectation						-	
		Blended Rationale: A vote AGAINST the incum Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	s not aligned w	ith investor	expectation			•			_	
1.6		Elect Director Carolyn Everson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	s not aligned w	ith investor	expectation			-				
		Blended Rationale: A vote AGAINST the incum Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	s not aligned w	ith investor	expectation		_					

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

The Coca-Cola Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.7		Elect Director Helene D. Gayle	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	not aligned wi	ith investor e	expectations			_				
		Blended Rationale: A vote AGAINST the incum. Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	not aligned wi	ith investor e	expectations							
1.8		Elect Director Alexis M. Herman	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST the in Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	not aligned wi	ith investor e	expectations			<i>J</i> ,				
		Blended Rationale: A vote AGAINST the incum. Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	not aligned wi	ith investor e	expectations							
1.9		Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	not aligned wi	ith investor e	expectations			_				
		Blended Rationale: A vote AGAINST the incum. Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	not aligned wi	ith investor e	expectations							
1.10		Elect Director Amity Millhiser	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	not aligned wi	ith investor e	expectations			-				
		Blended Rationale: A vote AGAINST the incum. Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	not aligned wi	ith investor e	expectations		_					
1.11		Elect Director James Quincey	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in- Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	not aligned wi	ith investor e	expectations			_				
		Blended Rationale: A vote AGAINST the incum. Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	not aligned wi	ith investor e	expectations							
1.12		Elect Director Caroline J. Tsay	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in- Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	not aligned wi	ith investor e	expectations							
		Blended Rationale: A vote AGAINST the incum. Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	not aligned wi	ith investor e	expectations							
1.13		Elect Director David B. Weinberg	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	not aligned wi	ith investor e	expectations			-				
		Blended Rationale: A vote AGAINST the incum. Herman, is warranted because the company is commitments. Votes FOR the remaining nomin	not aligned wi	ith investor e	expectations		_					

The Coca-Cola Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposengaged with shareholders and disclosed the fit would continue to monitor and limit the use of such agreements, including quantum, which accompensation committee has demonstrated admajority of the CEO's pay is conditioned on objects of the centre of	eedback receive of consulting a ddresses the ke dequate respon	ved. In addit agreements v ey concern e asiveness to l	ion, in a sup with its NEOs expressed by last year's lo	plemental fil and exercis shareholden w say-on-pa	ing, the comme e prudence wi s. Accordingly, y vote result.	ittee commi ith all aspect the Additionally,	itted ts of			
		Blended Rationale: A vote FOR the proposal is engaged with shareholders and disclosed the fit would continue to monitor and limit the use a such agreements, including quantum, which accompensation committee has demonstrated admajority of the CEO's pay is conditioned on objects of the central property.	eedback received for consulting and dresses the kellequate response	red. In addit greements v ey concern e nsiveness to l	ion, in a sup with its NEOs expressed by last year's lo	plemental fil and exercis shareholden w say-on-pa	ing, the common e prudence was. Accordingly, y vote result.	ittee commi ith all aspect the Additionally,	ts of			
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					•	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho			-			y votes are				
4		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	e auditor is v	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.						•	
5		Report on Third-Party Civil Rights Audit	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this resolute better assess the effectiveness of the company management of related risks.							S			
		Blended Rationale: A vote FOR this resolution is assess the effectiveness of the company's efformelated risks.	-		-	-	•					
6		Issue Transparency Report on Global Public Policy and Political Influence	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this resolut memberships in political organizations and lobb oversight of spending would help shareholders	bying expendit	ures, as well	as the comp	pany's its ma	anagement- ar	nd board-lev				
		Blended Rationale: A vote FOR this resolution is memberships in political organizations and lobb oversight of spending would help shareholders	bying expendit	ures, as well	as the comp	pany's its ma	anagement- ar	nd board-lev	el			
7		Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propos expenditures with its stated values would enab company oversees and manages risks related t	le shareholder	s to have a		_						
		Blended Rationale: A vote FOR this proposal is expenditures with its stated values would enab company oversees and manages risks related t	le shareholder	s to have a l	_							
8		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propos	sal is warrante	d given the i	importance o	of having an	independent L	ooard chair.				
		Blended Rationale: A vote FOR this proposal is	warranted giv	en the impo	rtance of ha	ving an inde	pendent board	chair.				

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

The Coca-Cola Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9		Report on Risk Due to Restrictions on Reproductive Rights	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this resolut associated with proposed or enacted state polic the company is managing such risks.		•		,			ow			
		Blended Rationale: A vote FOR this resolution is with proposed or enacted state policies that res	,			•			ted			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		12,638	12,638
Subdividuo Sularicca, ariassigrica			04/12/2023	04/12/2023			
					Total Shares:	12,638	12,638

Ticker: TFC

Meeting ID: 1727680

Proxy Level: 3

Truist Financial Corporation

Meeting Date: 04/25/2023

Record Date: 02/16/2023

company is managing such risks.

Country: USA

Meeting Type: Annual

Primary S	Security ID:	89832Q109	Primary CUSIP: 89	832Q109		Primary	ISIN: US89	832Q1094		Primary SE	DOL: BKP72	287	
Earliest Cu	itoff Date: 04/2	24/2023	Total Ballots: 1			Voting Po	olicy: Sustainal	bility		Additional Po	olicy:		
Votable Sh	nares: 3,700		*Shares on Loan: 0			Shares Ir	structed: 3,7	00		Shares Voted	I: 3,700		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Jenni	fer S. Banner	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the dire	ector nominees is	warranted.								
		Blended Rationale:	A vote FOR the director	nominees is warr	ranted.								
1b		Elect Director K. Da	vid Boyer, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the dire	ector nominees is	warranted.								
		Blended Rationale:	4 vote FOR the director	nominees is warr	ranted.								
1c		Elect Director Agne	s Bundy Scanlan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the dire	ector nominees is	warranted.								
		Blended Rationale:	4 vote FOR the director	nominees is warr	ranted.								
1d		Elect Director Anna	R. Cablik	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the dire	ector nominees is	warranted.								
		Blended Rationale:	4 vote FOR the director	nominees is warr	ranted.								
1e		Elect Director Dallas	s S. Clement	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the dire	ector nominees is	warranted.							-	
		Blended Rationale:	A vote FOR the director	nominees is warr	ranted.								

Truist Financial Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f		Elect Director Paul D. Donahue	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1g		Elect Director Patrick C. Graney, III	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1h		Elect Director Linnie M. Haynesworth	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1i		Elect Director Kelly S. King	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1j		Elect Director Easter A. Maynard	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1k		Elect Director Donna S. Morea	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
11		Elect Director Charles A. Patton	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1m		Elect Director Nido R. Qubein	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.							•	
1n		Elect Director David M. Ratcliffe	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.							•	
10		Elect Director William H. Rogers, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1p		Elect Director Frank P. Scruggs, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1q		Elect Director Christine Sears	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Truist Financial Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1r		Elect Director Thomas E. Skains	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	ninees is warra	anted.								
1s		Elect Director Bruce L. Tanner	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1t		Elect Director Thomas N. Thompson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1u		Elect Director Steven C. Voorhees	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al to ratify the	auditor is w	arranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	itor is warraı	nted.							
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: After a review of the co warranted, as pay and performance are reason the pay program merely target median perform	ably aligned fo	or the year in	review. Tha	nt being said,	significant co		r			
		Blended Rationale: After a review of the compa warranted, as pay and performance are reason the pay program merely target median perform	ably aligned fo	or the year in	review. Tha	nt being said,			e			
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give sharehold						n-pay votes d	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho			•			votes are				
5		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propos	al is warranted	d given the ii	mportance o	f having an i	independent be	oard chair.				
		Blended Rationale: A vote FOR this proposal is	warranted give	en the impor	tance of hav	ing an indep	endent board	chair.				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,700	3,700
Sustainable balanced, unassigned			03/31/2023	03/31/2023			
					Total Shares:	3,700	3,700

ASML Holding NV

Meeting Date: 04/26/2023

Country: Netherlands
Meeting Type: Annual

Meeting ID: 1692183

Ticker: ASML

Proxy Level: N/A

Record Date: 03/29/2023 Primary Security ID: N07059202

Primary CUSIP: N07059202

Primary ISIN: NL0010273215

Primary SEDOL: B929F46

Earliest Cutoff Date: 04/18/2023

Votable Shares: 3,229

Total Ballots: 1
*Shares on Loan: 0

Voting Policy: Sustainability **Shares Instructed:** 3,229

Additional Policy: Shares Voted: 3,229

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Annual Meeting Agenda	Mgmt	No								
1		Open Meeting	Mgmt	No								
		Voting Policy Rationale: No vote is required in	for this item.								-	
		Blended Rationale: No vote is required for the	nis item.									
2		Discuss the Company's Business, Financial Situation and Sustainability	Mgmt	No								
		Voting Policy Rationale: This is a non-voting	item									
		Blended Rationale: This is a non-voting item										
3a		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warra problematic pay practices are identified, whe			-		with market ,	practice and	no			
		Blended Rationale: A vote FOR is warranted problematic pay practices are identified, who			-		n market pract	ice and no			-	
3b		Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warra auditors.	nted because of	the absence	e of concern	with the com	npany's audit p	orocedures d	or its			
		Blended Rationale: A vote FOR is warranted auditors.	because of the a	absence of c	oncern with	the company	's audit proce	dures or its				
3c		Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No								
		Voting Policy Rationale: This is a non-voting	item.									
		Blended Rationale: This is a non-voting item										
3d		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this divide being excessive.	dend proposal is	warranted b	because the	proposed pay	yout ratio is ac	dequate with	out		-	
		Blended Rationale: A vote FOR this dividend being excessive.	proposal is warr	ranted becau	ise the prop	osed payout	ratio is adequa	ate without			-	
4a		Approve Discharge of Management Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warra controversies that the management board at			,		-	nd compellin	ng			
		Blended Rationale: A vote FOR is warranted controversies that the management board at			•	_		ompelling				
4b		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warra controversies that the management board a			•		-	nd compellin	99		-	
		Blended Rationale: A vote FOR is warranted controversies that the management board at			-	_		mpelling				

ASML Holding NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Approve Number of Shares for Management Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted bed	cause the te	rms of the p	roposed equi	ity plan are no	t problematic				
		Blended Rationale: A vote FOR this item is warr	ranted because	e the terms o	of the propo	sed equity pl	lan are not pro	blematic.				
6a		Amend Remuneration Policy for the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Qualified support for Its practice and not particular concerns are raised fees no longer being subject to special majority additional work. A vote FOR Item 6b is warrant board regarding this remuneration proposal.	with the policy requirements	itself. Howe and the pot	ever, this is i ential for ad	not without c ditional pay i	concern for the in case of signi	approval of ficant				
		Blended Rationale: Qualified support for Item 6 and not particular concerns are raised with the longer being subject to special majority require. A vote FOR Item 6b is warranted, since there is this remuneration proposal.	policy itself. H ments and the	lowever, this potential fo	is not withor radditional	out concern f pay in case c	for the approva of significant ac	l of fees no Iditional worl	k.			
6b		Amend Remuneration of the Members of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Qualified support for It practice and not particular concerns are raised fees no longer being subject to special majority additional work. A vote FOR Item 6b is warrant board regarding this remuneration proposal.	with the policy requirements	itself. Howe and the pot	ever, this is in ential for ad	not without c ditional pay i	concern for the in case of signi	approval of ficant				
		Blended Rationale: Qualified support for Item 6 and not particular concerns are raised with the longer being subject to special majority require. A vote FOR Item 6b is warranted, since there is this remuneration proposal.	policy itself. H ments and the	lowever, this potential fo	is not withour additional	out concern fo pay in case c	for the approva of significant ac	l of fees no Iditional worl	k.			
7		Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt	No								
		Voting Policy Rationale: This is a non-voting ite.	m.									
		Blended Rationale: This is a non-voting item.										
8		Elect N.S. Andersen to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear no known controversy concerning the candidate	to possess the									
		Blended Rationale: A vote FOR these elections of four years; * The candidates appear to possess controversy concerning the candidates					•	-	7			
8b		Elect J.P. de Kreij to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear no known controversy concerning the candidate	to possess the				•					
		Blended Rationale: A vote FOR these elections of four years; * The candidates appear to possess controversy concerning the candidates					•	-	7			
8c		Discuss Composition of the Supervisory Board	Mgmt	No								
		Voting Policy Rationale: This is a non-voting ite.	m.									
		Blended Rationale: This is a non-voting item.										

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

ASML Holding NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9		Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ed because the	ere are no co	ncerns rega	arding this pro	oposal.					
		Blended Rationale: A vote FOR is warranted be	ecause there a	re no concer	ns regarding	g this proposa	al.					
10a		Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propovolume and duration.	sal is warrante	d because it	is in line wi	th commonly	used safegua	rds regarding	7			
		Blended Rationale: A vote FOR this proposal is volume and duration.	s warranted bed	cause it is in	line with co	mmonly used	d safeguards re	egarding				
10b		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propovolume and duration.	sal is warrante	d because it	is in line wi	th commonly	used safegua	rds regarding	7			
		Blended Rationale: A vote FOR this proposal is volume and duration.	s warranted bed	cause it is in	line with co	mmonly used	d safeguards re	egarding				
11		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant volume and pricing; * The authorization would capital; and * The authorization would allow to prior to the repurchase.	d allow ASML H	olding to rep	ourchase up	to 10.00 per	cent of the iss	ued share				
		Blended Rationale: A vote FOR is warranted be volume and pricing; * The authorization would capital; and * The authorization would allow to prior to the repurchase.	d allow ASML H	olding to rep	ourchase up	to 10.00 per	cent of the iss	ued share	ice			
12		Authorize Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ed because the	e cancellation	n of shares i	is in sharehold	ders' interests.					
		Blended Rationale: A vote FOR is warranted be	ecause the can	cellation of s	shares is in s	shareholders'	interests.					
13		Other Business (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required for	r this item.									
		Blended Rationale: No vote is required for this	item.									
14		Close Meeting	Mgmt	No								
		Voting Policy Rationale: No vote is required for	r this item.									
		Blended Rationale: No vote is required for this	item.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,229	3,229
Sustainable bulanced, unassigned			03/27/2023	03/27/2023			
					= Total Shares:	3,229	3,229

The Cigna Group

Meeting Date: 04/26/2023

Record Date: 03/07/2023

Country: USA

Meeting Type: Annual

Primary CUSIP: 125523100

Ticker: CI

Meeting ID: 1730647

Primary ISIN: US1255231003

Proxy Level: 3

Primary SEDOL: BHJ0775

Earliest Cutoff Date: 04/25/2023

Votable Shares: 990

Primary Security ID: 125523100

Total Ballots: 1 *Shares on Loan: 0 Voting Policy: Sustainability Shares Instructed: 990

Additional Policy: Shares Voted: 990

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director David M. Cordani	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	anted.								
1b		Elect Director William J. DeLaney	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	anted.								
1c		Elect Director Eric J. Foss	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	anted.								
1d		Elect Director Elder Granger	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	anted.								
1e		Elect Director Neesha Hathi	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	anted.								
1f		Elect Director George Kurian	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	anted.								
1g		Elect Director Kathleen M. Mazzarella	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	anted.								
1h		Elect Director Mark B. McClellan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	anted.								
1 i		Elect Director Kimberly A. Ross	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	anted.								
1j		Elect Director Eric C. Wiseman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.							,	
		Blended Rationale: A vote FOR the director no.	minees is warr	anted.								

The Cigna Group

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains
1k		Elect Director Donna F. Zarcone	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: After a review of the co warranted, as pay is reasonably aligned with po- significant amount of committee discretion affor are disclosed in the LTI program.	erformance at	this time. Th	nat being said	d, there are	concerns regal	rding the	nls			
		Blended Rationale: After a review of the compa warranted, as pay is reasonably aligned with po- significant amount of committee discretion affor are disclosed in the LTI program.	erformance at	this time. Th	nat being said	d, there are	concerns regal	rding the	ıls			
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					-	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho	-		-			votes are				
4		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al to ratify the	auditor is w	arranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	itor is warraı	nted.							
5		Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposed considered to reasonably balance shareholders qualified officers to serve the company.				-	-					
		Blended Rationale: A vote FOR this proposal is to reasonably balance shareholders' interest in officers to serve the company.		-	-	-	-		red			
6		Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propose percent would improve shareholders' ability to		_		ip threshold	from 25 perce	nt to 15				
		Blended Rationale: A vote FOR this proposal is would improve shareholders' ability to use the			wnership thi	reshold from	25 percent to	15 percent				
7		Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propose policy statements and its direct and indirect possareholders to have a more comprehensive un activities conducted by its partners.	litical contribut	tions and noi	nprofit organ	nization partio	cipation would	enable	•			
		Blended Rationale: A vote FOR this proposal is statements and its direct and indirect political of to have a more comprehensive understanding of conducted by its partners.	contributions a	nd nonprofit	organization	n participation	n would enable	e shareholde	-			
Ballot Det	ails											

Institutional Account Detail	Custodian						
(IA Name, IA Number)	Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

The Cigna Group

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		990	990
Sustainable Bulancea, andssigned			04/10/2023	04/10/2023			
					: Total Shares:	990	990

The PNC Financial Services Group, Inc.

Meeting Date: 04/26/2023 **Record Date:** 02/03/2023

Country: USA

Meeting Type: Annual

Ticker: PNC

Proxy Level: 3

Primary Security ID: 693475105

Primary CUSIP: 693475105

Meeting ID: 1729020

Primary SEDOL: 2692665

Earliest Cutoff Date: 04/25/2023

Total Ballots: 1

Primary ISIN: US6934751057 Voting Policy: Sustainability

Additional Policy:

Shares Instructed: 1,160

Shares Voted: 1,160

Votable Shares: 1,160

*Shares on Loan: 0

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Joseph Alvarado	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director nor	ninees is warra	anted.									
1b		Elect Director Debra A. Cafaro	ect Director Debra A. Cafaro Mgmt Yes For For For For No							No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director non	minees is warra	anted.									
1c		Elect Director Marjorie Rodgers Cheshire	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director non	minees is warra	anted.									
1d		Elect Director William S. Demchak	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.									
		Blended Rationale: A vote FOR the director nominees is warranted.											
1e		Elect Director Andrew T. Feldstein	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director non	minees is warra	anted.									
1f		Elect Director Richard J. Harshman	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director nominees is warranted.											
1g		Elect Director Daniel R. Hesse	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.									
		Blended Rationale: A vote FOR the director non	minees is warra	anted.									
1h		Elect Director Renu Khator	Mgmt	Yes	For	For		For	For	No	No	No	
Voting Policy Rationale: A vote FOR the director nominees is warranted.													
Blended Rationale: A vote FOR the director nominees is warranted.													

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The PNC Financial Services Group, Inc.

Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1i		Elect Director Linda R. Medler		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote	FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR	the director nor	minees is warr	ranted.								
1j		Elect Director Robert A. Niblock	ζ.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote	FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR	the director nor	minees is warr	ranted.								
1k		Elect Director Martin Pfinsgraff		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote	FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR	the director nor	minees is warr	ranted.								
11		Elect Director Bryan S. Salesky		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director nominees is warranted.											
1m		Elect Director Toni Townes-whi	tley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote	FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nominees is warranted.											
2		Ratify PricewaterhouseCoopers Auditors	LLP as	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote	FOR this propos	al to ratify the	e auditor is v	varranted.							
		Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.											
3		Advisory Vote to Ratify Named Executive Officers' Compensation	on	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Concerns remain regarding the lack of disclosure and room for discretion under the annual incentive plan, which makes it difficult to determine its overall rigor. Additionally, the company granted relatively large one-time awards to three of its NEOs, resulting in two of them receiving total compensation greater than that of the CEO and the median pay granted to the CEOs of the company's peers. Nevertheless, the majority of regular equity awards remain conditioned on long-term disclosed performance targets and CEO pay is reasonably aligned with company performance during the year in review.											
		Blended Rationale: A vote FOR this proposal is warranted, with caution. Concerns remain regarding the lack of disclosure and room for discretion under the annual incentive plan, which makes it difficult to determine its overall rigor. Additionally, the company granted relatively large one-time awards to three of its NEOs, resulting in two of them receiving total compensation greater than that of the CEO and the median pay granted to the CEOs of the company's peers. Nevertheless, the majority of regular equity awards remain conditioned on long-term disclosed performance targets and CEO pay is reasonably aligned with company performance during the year in review.											
4		Advisory Vote on Say on Pay Frequency		Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote of considered a best practice as the	,		, ,	, , ,		,	n-pay votes	are			
		Blended Rationale: A vote for the considered a best practice as the	•						y votes are				
Ballot Deta	ails	,	-	J	•	•	,	•					
Institutional	Account Detail	Custodian Account Number	Ballot Status	Instructe	ed.	Approve	d	Ballot Voting	Status	Votable S	hares	Shares	Voted
		202121.001											

Additional

Voting

Vote

1,160

1,160

Total Shares:

1,160

1,160

Vote

Vote

Auto-Instructed

04/03/2023

Confirmed

Protea Fund - Orcadia Global

Sustainable Balanced, unassigned

283124.001

Auto-Approved

04/03/2023

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

The PNC Financial Services Group, Inc.

Total Ballots: 1

Warehouses De Pauw SCA

Ticker: WDP Meeting Date: 04/26/2023 Country: Belgium Proxy Level: N/A

Record Date: 04/12/2023 Meeting Type: Annual **Meeting ID:** 1712113

Primary Security ID: B9T59Z100 Primary CUSIP: B9T59Z100 **Primary ISIN:** BE0974349814 Primary SEDOL: BK8VQD9

Additional Policy:

Earliest Cutoff Date: 04/18/2023 Voting Policy: Sustainability Votable Shares: 9.710 *Shares on Loan: 0 Shares Instructed: 9,710 Shares Voted: 9,710

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Annual Meeting Agenda	Mgmt	No								
1		Receive Directors' Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required.										
		Blended Rationale: No vote is required.										
2		Receive Auditors' Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required.										
		Blended Rationale: No vote is required.										
3		Acknowledgement of the Decision of the Board of Directors Regarding the Payment of anOptional Dividend	Mgmt	No								
		Voting Policy Rationale: This is a non-voting ite.	m.									
		Blended Rationale: This is a non-voting item.										
4		Approve Financial Statements and Allocation of Income	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.										
		Blended Rationale: A vote FOR this dividend probeing excessive.	oposal is warra	anted becaus	se the propo	sed payout r	atio is adequat	te without				
5		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the board is not fulfilling its t	nt and compel	mpelling								
		Blended Rationale: A vote FOR is warranted in that the board is not fulfilling its fiduciary duties		f any informa	ation about s	significant an	nd compelling o	controversies	;			
6		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.										
		Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.										
7		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR is warranted as the proposed remuneration report is in line with market practice, regarding both actual content and disclosure. The company provided improved disclosure regarding the STI bonus and provided forward looking disclosure with respect to 2023 STI and LTI targets. However, we do raise a concern as the base salary of co-CEO Joost Uwents increased 30.8 percent while the company did not provide a compelling rationale for the increase.										
		Blended Rationale: A qualified vote FOR is warranted as the proposed remuneration report is in line with market practice, regarding both actual content and disclosure. The company provided improved disclosure regarding the STI bonus and provided forward looking disclosure with respect to 2023 STI and LTI targets. However, we do raise a concern as the base salary of co-CEO Joost Uwents increased 30.8 percent while the company did not provide a compelling rationale for the increase.										

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Warehouses De Pauw SCA

Reduct No Anderberghe as Might Viss For For For Against Against Viss No No Independent Director Vising Pality Relationed: A vote AGAINST incumbent nominating committee chair Rik Vandenberghe is warranted for lock of shready and the based. A vote FOR remaining nominee Tory De Hour's a warranted. Reduct Tory De Pauw as Director Might Viss For For For For No	Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
develop on the board. A vate FOR maining namines Tony for Fature is warranted. Blended Rationale: A vate ACMINST incumbent nominating committee chair Rik Vandenberghe is warranted for lack of diversity on the board. A vate FOR maining namines Tony for Fature is warranted. Relect Tony De Patur as Director. Mignit. Yes. For For For For No.	8		<u>-</u>	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes	
Reelect. Tony. De Pallwin as Directors Mgmit Yes For For For For No No No No No No No														
Volting Policy Rationale: A vote AGAINST incumbent nominating committee chair Rik Vandenberghe is warranted for lack of diversity on the board. A vote FOR remaining nominee Tony De Pauw is warranted. Blanded Rationale: A unit e AGAINST incumbent nominating committee chair Rik Vandenberghe is warranted for lack of diversity on the board. A vote FOR remaining nominee Tony De Pauw is warranted. Ratify Deloite as Auditors and Mgmt Yes For For For For No No No Approve Auditors Remuneration Volting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal. Blanded Rationale: A vote FOR is warranted because there are no concerns regarding this proposal. Approve Remuneration of the Mgmt Yes For For For For No No No No No-Decoding Policy Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Blanded Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Blanded Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Blanded Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Blanded Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Blanded Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Blanded Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Blanded Rationale: A vote FOR its warranted in the absence of any signs of excessiveness. Blanded Rationale: A vote FOR its proposal is warranted because this clause is related to a credit facility/strategic partnership/susance of bonds/pint venture and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid. Blanded Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility/strategic partnership/susance of bonds/pint venture and is considered to be routine. Belgian law requires sha														
diversity on the board. A vote FOR remaining nominee Tony De Pauw is warranted. Bieneded Rationale: A vote FOR remaining nominee Tony De Pauw is warranted. Ratify Delotte as Auditors and Mgmit Yes For For For For For No No No Aprove Auditors' Remained portions of the Secondary of the Pauw is warranted. Bieneded Rationale: A vote FOR is warranted because there are no concerns regarding this proposal. Bieneded Rationale: A vote FOR is warranted because there are no concerns regarding this proposal. Bieneded Rationale: A vote FOR is warranted because there are no concerns regarding this proposal. Bieneded Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Bieneded Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Bieneded Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Voting Policy Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Voting Policy Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Bieneded Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Bieneded Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Bieneded Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Bieneded Rationale: A vote FOR is warranted because this clause is related to a credit facility/strategic patternship/issuance of bonds/pint venture and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid. Bieneder Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility/strategic patternship/issuance of bonds/pint venture and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid. Bieneder Rationale: A vote FOR this proposa	9		Reelect Tony De Pauw as Director	Mgmt	Yes	For	For		For	For	No	No	No	
and the board. A vote FOR remaining nominee Tony De Pauw is warranted. Ratify Delotite as Auditors and Mgmit Yes For For For For For No No Approve Auditor's Remuneration Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal. Biended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal. 11 Approve Remuneration of the Mgmit Yes For For For For For No No No No No No-Policy Policy Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Biended Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Biended Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Biended Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Biended Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Biended Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Biended Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. Biended Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. 13.1 Approve Change-of-Control Clause Re: Mgmit Yes For For For For No No No No Credit Agreements Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility/strategic partnership/issuance of bonds/joint venture and is considered to be routine. Belgian law requires shareholder approval for all change of-control clauses, in the absence of which the underlying contract is not valid. Biended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change of-control clauses, in the absence of which the underlying contract is not valid. Biended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine.			- ,			Vandenbergh	e is warranted	for lack of						
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Credit Agreements Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility/strategic partnership/issuance of bonds/joint venture and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid. Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility/strategic partnership/issuance of bonds/joint venture and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid. 13.2 Approve Change-of-Control Clause Re: Mgmt Yes For For For For No No No Credit Agreements Permitted Between the Date of the Convocation to the General Meeting and the Effective Session of the General Meeting Shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid. Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.			Blended Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.											
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	Ballot Deta	ails												

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		9,710	9,710
Susumusic Sulanced, unassigned			04/07/2023	04/07/2023			
					Total Shares:	9,710	9,710

Warehouses De Pauw SCA

Country: France

AXA SA

Meeting Date: 04/27/2023

Record Date: 04/25/2023 Meeting Type: Annual/Special Meeting ID: 1718556 Primary Security ID: F06106102 Primary CUSIP: F06106102 Primary ISIN: FR0000120628 Primary SEDOL: 7088429 Total Ballots: 1 Earliest Cutoff Date: 04/24/2023 Voting Policy: Sustainability Additional Policy: Votable Shares: 88,056 *Shares on Loan: 0 Shares Instructed: 88,056 Shares Voted: 88,056 Additional Voting Vote Vote Vote Significant Votable Policy Policy Proposal Mamt Vote Against Against Against **Proposal Text** ISS Rec ISS Number Vote Proponent **Proposal** Rec Rec Rec Instruction Mgmt Policy Ordinary Business Mgmt No 1 Approve Financial Statements and Mgmt Yes For For For For No No No Statutory Reports Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns. Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns. 2 Approve Consolidated Financial Mgmt Yes For For No No No Statements and Statutory Reports Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns. Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns. Approve Allocation of Income and 3 Mgmt Yes For For For For No No No Dividends of EUR 1.70 per Share Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive. Blended Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive. Approve Compensation Report of Mamt Yes For For For For Nο Nο Nο Corporate Officers Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern. Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern. 5 Approve Compensation of Denis Mgmt Yes For For For For No No No Duverne, Chairman of the Board until April 28, 2022 Voting Policy Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern. Blended Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern. Approve Compensation of Antoine 6 Mamt Yes For For For For Nο No Nο Gosset-Grainville, Chairman of the Board since April 28, 2022 Voting Policy Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern. Blended Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.

Ticker: CS

Proxy Level: N/A



Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7		Approve Compensation of Thomas Buberl, CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remo of disclosure on individual performance criter are no other concerns.	-		_	_						
		Blended Rationale: A vote FOR this remunera disclosure on individual performance criteria are no other concerns.	-		_	_						
8		Approve Remuneration Policy of CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remu maintains the possibility of a post-mandate v The main reason for support is: * The disclos	esting of awards	s, with no ini	formation o	n the applicat	tion of a pro-ra	ata principle.	•			
		Blended Rationale: A vote FOR this remunera maintains the possibility of a post-mandate v The main reason for support is: * The disclos	esting of awards	s, with no ini	formation o	n the applicat	tion of a pro-ra	ata principle.				
9		Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remu	ıneration policy	is warranted	l because it	does not rais	se any significa	ant concern.				
		Blended Rationale: A vote FOR this remunera	ntion policy is wa	arranted beca	ause it does	s not raise an	y significant co	oncern.				
10		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remo	ıneration policy	is warranted	l because it	does not rais	se any significa	ant concern.				
		Blended Rationale: A vote FOR this remunera	ntion policy is wa	arranted beca	ause it does	s not raise an	y significant co	oncern.				
11		Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this prop does not raise any concerns.	osal is warrante	d because th	ne informati	ion disclosed i	in the auditors	s' special rep	ort			
		Blended Rationale: A vote FOR this proposal not raise any concerns.	is warranted bed	cause the inf	formation d	isclosed in the	e auditors' spe	cial report d	loes			
12		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Such share buyback	programs merit	a vote FOR.								
		Blended Rationale: Such share buyback progr	rams merit a voi	te FOR.								
		Extraordinary Business	Mgmt	No								
13		Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrar	nted since this p	otential trans	sfer of wear	lth is in share	holders' intere	sts.				
		Blended Rationale: A vote FOR is warranted	since this potent	tial transfer o	of wealth is	in shareholde	ers' interests.					
14		Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warra with and without preemptive rights.	nted as their pro	oposed volun	mes respect	the recomme	ended guidelin	es for issual	nces			
		Blended Rationale: Votes FOR are warranted and without preemptive rights.	as their propose	ed volumes i	respect the	recommende	d guidelines fo	or issuances	with		-	



Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
15		Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant with and without preemptive rights.	ed as their pro	oposed volur	nes respect	the recomme	ended guidelind	es for issuan	ces			
		Blended Rationale: Votes FOR are warranted as and without preemptive rights.	s their propose	ed volumes i	espect the i	recommended	d guidelines foi	r issuances v	vith			
16		Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant with and without preemptive rights.	ed as their pro	oposed volur	nes respect	the recomme	ended guideline	es for issuan	ces			
		Blended Rationale: Votes FOR are warranted as and without preemptive rights.	s their propose	ed volumes i	espect the i	recommended	d guidelines foi	r issuances v	vith			
17		Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant with and without preemptive rights.	ed as their pro	oposed volur	nes respect	the recomme	ended guidelind	es for issuan	ces			
		Blended Rationale: Votes FOR are warranted as and without preemptive rights.	s their propose	ed volumes i	respect the I	recommended	d guidelines foi	r issuances v	vith			
18		Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant with and without preemptive rights.	ed as their pro	oposed volur	nes respect	the recomme	ended guideline	es for issuan	ces			
		Blended Rationale: Votes FOR are warranted as and without preemptive rights.	s their propose	ed volumes i	respect the I	recommended	d guidelines foi	r issuances v	vith			
19		Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant with and without preemptive rights.	ed as their pro	oposed volun	nes respect	the recomme	ended guidelind	es for issuan	ces			
		Blended Rationale: Votes FOR are warranted as and without preemptive rights.	s their propose	ed volumes i	respect the I	recommended	d guidelines foi	r issuances v	vith			
20		Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant with and without preemptive rights.	ed as their pro	oposed volur	nes respect	the recomme	ended guidelind	es for issuan	ces			
		Blended Rationale: Votes FOR are warranted as and without preemptive rights.	s their propose	ed volumes r	respect the I	recommended	d guidelines foi	r issuances v	vith			

AXA SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
21		Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrante with and without preemptive rights.	ed as their pro	posed volun	nes respect t	he recomme	nded guideline	es for issuand	ces			
		Blended Rationale: Votes FOR are warranted as and without preemptive rights.	their propose	d volumes re	espect the re	ecommendea	l guidelines for	r issuances и	ith			
22		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these propo.	sed authorizati	ions are war	ranted as th	ey do not rai	ise concerns.					
		Blended Rationale: Votes FOR these proposed a	authorizations a	are warrante	ed as they do	not raise co	oncerns.					
23		Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these propos	sed authorizati	ions are war	ranted as th	ey do not rai	ise concerns.					
		Blended Rationale: Votes FOR these proposed a	authorizations a	are warrante	ed as they do	not raise co	oncerns.					
24		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted as .	such share o	capital reduc	tions are fav	orable to share	eholders.				
		Blended Rationale: A vote FOR this item is warr	anted as such	share capita	al reductions	are favorabi	le to sharehold	lers.				
25		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this routine	item is warrai	nted.								
		Blended Rationale: A vote FOR this routine item	is warranted.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		88,056	88,056
Sustainable bulanced, unassigned			04/07/2023	04/07/2023			
					Total Shares:	88,056	88,056

CRH Plc

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Meeting	Date: 04/27/2	2023	Country: Ireland			Ticker:	CRH			Proxy Level	: N/A		
Record D	ate: 04/23/20)23	Meeting Type: Annu	al		Meeting	ID: 1721879	9					
Primary 9	Security ID:	G25508105	Primary CUSIP: G25	5508105		Primary	ISIN: IE000	1827041		Primary SEI	OOL: 01827	'04	
Earliest Cu	rliest Cutoff Date: 04/21/2023 Total Ballots		Total Ballots: 1			Voting Po	olicy: Sustainal	bility		Additional Po	licy:		
Votable Si	nares: 3,849		*Shares on Loan: 0			Shares Ir	structed: 3,8	49		Shares Voted	: 3,849		
Proposal Significant Number Vote Proposal Text			Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1		Accept Financial Sta	atements and	Mgmt	Yes	For	For		For	For	No	No	No

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Statutory Reports

CRH Plc

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Voting Policy Rationale: A vote FOR the Compa warranted as no significant concerns have been	-	ıbmission of	the director	s' report and	financial state	ements is				
		Blended Rationale: A vote FOR the Company's as no significant concerns have been identified		ssion of the o	directors' rep	ort and final	ncial statemen	ts is warrani	ted			
2		Approve Final Dividend	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolution been identified.	tion is warrant	ed because i	this is a rout	ine item and	no significant	concerns ha	ave			
		Blended Rationale: A vote FOR this resolution is identified.	is warranted be	ecause this is	s a routine it	em and no s	ignificant conc	erns have b	een			
3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the remun Quantum remains an area of potential concern bonus metrics. * The Company decided not to safety targets tied to pay incentives has been i warranted because: * The remuneration outco and the overall shareholder experience. * Sala workforces. * The 85% cap placed on maximus LTIP have been disclosed in considerable detail Compensation	. * Concerns ro use discretion noted by Susta mes are not in ry increases fo m bonus oppo	emain in rela to lower the inability Adv congruent w r EDs are be rtunity is not	ation to the so bonus outco isory Service with the perfo low those of ted and view	ubjective na ome in reflec s in earlier ro ormance of th fered to the ed positively	ture of the nor tion of fatalitie eports. Howev he Company do Company's Iris r. * The ESG m	n-financial es. The lack er, support uring FY202. sh and UK netrics of the	is 2			
		Blended Rationale: A vote FOR the remuneration remains an area of potential concern. * Concert * The Company decided not to use discretion to tied to pay incentives has been noted by Sustable because: * The remuneration outcomes are not overall shareholder experience. * Salary increat * The 85% cap placed on maximum bonus opposed disclosed in considerable detail and have Compensation	ens remain in re to lower the bo inability Advisc of incongruent ises for EDs are portunity is not	elation to the onus outcome ory Services with the pen e below thos ted and view	e subjective e in reflection in earlier rep formance of ee offered to red positively	nature of the n of fatalities orts. Howeve the Compan the Compan the ESG	e non-financial 5. The lack of s er, support is v y during FY202 y's Irish and U metrics of the	bonus metricafety target warranted 22 and the 1K workforce LTIP have	ics. s			
4a		Re-elect Richie Boucher as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these cand	didates is warra	anted as no s	significant co	ncerns have	been identifie	d.				
		Blended Rationale: A vote FOR these candidate	es is warranted	l as no signit	icant concer	ns have beer	n identified.					
4b		Re-elect Caroline Dowling as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these cand	didates is warra	anted as no s	significant co	ncerns have	been identifie	d.				
		Blended Rationale: A vote FOR these candidate	es is warranted	l as no signit	ficant concer	ns have beel	n identified.					
4c		Re-elect Richard Fearon as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these cand	didates is warra	anted as no s	significant co	ncerns have	been identifie	d.				
		Blended Rationale: A vote FOR these candidate	es is warranted	l as no signit	ficant concer	ns have beer	n identified.					
4d		Re-elect Johan Karlstrom as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these cand	didates is warra	anted as no s	significant co	ncerns have	been identifie	d.				
		Blended Rationale: A vote FOR these candidate	es is warranted	l as no signit	ficant concer	ns have beel	n identified.					
4e		Re-elect Shaun Kelly as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these cand	didates is warra	anted as no s	significant co	ncerns have	been identifie	d.				
		Blended Rationale: A vote FOR these candidate	es is warranted	d as no signit	ficant concer	ns have beer	n identified.					
4f		Elect Badar Khan as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these cand	didates is warra	anted as no s	significant co	ncerns have	been identifie	d.				
		Blended Rationale: A vote FOR these candidate	es is warranted	d as no signit	ficant concer	ns have beer	n identified.					

CRH Plc

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4g		Re-elect Lamar McKay as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these cand	didates is warra	anted as no s	significant co	oncerns have	e been identifie	ed.				
		Blended Rationale: A vote FOR these candidate	es is warranted	d as no signit	ficant concer	rns have bee	n identified.					
4h		Re-elect Albert Manifold as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these cand	didates is warra	anted as no s	significant co	oncerns have	been identifie	rd.				
		Blended Rationale: A vote FOR these candidate	es is warranted	d as no signit	ficant concer	rns have bee	n identified.					
4i		Re-elect Jim Mintern as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these cand	didates is warra	anted as no s	significant co	oncerns have	been identifie	rd.				
		Blended Rationale: A vote FOR these candidate	es is warranted	d as no signit	ficant concer	rns have bee	n identified.					
4j		Re-elect Gillian Platt as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these cand	didates is warra	anted as no s	significant co	oncerns have	been identifie	ed.				
		Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.										
4k		Re-elect Mary Rhinehart as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these cand	didates is warra	anted as no s	significant co	oncerns have	been identifie	ed.				
		Blended Rationale: A vote FOR these candidate	es is warranted	d as no signit	ficant concer	rns have bee	n identified.					
41		Re-elect Siobhan Talbot as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these cand	didates is warra	anted as no s	significant co	oncerns have	e been identifie	ed.				
		Blended Rationale: A vote FOR these candidate	es is warranted	d as no signit	ficant concer	rns have bee	n identified.					
4m		Elect Christina Verchere as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these cand	didates is warra	anted as no s	significant co	oncerns have	been identifie	ed.				
		Blended Rationale: A vote FOR these candidate	es is warranted	d as no signit	ficant concer	rns have bee	n identified.					
5		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	s warranted be	cause there	are no conc	erns regardir	ng this proposa	a/.				
		Blended Rationale: A vote FOR this item is war	rranted because	e there are r	no concerns	regarding th	is proposal.					
6		Ratify Deloitte Ireland LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	s warranted as	no significal	nt concerns	have been id	lentified.					
		Blended Rationale: A vote FOR this item is war	rranted as no s	ignificant co	ncerns have	been identifi	îed.					
7		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these reso recommended limits.	lutions is warra	anted becaus	se the propo	osed amounts	s and durations	s are within				
		Blended Rationale: A vote FOR these resolution recommended limits.	ns is warranted	d because the	e proposed a	amounts and	durations are	within				
8		Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these reso recommended limits.	lutions is warra	anted becaus	se the propo	osed amounts	s and durations	s are within				
		Blended Rationale: A vote FOR these resolution recommended limits.	ns is warranted	d because the	e proposed a	amounts and	durations are	within				

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CRH Plc

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9		Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolute recommended limits.	ıtion is warrant	ted because i	the propose	d amount and	d duration are	within				
		Blended Rationale: A vote FOR this resolution recommended limits.	is warranted b	ecause the p	roposed am	ount and dur	ration are with	in				
10		Authorise Reissuance of Treasury Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolution Ireland, and no concerns have been identified.		ted because i	this is a rou	tine item for o	companies inc	orporated ir	1			
		Blended Rationale: A vote FOR this resolution and no concerns have been identified.	is warranted b	ecause this is	s a routine i	tem for comp	oanies incorpoi	rated in Irel	and,			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,849	3,849
Susumusic suiditect, andssigned			03/31/2023	03/31/2023			
					Total Shares:	3,849	3,849

Danone SA

Record D	ecord Date: 04/25/2023 Me		Country: France Meeting Type: Ann			-	ID: 172136			Proxy Level	•	-	
			Primary CUSIP: F	12033134			ISIN: FR00			Primary SE		IB3	
	itoff Date: 04/2	24/2023	Total Ballots: 1			_	olicy: Sustainal	•		Additional Po	-		
Votable SI	nares: 16,262		*Shares on Loan: 0			Shares Ir	nstructed: 16,	262		Shares Voted	: 16,262		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Ordinary Business		Mgmt	No								
1		Approve Financial Sta Statutory Reports	atements and	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational and lack of concerns.	le: Votes FOR the app	proval of the annua	al accounts a	are warrante	ed due to the	unqualified au	ıditors' opini	on			
	Blended Rationale: Votes FOR the approval of the lack of concerns.				counts are w	arranted du	e to the unqu	ualified auditor	rs' opinion ai	nd			
2		Approve Consolidated Statements and State		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational and lack of concerns.	le: Votes FOR the app	proval of the annua	al accounts a	are warrante	ed due to the	unqualified au	ıditors' opini	on			
		Blended Rationale: Volack of concerns.	otes FOR the approva	l of the annual acc	counts are w	arranted du	e to the unqu	ualified auditor	s' opinion ai	nd			
3		Approve Allocation of Dividends of EUR 2 p		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational company maintains e			•			n payout ratio,	because the	•			
		Blended Rationale: A company maintains e						out ratio, beca	use the				

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Reelect Valerie Chapoulaud-Floquet as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the (re)elec Chapoulaud-Floquet, Gilbert Ghostine, Lise Kin 4-7 and 26).		•		. ,		ncerns (Item	95			
		Blended Rationale: Votes FOR the (re)election. Gilbert Ghostine, Lise Kingo and Sanjiv Mehta)			-		-	-	,			
5		Reelect Gilles Schnepp as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the (re)ele Chapoulaud-Floquet, Gilbert Ghostine, Lise Kin 4-7 and 26).						ncerns (Item	95			
		Blended Rationale: Votes FOR the (re)election. Gilbert Ghostine, Lise Kingo and Sanjiv Mehta)			•				,			
6		Ratify Appointment of Gilbert Ghostine as Director Following Resignation of Guido Barilla	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the (re)elec Chapoulaud-Floquet, Gilbert Ghostine, Lise Kin 4-7 and 26).		•		. ,		ncerns (Item	95			
		Blended Rationale: Votes FOR the (re)election. Gilbert Ghostine, Lise Kingo and Sanjiv Mehta)			-		-		;			
7		Ratify Appointment of Lise Kingo as Director Following Resignation of Cecile Cabanis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the (re)ele Chapoulaud-Floquet, Gilbert Ghostine, Lise Kin 4-7 and 26).		-				ncerns (Item	95			
		Blended Rationale: Votes FOR the (re)election. Gilbert Ghostine, Lise Kingo and Sanjiv Mehta)			-		-	-	;			
8		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remui	neration report	is warranted	d because i	does not rais	se any significa	ant concern.				
		Blended Rationale: A vote FOR this remunerat	ion report is w	arranted bed	ause it doe	s not raise an	ny significant co	oncern.				
9		Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remui	neration report	is warranted	d because i	does not rais	se any significa	ant concern.				
		Blended Rationale: A vote FOR this remunerat	ion report is w	arranted bed	ause it doe	s not raise an	ny significant co	oncern.				
10		Approve Compensation of Gilles Schnepp, Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remui	neration report	is warranted	d because i	does not rais	se any significa	ant concern.				
		Blended Rationale: A vote FOR this remunerat	ion report is w	arranted bed	ause it doe	s not raise an	ny significant co	oncern.				
11		Approve Remuneration Policy of Executive Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remui	neration policy	is warranted	l because it	does not rais	se any significa	nt concern.				
		Blended Rationale: A vote FOR this remunerat	ion policy is wa	arranted bec	ause it doe	not raise an	y significant co	oncern.				
12		Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remui	neration policy	is warranted	d because it	does not rais	se any significa	nt concern.				
		Blended Rationale: A vote FOR this remunerate	ion policy is wa	arranted bec	ause it doe	s not raise an	y significant co	oncern.				

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remul	neration policy	is warrantea	because it	does not rais	se any significa	nt concern.				
		Blended Rationale: A vote FOR this remunerat	tion policy is wa	arranted beca	ause it does	not raise an	y significant co	ncern.				
14		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Such share buyback p	rograms merit	a vote FOR.								
		Blended Rationale: Such share buyback progra	ams merit a vo	te FOR.								
		Extraordinary Business	Mgmt	No								
15		Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warran with and without preemptive rights, and with			-		ed guidelines fo	or issuances				
		Blended Rationale: Votes FOR are warranted a and without preemptive rights, and with or wi		-		mmended gu	iidelines for iss	ruances with				
16		Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 16.9 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warran with and without preemptive rights, and with			-		ed guidelines fo	or issuances				
		Blended Rationale: Votes FOR are warranted a and without preemptive rights, and with or wi		-		mmended gu	iidelines for iss	uances with				
17		Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warran with and without preemptive rights, and with			-		ed guidelines fo	or issuances				
		Blended Rationale: Votes FOR are warranted a and without preemptive rights, and with or wi				mmended gu	idelines for iss	uances with				
18		Authorize Capital Increase of Up to EUR 16.9 Million for Future Exchange Offers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warran with and without preemptive rights, and with			,		ed guidelines fo	or issuances				
		Blended Rationale: Votes FOR are warranted a and without preemptive rights, and with or wi				mmended gu	iidelines for iss	uances with				
19		Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warran with and without preemptive rights, and with			-		ed guidelines fo	or issuances				
		Blended Rationale: Votes FOR are warranted a and without preemptive rights, and with or wi		-		mmended gu	uidelines for iss	ruances with			-	

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
20		Authorize Capitalization of Reserves of Up to EUR 42 Million for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed since this po	otential trans	fer of wealti	h is in sharel	holders' interes	sts.				
		Blended Rationale: A vote FOR is warranted sin	ce this potent	ial transfer o	of wealth is in	n shareholde	rs' interests.					
21		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these emplorecommended guidelines.	pyee stock pur	chase plans	are warrante	ed as the pro	pposed volume	s respect the	•			
		Blended Rationale: Votes FOR these employee recommended guidelines.	stock purchase	e plans are v	varranted as	the propose	ed volumes res	spect the				
22		Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these emplorecommended guidelines.	nyee stock pur	chase plans	are warrante	ed as the pro	pposed volume	s respect the	,			
		Blended Rationale: Votes FOR these employee recommended guidelines.	stock purchase	e plans are v	varranted as	the propose	ed volumes res	pect the				
23		Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is problematic.	warranted be	cause the te	rms of the p	roposed auti	horization are	not				
		Blended Rationale: A vote FOR this item is warn	ranted because	e the terms o	of the propos	sed authorize	ation are not p	problematic.				
24		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted as	such share	capital reduc	tions are fav	orable to shar	reholders.				
		Blended Rationale: A vote FOR this item is warn	ranted as such	share capita	al reductions	are favorab	le to sharehold	ders.				
		Ordinary Business	Mgmt	No								
25		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this routine	e item is warra	nted.								
		Blended Rationale: A vote FOR this routine item	n is warranted									
26		Elect Sanjiv Mehta as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the (re)elect Chapoulaud-Floquet, Gilbert Ghostine, Lise King 4-7 and 26).			•		• •	ncerns (Items	5			
		Blended Rationale: Votes FOR the (re)elections Gilbert Ghostine, Lise Kingo and Sanjiv Mehta)			•		•					
Ballot Deta	ails											

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		16,262	16,262
Substantiable Sulanced, andosigned			04/06/2023	04/06/2023			
					Total Shares:	16,262	16,262

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Johnson & Johnson

Meeting Date: 04/27/2023

Country: USA

Meeting ID: 1729404

Ticker: JNJ

Proxy Level: 3

Record Date: 02/28/2023

Primary Security ID: 478160104

Meeting Type: Annual **Primary CUSIP:** 478160104

Primary ISIN: US4781601046

Primary SEDOL: 2475833

Earliest Cutoff Date: 04/26/2023

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 14,220

*Shares on Loan: 0

Shares Instructed: 14,220

Shares Voted: 14,220

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Darius Adamczyk	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
1b		Elect Director Mary C. Beckerle	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
1c		Elect Director D. Scott Davis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
1d		Elect Director Jennifer A. Doudna	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.							-	
1e		Elect Director Joaquin Duato	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1f		Elect Director Marillyn A. Hewson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1g		Elect Director Paula A. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1h		Elect Director Hubert Joly	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.							-	
1i		Elect Director Mark B. McClellan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.							-	
1j		Elect Director Anne M. Mulcahy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								

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Johnson & Johnson

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1k		Elect Director Mark A. Weinberger	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
11		Elect Director Nadja Y. West	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propose performance based, and total reported pay for being reasonably aligned, the company has properformance measures. However, it is noted the expenses connected to certain high-profile contents.	CEO Duato wa evided addition at the compar	as significant nal disclosure ny still does i	tly below that e details of connot specify e	t of his pred ertain exclus xactly how t	lecessor. In additions from non-	dition to pay GAAP				
		Blended Rationale: A vote FOR this proposal is performance based, and total reported pay for being reasonably aligned, the company has properformance measures. However, it is noted the expenses connected to certain high-profile contents.	CEO Duato wa evided addition at the compar	as significant nal disclosure ny still does i	tly below that e details of co not specify e	t of his pred ertain exclus exactly how t	lecessor. In additions from non-	dition to pay -GAAP				
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					,	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho						y votes are				
4		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al to ratify the	e auditor is v	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.							
5		Adopt Mandatory Arbitration Bylaw - Withdrawn	SH	No								
		Voting Policy Rationale: NONE - this proposal h	as been witho	lrawn.								
		Blended Rationale: NONE - this proposal has be	een withdrawn	7.								
6		Report on Government Financial Support and Equitable Access to Covid-19 Products	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propos pricing and access plans would allow sharehold expected lifetime of the vaccine.			-		_					
		Blended Rationale: A vote FOR this proposal is pricing and access plans would allow sharehold expected lifetime of the vaccine.			-	-	-		he			

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Johnson & Johnson

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7		Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propose company's exclusion of large litigation-related control shareholder support for this proposal at last year disclosure and reconciliation in the proxy in order executives. Given that the proposal would provic circumstances, with an explanation to sharehold	osts from the e r's annual mee er to better und de the board v	executive co eting. In add derstand ho with flexibility	mpensation lition, sharel w these spec v to adjust tl	program, as nolders may cific expense ne application	evidenced by . have expected s impacted pay n of the policy	significant more robus / for its top				
		Blended Rationale: A vote FOR this proposal is wexclusion of large litigation-related costs from the support for this proposal at last year's annual mand reconciliation in the proxy in order to better Given that the proposal would provide the board circumstances, with an explanation to sharehold	ne executive co eeting. In add understand h d with flexibilit	ompensation dition, shareh now these sp ty to adjust t	program, as nolders may l ecific expens he application	s evidenced i have expecte ses impacted on of the poli	by significant s ed more robus I pay for its top icy in individua	shareholder t disclosure o executives.				
8		Report on Impact of Extended Patent Exclusivities on Product Access	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this proposes shareholders by increasing transparency regarding exclusivities; and * Disclosure of the requested firm's initiatives and practices sufficiently guarding.	ing the compai information wo	ny's efforts t ould serve to	to address th provide gre	ne risks relate Pater assurar	ed to extended ace to sharehol	l patent Iders that th				
		Blended Rationale: A vote FOR this proposal is we shareholders by increasing transparency regards exclusivities; and * Disclosure of the requested in firm's initiatives and practices sufficiently guard	ing the compai information wo	ny's efforts to ould serve to	to address th provide gre	ne risks relate Pater assurar	ed to extended ace to sharehol	l patent Iders that th	9			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		14,220	14,220
Sustamable balanced, unassigned			04/18/2023	04/18/2023			
					Total Shares:	14,220	14,220

Kering SA

Ordinary Business

Meeting	Meeting Date: 04/27/2023		Country: France			Ticker:	ŒR			Proxy Level	: N/A		
Record D	Date: 04/25/20	023	Meeting Type: Annual	l/Special		Meeting	ID: 173216	6					
Primary	Security ID:	F5433L103	Primary CUSIP: F543	3L103		Primary	ISIN: FR00	00121485		Primary SEI	OOL: 55050	72	
Earliest Cu	utoff Date: 04/	24/2023	Total Ballots: 1			Voting Po	olicy: Sustainal	bility		Additional Po	licy:		
Votable SI	hares: 3,000		*Shares on Loan: 0			Shares In	structed: 3,0	00		Shares Voted	: 3,000		
Proposal	Significant				Votable	Mgmt		Additional Policy	Voting Policy	Vote	Vote Against	Vote Against	Vote Against
Number	Vote	Proposal Text		Proponent	Proposal	Rec	ISS Rec	Rec	Rec	Instruction	Mgmt	Policy	ISS

Mgmt

No

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the approvements specific concerns (item 1). Despite the unquality statements only warrants qualified support as the special report containing an ongoing related-page.	fied auditors' of the company of	opinion and la does not subi	ack of conc mit to the a	erns, the appo oproval of its	roval of consol	idated finan	cial			
		Blended Rationale: A vote FOR the approval of specific concerns (item 1). Despite the unqualif statements only warrants qualified support as t special report containing an ongoing related-pa	fied auditors' o the company o	ppinion and la does not subi	ack of conce mit to the a	erns, the appl oproval of its	roval of consol	idated finan				
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the approv specific concerns (item 1). Despite the unqualif statements only warrants qualified support as t special report containing an ongoing related-pa	fied auditors' o the company o	ppinion and la does not subi	ack of conce mit to the a	erns, the appl pproval of its	roval of consol	idated finan	cial			
		Blended Rationale: A vote FOR the approval of specific concerns (item 1). Despite the unqualif statements only warrants qualified support as t special report containing an ongoing related-pa	fied auditors' o the company o	ppinion and la does not subi	ack of conce mit to the a	erns, the appl oproval of its	roval of consol	idated finan				
3	• •	Approve Allocation of Income and Dividends of EUR 14 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this income without being excessive.	e allocation pr	oposal is wai	rranted bec	ause the prop	oosed payout r	atio is adequ	uate			
		Blended Rationale: A vote FOR this income allo without being excessive.	cation propos	al is warranto	ed because	the proposed	l payout ratio i	s adequate				
4		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remunis a lack of responsiveness following shareholds	•			the following	concerns are i	raised: * The	ere			
		Blended Rationale: A vote FOR this remuneration lack of responsiveness following shareholders' of	•	•	-	ollowing cond	cerns are raised	d: * There is	s a			
5		Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST the rewarranted because: * The company does not pethe KMUs vested under the 2018 and 2019 plan not paid in 2022. * He received an exceptional provide a compelling rationale. A vote FOR the Palus (item 6) is warranted although it is not wachievement of the performance conditions for	provide clear in ns. However, i payment amo remuneration vithout concern	nformation on the payment nunting to EU report of the ns as : * The	n the achiev of both the IR 5,840,00 e Group Ma company o	vement of the se plans has O through KM naging Direct loes not provi	e performance been deferred IUs and the col for (vice-CEO).	conditions fo and they wo mpany failed Jean-Franço	or ere d to vis		-	
		Blended Rationale: A vote AGAINST the remun warranted because: * The company does not p the KMUs vested under the 2018 and 2019 plar not paid in 2022. * He received an exceptional provide a compelling rationale. A vote FOR the Palus (item 6) is warranted although it is not w achievement of the performance conditions for	provide clear in ns. However, to payment amo remuneration vithout concern	nformation on the payment bunting to EU report of the ns as : * The	n the achiev of both the IR 5,840,00 e Group Ma company o	rement of the se plans has O through KM naging Direct loes not provi	e performance been deferred IUs and the col for (vice-CEO) .	conditions fo and they wo mpany failed Jean-Franço	ere d to ois		-	

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6		Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the rewarranted because: * The company does not pethe KMUs vested under the 2018 and 2019 plan not paid in 2022. * He received an exceptional provide a compelling rationale. A vote FOR the Palus (item 6) is warranted although it is not wachievement of the performance conditions for	provide clear in ns. However, t payment amo remuneration vithout concern	formation of the payment unting to EU report of the as as : * The	n the achiev of both the IR 5,840,000 e Group Mai company o	rement of the se plans has . O through KM naging Direct loes not provi	performance been deferred Us and the col or (vice-CEO).	conditions fo and they we mpany failed Jean-Franço	or ere I to is			
		Blended Rationale: A vote AGAINST the remunwarranted because: * The company does not pthe KMUs vested under the 2018 and 2019 planot paid in 2022. * He received an exceptional provide a compelling rationale. A vote FOR the Palus (item 6) is warranted although it is not wachievement of the performance conditions for	provide clear in ns. However, t payment amo remuneration vithout concern	formation of the payment unting to EU report of the as as : * The	n the achiev of both the IR 5,840,000 e Group Mai company o	rement of the se plans has O through KM naging Direct loes not provi	performance been deferred Us and the col or (vice-CEO) .	conditions fo and they we mpany failed Jean-Franço	ere 1 to is			
7		Approve Remuneration Policy of Executive Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these remul concern.	neration policie	es are warra	nted becaus	se they do no	t raise any sig	nificant				
		Blended Rationale: Votes FOR these remunerat	rion policies are	e warranted	because the	ey do not rais	se any significa	ant concern.				
8		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these remule concern.	neration policio	es are warra	nted becaus	se they do no	t raise any sig	nificant				
		Blended Rationale: Votes FOR these remunerate	tion policies are	e warranted	because the	ey do not rais	se any significa	ant concern.				
9		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Such share buyback pr	ograms merit	a vote FOR.								
		Blended Rationale: Such share buyback program	ms merit a vot	e FOR.								
		Extraordinary Business	Mgmt	No								
10		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted as	such share	capital redu	ctions are fav	orable to shar	reholders.				
		Blended Rationale: A vote FOR this item is war	ranted as such	share capita	al reduction.	s are favorab	le to sharehold	ders.				
11		Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the authorize		-			as their propo	osed volume.	s			
		respect the recommended guidelines for issuand Blended Rationale: Votes FOR the authorization respect the recommended guidelines for issuand	ns under items	11, and 13	to 17 are w	arranted as ti	heir proposed	volumes				
12		Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed since this po	otential trans	sfer of wealt	th is in sharel	holders' interes	sts.				
		Blended Rationale: A vote FOR is warranted sin	nce this potent	ial transfer o	of wealth is i	in shareholde	rs' interests.					

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13		Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the authorize respect the recommended guidelines for issuar					d as their prope	osed volume	25		-	
		Blended Rationale: Votes FOR the authorization respect the recommended guidelines for issuar.		-			heir proposed	volumes				
14		Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the authorize respect the recommended guidelines for issuar					d as their prope	osed volume	25			
		Blended Rationale: Votes FOR the authorization respect the recommended guidelines for issuar.		-			heir proposed	volumes				
15		Authorize Board to Set Issue Price for 5 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 13 and 14	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the authorize respect the recommended guidelines for issuan					d as their prope	osed volume	25			
		Blended Rationale: Votes FOR the authorization respect the recommended guidelines for issuan					heir proposed	volumes				
16		Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 11, 13 and 14	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the authorize respect the recommended guidelines for issuar					d as their prop	osed volume	25			
		Blended Rationale: Votes FOR the authorization respect the recommended guidelines for issuar					heir proposed	volumes			,	
17		Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the authorize respect the recommended guidelines for issuare.					d as their prop	osed volume	25			
		Blended Rationale: Votes FOR the authorization respect the recommended guidelines for issuar		-			heir proposed	volumes				
18		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these emplorecommended guidelines.	oyee stock pui	rchase plans	are warrant	ed as the pro	oposed volume	es respect th	e			
		Blended Rationale: Votes FOR these employee recommended guidelines.	stock purchas	e plans are v	varranted as	s the propose	ed volumes res	spect the				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
19		Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these emprecommended guidelines.	loyee stock pui	rchase plans	are warran	ted as the pro	oposed volume	es respect th	ne			
		Blended Rationale: Votes FOR these employee recommended guidelines.	stock purchas	e plans are v	warranted a	s the propose	ed volumes res	spect the				
20		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this routing	ne item is warra	anted.								
		Blended Rationale: A vote FOR this routine ite	m is warranted	1.								

Ballot Details

Votable Shares: 2,500

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,000	3,000
Sustainable balanced, unassigned			04/04/2023	04/04/2023			
					Total Shares:	3,000	3,000

Texas Instruments Incorporated

Meeting Date: 04/27/2023	Country: USA	Ticker: TXN	Proxy Level: 3
Record Date: 03/01/2023 Primary Security ID: 882508104	Meeting Type: Annual Primary CUSIP: 882508104	Meeting ID: 1728540 Primary ISIN: US8825081040	Primary SEDOL: 2885409
Earliest Cutoff Date: 04/26/2023	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:

Shares Instructed: 2,500

Shares Voted: 2,500

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Mark A. Blinn	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is wari	ranted.								
1b		Elect Director Todd M. Bluedorn	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
1c		Elect Director Janet F. Clark	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
1d		Elect Director Carrie S. Cox	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warı	ranted.								

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

*Shares on Loan: 0

Texas Instruments Incorporated

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1e		Elect Director Martin S. Craighead	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1f		Elect Director Curtis C. Farmer	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1g		Elect Director Jean M. Hobby	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1h		Elect Director Haviv Ilan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1i		Elect Director Ronald Kirk	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1j		Elect Director Pamela H. Patsley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1k		Elect Director Robert E. Sanchez	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
11		Elect Director Richard K. Templeton	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
2		Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos shares reserved is relatively conservative; and Internal Revenue Code.		-	-				of			
		Blended Rationale: A vote FOR this proposal is shares reserved is relatively conservative; and Internal Revenue Code.	-			•	•					
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho		, , ,	, ,		,	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho						y votes are				

Texas Instruments Incorporated

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos according to a non-formulaic subjective review time-based, lacking any long-term performance reasonably aligned at this time.	of company p	erformance,	and the lon	g-term incen	tive awards aı	re entirely				
		Blended Rationale: A vote FOR this proposal is to a non-formulaic subjective review of compar- lacking any long-term performance conditions. this time.	ny performanc	e, and the lo	ng-term inc	entive award	s are entirely	time-based,	-			
5		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	auditor is v	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.							
6		Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propos shareholders to call a special meeting would en of the right is small.					•		use			
		Blended Rationale: A vote FOR this proposal is call a special meeting would enhance sharehold small.										
7		Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propos disclosure, could help the company more effect at a reasonable cost and omitting any proprieta	tively manage	associated r				•	-			
		Blended Rationale: A vote FOR this proposal is disclosure, could help the company more effect at a reasonable cost and omitting any proprieta	tively manage	associated r				_	red			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,500	2,500
Sasamable balancea, anassignea			04/14/2023	04/14/2023			
					Total Shares:	2,500	2,500

Umicore

Meeting Date: 04/27/2023	Country: Belgium		Ticker: UN	ΔI			Proxy Level	: N/A		
Record Date: 04/13/2023	Meeting Type: Annual/Special		Meeting I	D: 1712115	5					
Primary Security ID: B95505184	Primary CUSIP: B95505184		Primary I	SIN: BE097	4320526		Primary SEI	OOL: BF444	66	
Earliest Cutoff Date: 04/19/2023	Total Ballots: 1	Voting Policy: Sustainability				Additional Po	licy:			
Votable Shares: 24,325	*Shares on Loan: 0		Shares Instructed: 24,325				Shares Voted	: 24,325		
Proposal Significant Number Vote Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS

Annual/Special Meeting Agenda

No

Mgmt

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Umicore

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Annual Shareholders' Meeting Agenda	Mgmt	No								
A.1		Receive Supervisory Board's and Auditors' Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required.										
		Blended Rationale: No vote is required.										
A.2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR is standards. We note that the company provided financial metrics of the STI plan and performar respect to 2023 performance metrics. However performance STI metrics (50% weight, 100% of pay for performance assessment. Finally, while responsiveness to the significant dissent on lass	I improved disa nce metrics of r, we still raise achievement), o the company	closure (thre the LTI plan, concerns as which does improved di	eshold, targe , while also ; there is no not allow sh isclosure leve	ts, maximum providing for further disclo areholders to els, the comp	n and achieven ward looking o osure regardin o assess the st oany did not pi	nent) on the disclosure wit g the individu ringency of t rovide furthe	ual the			
		Blended Rationale: A qualified vote FOR is war. We note that the company provided improved metrics of the STI plan and performance metric to 2023 performance metrics. However, we still performance STI metrics (50% weight, 100% of pay for performance assessment. Finally, while responsiveness to the significant dissent on las	disclosure (thi cs of the LTI p Il raise concern achievement), the company	reshold, targo plan, while all ns as there is which does improved di	ets, maximu lso providing s no further o not allow sh isclosure leve	m and achieve forward look disclosure regareholders to els, the comp	vement) on the king disclosure garding the ind assess the st pany did not pl	e financial with respect dividual ringency of t rovide furthe	t he			
A.3		Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.80 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this divided being excessive.	nd proposal is	warranted b	ecause the p	proposed pay	out ratio is ad	lequate witho	out			
		Blended Rationale: A vote FOR this dividend pribeing excessive.	roposal is warr	anted becau	se the propo	osed payout i	ratio is adequa	te without				
A.4		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: This is a non-voting ite	em.									
		Blended Rationale: This is a non-voting item.										
A.5		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the board is not fulfilling its		-	formation al	bout significa	nt and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the board is not fulfilling its fiduciary dutie		of any inform	ation about	significant ar	nd compelling	controversies	5			
A.6		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the auditor is not fulfilling its		nce of any in	nformation al	bout significa	nnt and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the auditor is not fulfilling its duties.	the absence o	f any inform	ation about	significant ai	nd compelling	controversies	5			
A.7.1		Reelect Mario Armero as Member of the Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incum of diversity on the board. A vote FOR remaining		-				rranted for la	ock			
		Blended Rationale: A vote AGAINST incumbent diversity on the board. A vote FOR remaining n	-				ites is warrant	ed for lack of	f			

Umicore

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
A.7.2		Elect Marc Grynberg as Member of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incomof diversity on the board. A vote FOR remain		-				rranted for	lack			
		Blended Rationale: A vote AGAINST incumbe diversity on the board. A vote FOR remaining	-				ntes is warrant	ed for lack	of			
A.8		Approve Remuneration of the Members of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrar as the company did not provide a compelling (fixed fee from EUR 60,000 to EUR 140,000).	rationale for th	,	-		-					
		Blended Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. However, we do raise concerns as the company did not provide a compelling rationale for the proposed significant increase of the board chair remuneration (fixed fee from EUR 60,000 to EUR 140,000).										
		Special Shareholders' Meeting Agenda	Mgmt	No								
B.1		Approve Change-of-Control Clause Re: Joint Venture Agreement with PowerCo SE and Power HoldCo Lux SA and Sustainability-Linked Note Purchase Agreement	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propand is considered to be routine. Belgian law which the underlying contract is not valid.					,	-				
		Blended Rationale: A vote FOR this proposal is considered to be routine. Belgian law requite underlying contract is not valid.										

Additional Voting

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		24,325	24,325
Sustainable Sulanced, andonghed			04/05/2023	04/05/2023			
					= Total Shares:	24,325	24,325

Agnico Eagle Mines Limited

Record D	Date: 04/28/2 ate: 03/17/20 Security ID: 0	23	Country: Canada Meeting Type: Annual/ Primary CUSIP: 00847	•		-	EM ID: 1716138 ISIN: CA008			Proxy Level		23	
Earliest Cutoff Date: 04/25/2023 Votable Shares: 7,996			Total Ballots: 1 *Shares on Loan: 0			Voting Policy: Sustainability Shares Instructed: 7,996				Additional Policy: Shares Voted: 7,996			
Proposal Number	Proposal Significant Votable			Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1	1.1 Elect Director Leona Aglukkaq		Mgmt	Yes	For	For		For	For No No I			No	
	Voting Policy Rationale: Vote WITHHOLD for the compensation co		on committee	e chair, Robe	ert Gemmell,	as the commi	ttee has fail	led .					

Voting Policy Rationale: Vote WITHHOLD for the compensation committee chair, Robert Gemmell, as the committee has failed to adequately address pay-for-performance concerns and significant problematic pay practices have been identified. (See Item 3) Vote FOR all other proposed nominees.

Blended Rationale: Vote WITHHOLD for the compensation committee chair, Robert Gemmell, as the committee has failed to adequately address pay-for-performance concerns and significant problematic pay practices have been identified. (See Item 3) Vote FOR all other proposed nominees.

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Agnico Eagle Mines Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.2		Elect Director Ammar Al-Joundi	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote WITHHOLD for the to adequately address pay-for-performance cord 3) Vote FOR all other proposed nominees.	-									
		Blended Rationale: Vote WITHHOLD for the conadequately address pay-for-performance conce Vote FOR all other proposed nominees.	-						3)			
1.3		Elect Director Sean Boyd	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote WITHHOLD for the to adequately address pay-for-performance con 3) Vote FOR all other proposed nominees.	-									
		Blended Rationale: Vote WITHHOLD for the conadequately address pay-for-performance conce Vote FOR all other proposed nominees.	•						3)			
1.4		Elect Director Martine A. Celej	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote WITHHOLD for the to adequately address pay-for-performance con 3) Vote FOR all other proposed nominees.	-									
		Blended Rationale: Vote WITHHOLD for the coadequately address pay-for-performance conce Vote FOR all other proposed nominees.	-						3)			
1.5		Elect Director Robert J. Gemmell	Mgmt	Yes	For	Withhold		Withhold	Withhold	Yes	No	No
		Voting Policy Rationale: Vote WITHHOLD for the to adequately address pay-for-performance con 3) Vote FOR all other proposed nominees.										
		Blended Rationale: Vote WITHHOLD for the conadequately address pay-for-performance conce Vote FOR all other proposed nominees.	•						3)			
1.6		Elect Director Jonathan Gill	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote WITHHOLD for the to adequately address pay-for-performance con 3) Vote FOR all other proposed nominees.	-									
		Blended Rationale: Vote WITHHOLD for the conadequately address pay-for-performance conce Vote FOR all other proposed nominees.							3)			
1.7		Elect Director Peter Grosskopf	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote WITHHOLD for the to adequately address pay-for-performance con 3) Vote FOR all other proposed nominees.	,		,	,						
		Blended Rationale: Vote WITHHOLD for the coadequately address pay-for-performance conce Vote FOR all other proposed nominees.	•		-	-			3)			
1.8		Elect Director Elizabeth Lewis-Gray	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote WITHHOLD for the to adequately address pay-for-performance con 3) Vote FOR all other proposed nominees.	•		-	-						
		Blended Rationale: Vote WITHHOLD for the coadequately address pay-for-performance conce Vote FOR all other proposed nominees.	•		-				3)			

Agnico Eagle Mines Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.9		Elect Director Deborah McCombe	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote WITHHOLD for to adequately address pay-for-performance 3) Vote FOR all other proposed nominees.	•		-						-	
		Blended Rationale: Vote WITHHOLD for the adequately address pay-for-performance co Vote FOR all other proposed nominees.	•		-	-						
1.10		Elect Director Jeffrey Parr	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote WITHHOLD for to adequately address pay-for-performance 3) Vote FOR all other proposed nominees.			-							
		Blended Rationale: Vote WITHHOLD for the adequately address pay-for-performance co Vote FOR all other proposed nominees.	•									
1.11		Elect Director J. Merfyn Roberts	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote WITHHOLD for to adequately address pay-for-performance 3) Vote FOR all other proposed nominees.	•		-						-	
		Blended Rationale: Vote WITHHOLD for the adequately address pay-for-performance co Vote FOR all other proposed nominees.	•		-	-						
1.12		Elect Director Jamie C. Sokalsky	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote WITHHOLD for to adequately address pay-for-performance 3) Vote FOR all other proposed nominees.	•		-							
		Blended Rationale: Vote WITHHOLD for the adequately address pay-for-performance co Vote FOR all other proposed nominees.	•		-	-						
2		Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the ratific reasonable relative to total fees paid to the		Young LLP a	s auditor as	non-audit fe	es (17 percent) were				
		Blended Rationale: Vote FOR the ratification relative to total fees paid to the auditor.	of Ernst & Your	ng LLP as aud	ditor as non	-audit fees (1	17 percent) we	re reasonal	ole		-	

Agnico Eagle Mines Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	Against		Against	Against	Yes	No	No

Additional

Voting Policy Rationale: A vote AGAINST this non-binding advisory vote is warranted at this time. The quantitative pay-for-performance screen has identified a high concern driven by RDA. This comes after the failed say-on-pay vote results (24.4 percent support) at the last AGM and the primarily high concerns generated by the quantitative screen over the past five years. The company continues to have apparent pay-for-performance misalignment. In addition to the high concern identified by the quantitative screen, the following problematic pay practices have been identified: * The one-time bonus payments were made without considering rigorous performance criteria. While the company discussed several factors considered for the payments, there is no disclosure of any pre-determined metrics or targets, which raises concerns of the appropriateness of the bonus, particularly considering the quantum of the payments to Executive Chair (C\$10 million) and the CEO (C\$2 million); * In addition, the bonus payments appear to be made in cash, without any vesting conditions related to the company's long-term performance; and * The combined total compensation paid to the Executive Chair, the CEO, and the former CEO during 2022 (including the one-time bonus and the severance payments) is above US\$33 million, contributing to a 60 percent year-over-year increase of the total compensation cost for all NEOs (from US\$28 million in 2021 to US\$45 million in 2022).

Blended Rationale: A vote AGAINST this non-binding advisory vote is warranted at this time. The quantitative pay-for-performance screen has identified a high concern driven by RDA. This comes after the failed say-on-pay vote results (24.4 percent support) at the last AGM and the primarily high concerns generated by the quantitative screen over the past five years. The company continues to have apparent pay-for-performance misalignment. In addition to the high concern identified by the quantitative screen, the following problematic pay practices have been identified: *The one-time bonus payments were made without considering rigorous performance criteria. While the company discussed several factors considered for the payments, there is no disclosure of any pre-determined metrics or targets, which raises concerns of the appropriateness of the bonus, particularly considering the quantum of the payments to Executive Chair (C\$10 million) and the CEO (C\$2 million); *In addition, the bonus payments appear to be made in cash, without any vesting conditions related to the company's long-term performance; and *The combined total compensation paid to the Executive Chair, the CEO, and the former CEO during 2022 (including the one-time bonus and the severance payments) is above US\$33 million, contributing to a 60 percent year-over-year increase of the total compensation cost for all NEOs (from US\$28 million in 2021 to US\$45 million in 2022).

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		7,996	7,996
			04/10/2023	04/10/2023			
					Total Shares:	7,996	7,996

Swiss Life Holding AG

Meeting	Meeting Date: 04/28/2023		Country: Switzerla	nd		Ticker:	SLHN			Proxy Level	: N/A		
Record D	ate:		Meeting Type: Ani	nual		Meeting	ID: 1707192	2					
Primary 9	Security ID:	H8404J162	Primary CUSIP: H	18404J162		Primary	ISIN: CH00	14852781		Primary SEI	OOL: 74378	805	
Earliest Cu	itoff Date: 04/	11/2023	Total Ballots: 1			Voting Po	olicy: Sustainal	oility		Additional Po	licy:		
Votable Sh	table Shares: 200		*Shares on Loan: 0			Shares Instructed: 200				Shares Voted: 200			
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Accept Financial Sta Statutory Reports	atements and	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rations warranted.	ale: A vote FOR the an	nnual accounts, ani	nual report, a	and auditor	's report for t	he fiscal year i	n review is				

Blended Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the remund line with market practice and pay and performa	•			, ,	remuneration	practices are	e in			
		Blended Rationale: A vote FOR the remuneration with market practice and pay and performance	•				uneration prac	tices are in li	ine			
2		Approve Allocation of Income and Dividends of CHF 30.00 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut	tion is warrant	ed.								
		Blended Rationale: A vote FOR this resolution is	s warranted.									
3		Approve Discharge of Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the formal board have not fulfilled their fiduciary duties.	discharge of t	he board of	directors is v	warranted, as	s there is no e	vidence that	the			
		Blended Rationale: A vote FOR the formal disciboard have not fulfilled their fiduciary duties.	harge of the bo	oard of direc	tors is warra	nted, as the	re is no evider.	ce that the				
4.1		Approve Fixed Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut	tion is warrant	ed because	the proposed	d amount is i	in line with ma	rket practice				
		Blended Rationale: A vote FOR this resolution is	s warranted be	ecause the p	proposed am	ount is in line	e with market	practice.				
4.2		Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.5 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these items and do not raise significant concerns.	are warranted	d because th	e proposals	appear to be	in line with m	arket practio	re			
		Blended Rationale: Votes FOR these items are do not raise significant concerns.	warranted bed	ause the pro	oposals appe	ar to be in li	ne with marke	t practice an	d			
4.3		Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these items and do not raise significant concerns.	are warranted	d because th	e proposals	appear to be	in line with m	arket practio	re			
		Blended Rationale: Votes FOR these items are do not raise significant concerns.	warranted bec	ause the pro	pposals appe	ar to be in li	ne with marke	t practice an	d			
5.1		Reelect Rolf Doerig as Director and Board Chair	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR remaining of		-			er is warrante	d for lack of				
		Blended Rationale: A vote AGAINST incumbent diversity on the board. A vote FOR remaining of	_				warranted for	lack of				
5.2		Reelect Thomas Buess as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR remaining of		-			er is warrante	d for lack of				
		Blended Rationale: A vote AGAINST incumbent diversity on the board. A vote FOR remaining of	_				warranted for	lack of				
5.3		Reelect Monika Buetler as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR remaining of		_			ner is warrante	d for lack of				
11.01		Blended Rationale: A vote AGAINST incumbent diversity on the board. A vote FOR remaining of	_				warranted for	lack of				

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.4		Reelect Adrienne Fumagalli as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR remaining d		-			er is warranted	d for lack of				
		Blended Rationale: A vote AGAINST incumbent diversity on the board. A vote FOR remaining di	_				warranted for	lack of				
5.5		Reelect Ueli Dietiker as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum. diversity on the board. A vote FOR remaining di		-			er is warranted	d for lack of				
		Blended Rationale: A vote AGAINST incumbent diversity on the board. A vote FOR remaining d	-				warranted for	lack of				
5.6		Reelect Damir Filipovic as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR remaining di		_			er is warranted	d for lack of				
		Blended Rationale: A vote AGAINST incumbent diversity on the board. A vote FOR remaining di	_				warranted for	lack of				
5.7		Reelect Stefan Loacker as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum. diversity on the board. A vote FOR remaining di		-			er is warranted	d for lack of				
		Blended Rationale: A vote AGAINST incumbent diversity on the board. A vote FOR remaining di					warranted for	lack of				
5.8		Reelect Henry Peter as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum. diversity on the board. A vote FOR remaining di		-			er is warranted	d for lack of				
		Blended Rationale: A vote AGAINST incumbent diversity on the board. A vote FOR remaining di	_				warranted for	lack of				
5.9		Reelect Martin Schmid as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR remaining di		-			er is warranted	d for lack of				
		Blended Rationale: A vote AGAINST incumbent diversity on the board. A vote FOR remaining di	_				warranted for	lack of				
5.10		Reelect Franziska Sauber as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR remaining di		_			er is warranted	d for lack of				
		Blended Rationale: A vote AGAINST incumbent diversity on the board. A vote FOR remaining di	_				warranted for	lack of				
5.11		Reelect Klaus Tschuetscher as Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR remaining di		-			er is warranted	d for lack of				
		Blended Rationale: A vote AGAINST incumbent diversity on the board. A vote FOR remaining di	-				warranted for	lack of				
5.12		Elect Philomena Colatrella as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR remaining di		_			er is warranted	d for lack of				
		Blended Rationale: A vote AGAINST incumbent diversity on the board. A vote FOR remaining di	-				warranted for	lack of				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.13		Elect Severin Moser as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incur diversity on the board. A vote FOR remaining		-			her is warrante	ed for lack of	e			
		Blended Rationale: A vote AGAINST incumber diversity on the board. A vote FOR remaining	_				warranted fo	r lack of			-	
5.14		Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incur diversity on the board. A vote FOR remaining		-			her is warrante	ed for lack of	·			
		Blended Rationale: A vote AGAINST incumber diversity on the board. A vote FOR remaining	_				warranted for	r lack of				
5.15		Reappoint Franziska Sauber as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incur diversity on the board. A vote FOR remaining		-			her is warrante	ed for lack of	ę.		-	
		Blended Rationale: A vote AGAINST incumber diversity on the board. A vote FOR remaining	_				warranted fo	r lack of				
5.16		Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incur diversity on the board. A vote FOR remaining		-			her is warrante	ed for lack of	e			
		Blended Rationale: A vote AGAINST incumber diversity on the board. A vote FOR remaining	_				s warranted fol	r lack of				
6		Designate Andreas Zuercher as Independent Proxy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo	sal is warrante	d due to a la	ack of conce	rns.						
		Blended Rationale: A vote FOR this proposal is	warranted due	e to a lack o	f concerns.						-	
7		Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ted because the	ere are no co	ncerns rega	arding this pro	oposal.					
		Blended Rationale: A vote FOR is warranted b	ecause there a	re no concer	ns regarding	g this propose	al.					
8		Approve CHF 130,800 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propo	sed share capit	tal reduction	is warrante	d.						
		Blended Rationale: A vote FOR the proposed s	share capital re	duction is wa	arranted.							
9		Transact Other Business (Voting)	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST is was shareholder to the proxy in case new voting it board of directors; and * The content of these shareholders' best interest to vote against this	ems or counter new items or	rproposals ar counterprop	re introduced osals is not l	d at the meet	ting by shareh	olders or the	2			
		Blended Rationale: A vote AGAINST is warrant the proxy in case new voting items or counter directors; and * The content of these new iter best interest to vote against this item on a pre	proposals are in ns or counterp	ntroduced at roposals is n	the meeting	g by shareho	olders or the b	oard of			_	

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		200	200
Sustainable balanced, unassigned			04/07/2023	04/07/2023			
					Total Shares:	200	200

American Express Company

Meeting Date: 05/02/2023

Country: USA

Ticker: AXP

Proxy Level: 3

Record Date: 03/06/2023

Meeting Type: Annual

Meeting ID: 1730665

Primary Security ID: 025816109

Significant

Primary CUSIP: 025816109

Primary ISIN: US0258161092

Primary SEDOL: 2026082

Earliest Cutoff Date: 05/01/2023

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 1,810

Proposal

*Shares on Loan: 0

Shares Instructed: 1,810

Votable

Shares Voted: 1,810 Additional Voting Vote Policy Policy Against Mgmt Vote Against Against

Number	Vote	Proposal Text	Proponent	Proposal	Rec	ISS Rec	Rec	Rec	Instruction	Mgmt	Policy	ISS
1a		Elect Director Thomas J. Baltimore	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	ctor nominees is	warranted.								
		Blended Rationale: A vote FOR the director i	nominees is warı	ranted.								
1b		Elect Director John J. Brennan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	ctor nominees is	warranted.								
		Blended Rationale: A vote FOR the director r	nominees is wari	ranted.								
1c		Elect Director Peter Chernin	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	ctor nominees is	warranted.							_	
		Blended Rationale: A vote FOR the director r	nominees is warr	ranted.								
1d		Elect Director Walter J. Clayton, III	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	ctor nominees is	warranted.								
		Blended Rationale: A vote FOR the director i	nominees is wari	ranted.								
1e		Elect Director Ralph de la Vega	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	ctor nominees is	warranted.								
		Blended Rationale: A vote FOR the director i	nominees is wari	ranted.								
1f		Elect Director Theodore J. Leonsis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	ctor nominees is	warranted.								
		Blended Rationale: A vote FOR the director i	nominees is warı	ranted.								
1g		Elect Director Deborah P. Majoras	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	ctor nominees is	warranted.								
		Blended Rationale: A vote FOR the director r	nominees is warr	ranted.								
1h		Elect Director Karen L. Parkhill	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	ctor nominees is	warranted.								
		Blended Rationale: A vote FOR the director i	nominees is warı	ranted.							_	

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

American Express Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1i		Elect Director Charles E. Phillips	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	tor nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1j		Elect Director Lynn A. Pike	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	tor nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1k		Elect Director Stephen J. Squeri	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	tor nominees is	warranted.								
		Blended Rationale: A vote FOR the director n	ominees is warr	ranted.								
11		Elect Director Daniel L. Vasella	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	tor nominees is	warranted.								
		Blended Rationale: A vote FOR the director n	ominees is warr	ranted.								
1m		Elect Director Lisa W. Wardell	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	tor nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1n		Elect Director Christopher D. Young	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	tor nominees is	warranted.								
		Blended Rationale: A vote FOR the director n	ominees is warı	ranted.								
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this prop	osal to ratify the	e auditor is v	varranted.							
		Blended Rationale: A vote FOR this proposal	to ratify the aud	ditor is warra	nted.							
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: The increase in CEO million. On the positive side, the award requiperiod is relatively short and may reward show Additionally, although annual LTI awards are concerns regarding STI program structure and quantified targets are not disclosed. The proximal structure and proximal structure and proximal structure and proximal structure and stru	res significant T rt-term spikes in predominantly d disclosure. Th	SR apprecial n share price based on rig ne majority o	tion to vest. without longorous, clearing f the corpor	However, the g-term susta ly disclosed g ate compone	e sustainment nined share pri noals, there are nt is based on	requirement ce appreciati e significant goals for wi	ion. hich			

Additional Voting

metric weightings, nor sufficient details around the CEO's individual performance component (which was achieved at maximum). In light of the concerns noted above, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.

Blended Rationale: The increase in CEO pay is primarily driven by a one-time equity award valued by the company at \$15 million. On the positive side, the award requires significant TSR appreciation to vest. However, the sustainment requirement period is relatively short and may reward short-term spikes in share price without long-term sustained share price appreciation. Additionally, although annual LTI awards are predominantly based on rigorous, clearly disclosed goals, there are significant concerns regarding STI program structure and disclosure. The majority of the corporate component is based on goals for which quantified targets are not disclosed. The proxy also does not disclose threshold or maximum goals for any metrics, individual metric weightings, nor sufficient details around the CEO's individual performance component (which was achieved at maximum). In light of the concerns noted above, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.

American Express Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give sharehold						n-pay votes a	re			
		Blended Rationale: A vote for the adoption of ar considered a best practice as they give sharehold	,		•			votes are				
5		Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propose limit on cash severance. However, the proxy do provided under the plan are subject to sharehol assurances that the company's current practice	es not disclose der approval. I	e a policy or i Without such	requirement n a requirem	that paymer ent, shareho	nts in excess o	f amounts				
		Blended Rationale: A vote FOR this proposal is won cash severance. However, the proxy does not under the plan are subject to shareholder approassurances that the company's current practice	ot disclose a po oval. Without s	olicy or require uch a require	rement that ement, share	payments in eholders do i	excess of am	ounts provide				
6		Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propose associated with the fulfilment of information req allow shareholders to assess how the company	uests for the e	enforcement								
		Blended Rationale: A vote FOR this proposal is with the fulfilment of information requests for the shareholders to assess how the company is many	he enforcemen	t of state lav								

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,810	1,810
Sustainable Subtreed, unassigned			04/11/2023	04/11/2023			
					Total Shares:	1,810	1,810

Air Liquide SA

lack of concerns.

_	leeting Date: 05/03/2023 Country: France lectord Date: 04/28/2023 Meeting Type: Annual rimary Security ID: F01764103 Primary CUSIP: F0176			Special		Ticker: Al	I ID: 1717272			Proxy Level: N/A				
Primary S	Security ID:	01764103	Primary CUSIP: F0176	4103		Primary 1	ISIN: FR000	0120073		Primary SED	OL: B1YXB	J7		
Earliest Cu	toff Date: 04/2	7/2023	Total Ballots: 1			Voting Pol	icy: Sustainab	ility		Additional Pol	icy:			
Votable Sh	/otable Shares: 3,982		*Shares on Loan: 0			Shares Ins	structed: 3,98	2		Shares Voted:	3,982			
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
		Ordinary Business		Mgmt	No									
1	1 Approve Financial Statements and Statutory Reports		Mgmt	Yes	For	For		For	For	No	No	No		
Voting Policy Rationale: Votes FOR the approval of the and lack of concerns.			l of the annua	l accounts a	re warranted	due to the	unqualified aud	ditors' opinio	าก					
	Blended Rationale: Votes FOR the approval of the annual accounts				ounts are wa	varranted due to the unqualified auditors' opinion and								

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Air Liquide SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the approve and lack of concerns.	al of the annua	al accounts a	re warrante	d due to the	unqualified au	ditors' opinio	on			
		Blended Rationale: Votes FOR the approval of lack of concerns.	the annual acc	counts are w	arranted due	e to the unqu	ualified auditor	s' opinion an	nd			
3		Approve Allocation of Income and Dividends of EUR 2.95 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this incom- without being excessive.	e allocation pro	oposal is wai	rranted beca	nuse the prop	oosed payout r	atio is adequ	ıate		-	
		Blended Rationale: A vote FOR this income allowithout being excessive.	ocation proposa	al is warranto	ed because	the proposed	d payout ratio i	is adequate				
4		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Such share buyback programs merit a vote FOR.										
		Blended Rationale: Such share buyback progra	ms merit a voi	te FOR.								
5		Elect Catherine Guillouard as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the election concerns (Items 5, 6, 7, 8 and 9).	ns of these inde	ependent no	minees are	warranted in	the absence of	of specific				
		Blended Rationale: Votes FOR the elections of (Items 5, 6, 7, 8 and 9).	these independ	dent nomine	es are warra	anted in the a	absence of spe	ecific concerr	าร			
6		Elect Christina Law as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the election concerns (Items 5, 6, 7, 8 and 9).	ns of these inde	ependent no	minees are	warranted in	the absence of	of specific				
		Blended Rationale: Votes FOR the elections of (Items 5, 6, 7, 8 and 9).	these indepen	dent nomine	es are warra	anted in the a	absence of spe	ecific concerr	15			
7		Elect Alexis Perakis-Valat as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the election concerns (Items 5, 6, 7, 8 and 9).	ns of these inde	ependent no	minees are	warranted in	the absence of	of specific				
		Blended Rationale: Votes FOR the elections of (Items 5, 6, 7, 8 and 9).	these indepen	dent nomine	es are warra	anted in the a	absence of spe	ecific concerr	ns			
8		Elect Michael H. Thaman as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the election concerns (Items 5, 6, 7, 8 and 9).	ns of these inde	ependent no	minees are	warranted in	the absence of	of specific				
		Blended Rationale: Votes FOR the elections of (Items 5, 6, 7, 8 and 9).	these indepen	dent nomine	es are warra	anted in the a	absence of spe	ecific concerr	ıs			
9		Ratify Appointment of Monica de Virgiliis as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the election concerns (Items 5, 6, 7, 8 and 9).	ns of these inde	ependent no	minees are	warranted in	the absence of	of specific				
		Blended Rationale: Votes FOR the elections of (Items 5, 6, 7, 8 and 9).	these indepen	dent nomine	es are warra	anted in the a	absence of spe	ecific concerr	ıs			
10		Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propositions not raise any concern.	sal is warrante	d because th	ne informatio	on disclosed i	in the auditors	' special repo	ort			
		Blended Rationale: A vote FOR this proposal is not raise any concern.	warranted bed	cause the int	formation dis	sclosed in the	e auditors' spe	cial report de	oes			

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Air Liquide SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11		Approve Compensation of Benoit Potier, Chairman and CEO from January 1, 2022 to May 31, 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remun	eration report	is warranted	l because it	does not rais	se any significa	ant concern.				
		Blended Rationale: A vote FOR this remuneration	on report is wa	arranted bec	ause it does	not raise an	y significant co	oncern.				
12		Approve Compensation of Francois Jackow, CEO from June 1, 2022 to December 31, 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remun	eration report	is warranted	because it	does not rais	se any significa	ant concern.				
		Blended Rationale: A vote FOR this remuneration	on report is wa	arranted bec	ause it does	not raise an	y significant co	oncern.				
13		Approve Compensation of Benoit Potier, Chairman of the Board from June 1, 2022 to December 31, 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remun	eration report	is warranted	l because it	does not rais	se any significa	ant concern.				
		Blended Rationale: A vote FOR this remuneration	on report is wa	arranted bed	ause it does	not raise an	y significant co	oncern.				
14		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remun	eration report	is warranted	l because it	does not rais	se any significa	ant concern.				
		Blended Rationale: A vote FOR this remuneration	on report is wa	arranted bec	ause it does	not raise an	y significant co	oncern.				
15		Approve Remuneration Policy of CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remun	eration policy	is warrantea	because it o	does not rais	e any significa	nt concern.				
		Blended Rationale: A vote FOR this remuneration	on policy is wa	nrranted beca	ause it does	not raise any	y significant co	ncern.				
16		Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remun	eration policy	is warrantea	because it o	does not rais	e any significa	nt concern.				
		Blended Rationale: A vote FOR this remuneration	on policy is wa	erranted beca	ause it does	not raise any	y significant co	ncern.				
17		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remun	eration policy	is warrantea	because it o	does not rais	e any significa	nt concern.				
		Blended Rationale: A vote FOR this remuneration	on policy is wa	orranted beca	ause it does	not raise any	y significant co	ncern.				
		Extraordinary Business	Mgmt	No								
18		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted as	such share	capital reduc	ctions are fav	vorable to shar	eholders.				
		Blended Rationale: A vote FOR this item is war	ranted as such	share capita	al reductions	are favorab	le to sharehold	ders.				
19		Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR Items 19 arguidelines for issuances with preemptive rights,					•	ommended				
		Blended Rationale: Votes FOR Items 19 and 20 guidelines for issuances with preemptive rights			-	-		ended				

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Air Liquide SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
20		Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR Items 19 and guidelines for issuances with preemptive rights,					•	mmended				
		Blended Rationale: Votes FOR Items 19 and 20 guidelines for issuances with preemptive rights,			•			ended				
21		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these emplo 10-percent recommended guidelines.	yee stock pure	chase plans d	are warrante	ed as their pi	roposed volum	e respect the	ę			
		Blended Rationale: Votes FOR these employee : 10-percent recommended guidelines.	stock purchase	e plans are и	varranted as	their propos	sed volume res	spect the				
22		Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these emplo 10-percent recommended guidelines.	yee stock pure	chase plans d	are warrante	ed as their pi	roposed volum	e respect the	ę			
		Blended Rationale: Votes FOR these employee : 10-percent recommended guidelines.	stock purchase	e plans are и	varranted as	their propos	sed volume res	spect the				
		Ordinary Business	Mgmt	No								
23		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this routine	item is warra	nted.								
		Blended Rationale: A vote FOR this routine item	is warranted.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved	Issuer Confirmed	3,982	3,982
Sustainable Bulancea, anassignea			04/04/2023	04/04/2023			
					Total Shares:	3,982	3,982

Gilead Sciences, Inc.

_	Date: 05/03/2 Pate: 03/15/20		Country: USA Meeting Type: Annu	al		Ticker: (Meeting	GILD ID: 173323:	1		Proxy Level	: 3		
Primary 9	Primary Security ID: 375558103 Primary C		Primary CUSIP: 375	558103		Primary	ISIN: US37	55581036		Primary SEI	OOL: 23691	74	
Earliest Cutoff Date: 05/02/2023 Votable Shares: 3,330		Total Ballots: 1 *Shares on Loan: 0			Voting Policy: Sustainability Shares Instructed: 3,330				Additional Po Shares Voted	•			
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Jacqu	ieline K. Barton	Mgmt	Yes	For	For		For	For	No	No	No

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Gilead Sciences, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
		Voting Policy Rationale: A cautionary vote FC Committee, is warranted as the company has proposal asking for the company to issue an values. A vote FOR the remaining nominees it	s shown partial i independent as	responsivene	ss to last ye	ear's majority	supported sha	reholder			-	
		Blended Rationale: A cautionary vote FOR Di Committee, is warranted as the company has proposal asking for the company to issue an values. A vote FOR the remaining nominees in	s shown partial i independent as	responsivene	ss to last ye	ear's majority	supported sha	reholder	d		-	
1b		Elect Director Jeffrey A. Bluestone	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A cautionary vote FC Committee, is warranted as the company has proposal asking for the company to issue an values. A vote FOR the remaining nominees in	s shown partial i independent as:	responsivene	ess to last ye	ar's majority	supported sha	reholder			-	
		Blended Rationale: A cautionary vote FOR Dis Committee, is warranted as the company has proposal asking for the company to issue an values. A vote FOR the remaining nominees is	s shown partial i independent as	responsivene	ss to last ye	ear's majority	supported sha	reholder	d		-	
1c		Elect Director Sandra J. Horning	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A cautionary vote FC Committee, is warranted as the company has proposal asking for the company to issue an values. A vote FOR the remaining nominees in	s shown partial i independent as	responsivene	ess to last ye	ear's majority	supported sha	reholder			-	
		Blended Rationale: A cautionary vote FOR Dis Committee, is warranted as the company has proposal asking for the company to issue an values. A vote FOR the remaining nominees in	s shown partial i independent as	responsivene	ss to last ye	ear's majority	supported sha	reholder	d			
1d		Elect Director Kelly A. Kramer	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A cautionary vote FC Committee, is warranted as the company has proposal asking for the company to issue an values. A vote FOR the remaining nominees in	s shown partial i independent as	responsivene	ess to last ye	ar's majority	supported sha	reholder				
		Blended Rationale: A cautionary vote FOR Di Committee, is warranted as the company has proposal asking for the company to issue an values. A vote FOR the remaining nominees in	s shown partial i independent as	responsivene	ss to last ye	ear's majority	supported sha	reholder	d		-	
1e		Elect Director Kevin E. Lofton	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A cautionary vote FC Committee, is warranted as the company has proposal asking for the company to issue an values. A vote FOR the remaining nominees in	s shown partial i independent as	responsivene	ss to last ye	ear's majority	supported sha	reholder			-	
		Blended Rationale: A cautionary vote FOR Dis Committee, is warranted as the company has proposal asking for the company to issue an values. A vote FOR the remaining nominees is	s shown partial i independent as	responsivene	ss to last ye	ear's majority	supported sha	reholder	d			
1f		Elect Director Harish Manwani	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A cautionary vote FC Committee, is warranted as the company has proposal asking for the company to issue an values. A vote FOR the remaining nominees in	s shown partial i independent as	responsivene	ess to last ye	ear's majority	supported sha	reholder			-	
		Blended Rationale: A cautionary vote FOR Discommittee, is warranted as the company has proposal asking for the company to issue an values. A vote FOR the remaining nominees in	s shown partial i independent as	responsivene	ss to last ye	ear's majority	supported sha	reholder	d		-	

Gilead Sciences, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1g		Elect Director Daniel P. O'Day	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A cautionary vote FOR Committee, is warranted as the company has sproposal asking for the company to issue an invalues. A vote FOR the remaining nominees is	shown partial i dependent ass	responsivene	ess to last ye	ar's majority	supported sha	areholder				
		Blended Rationale: A cautionary vote FOR Dire Committee, is warranted as the company has s proposal asking for the company to issue an in values. A vote FOR the remaining nominees is	shown partial i dependent ass	responsivene	ss to last ye	ar's majority	supported sha	areholder	od .			
1h		Elect Director Javier J. Rodriguez	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A cautionary vote FOR Committee, is warranted as the company has a proposal asking for the company to issue an invalues. A vote FOR the remaining nominees is	shown partial i dependent ass	responsivene	ss to last ye	ar's majority	supported sha	areholder				
		Blended Rationale: A cautionary vote FOR Dire Committee, is warranted as the company has s proposal asking for the company to issue an in values. A vote FOR the remaining nominees is	shown partial i dependent ass	responsivene	ss to last ye	ar's majority	supported sha	areholder	od .			
1 i		Elect Director Anthony Welters	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A cautionary vote FOR Committee, is warranted as the company has a proposal asking for the company to issue an invalues. A vote FOR the remaining nominees is Blended Rationale: A cautionary vote FOR Directormittee, is warranted as the company has a proposal asking for the company to issue an invalues. A vote FOR the remaining nominees is	shown partial i dependent ass warranted. ctor Anthony l shown partial i dependent ass	responsivene sessment on Welters, chai responsivene	the alignme ir of the Non ess to last yea	ar's majority nt of its lobb ninating and ar's majority	supported sha sying activities Corporate Gov supported sha	areholder with its state vernance areholder	d			
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	e auditor is v	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.							
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Although some concer- as pay and performance are reasonably aligned		centive goal	rigor is raise	d, a vote FO	R this proposa	l is warrante	d			
		Blended Rationale: Although some concern reg pay and performance are reasonably aligned a	-	ive goal rigor	is raised, a	vote FOR thi	is proposal is w	varranted as				
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					,	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareholders.	-					y votes are				
5		Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos shares reserved is relatively conservative; and Revenue Code.		_	-	-						
		Blended Rationale: A vote FOR this proposal is shares reserved is relatively conservative; and Revenue Code.	_		-				1			

Gilead Sciences, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6		Require More Director Nominations Than Open Seats	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this proposed change in the director election process company.	•					-	he			
		Blended Rationale: A vote AGAINST this propose proposed change in the director election process company.										
7		Amend Right to Call Special Meeting	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this preshareholder proposal as the holder of record refrequirements.	•				-		is			
		Blended Rationale: A vote AGAINST this propos shareholder proposal as the holder of record re- requirements.						•				
8		Report on Impact of Extended Patent Exclusivities on Product Access	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propos shareholders by increasing transparency regard exclusivities; and * Disclosure of the requested company's initiatives and practices sufficiently g	ding the compa information w	any's efforts i rould serve to	to address to o provide gr	he risks relat eater assurai	ted to extended nce to shareho	d patent olders that th	e			
		Blended Rationale: A vote FOR this proposal is shareholders by increasing transparency regard exclusivities; and * Disclosure of the requested company's initiatives and practices sufficiently g	ding the compa I information w	any's efforts rould serve to	to address to o provide gr	he risks relat eater assurai	ed to extended nce to shareho	d patent olders that th				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,330	3,330
Sustainable Suluneca, andssigned			04/21/2023	04/21/2023			
					= Total Shares:	3,330	3,330

GSK Plc

Meeting	eting Date: 05/03/2023 Country: Unitered Date: 04/28/2023 Meeting Type			ngdom		Ticker:	GSK			Proxy Level	i: N/A		
Record D	ate: 04/28/20)23	Meeting Type: Ann	nual		Meeting	ID: 1727450)					
Primary 9	Security ID:	G3910J179	Primary CUSIP: G	3910J179		Primary	ISIN: GB00	BN7SWP63		Primary SEI	DOL: BN7S	WP6	
Earliest Cu	lest Cutoff Date: 04/27/2023 Total Ballots: 1 ble Shares: 101,110 *Shares on Loan: 0					Voting P	olicy: Sustainat	oility		Additional Po	licy:		
Votable Si	able Shares: 101,110 *Shares on Loan:					Shares I	nstructed: 101	,110		Shares Voted	: 101,110		
Proposal Number	Significant Vote	-		Votable Proposal	Mgmt Rec				Vote Instruction	• • • • • • • • • • • • • • • • • • • •			
1		Accept Financial Sta Statutory Reports	tements and	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the Company's routine sub- warranted as no significant concerns have been identified.			ubmission of	f the directo	ors' report and	d financial state	ements is			-		
		warranted as no significant concerns have been identified. Blended Rationale: A vote FOR the Company's routine subm				directors' r	eport and fina	ncial statemer	nts is warrar	nted		-	

as no significant concerns have been identified.



Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the remun Although there was a high level of dissent on lin response. * Several of the targets governing warranted because: * The Company has engage of the LTIP targets are sensitive, and that the rooted in the Company's strategy, as announce profit growth.	last year's remo g the LTIP met ged extensively metrics are cel	uneration po rics are discl y with sharel ntral to the C	licy, no chai losed only re holders on ti Company's s	nges to remu etrospectively he 2022 polic trategic goals	neration have . However, su g; * It is accep s; and * Outco	been affect oport is oted that so omes are firn	me mly		-	
		Blended Rationale: A vote FOR the remuneration there was a high level of dissent on last year's response. * Several of the targets governing the because: * The Company has engaged extensional targets are sensitive, and that the metrics are the Company's strategy, as announced in 2021 growth.	remuneration he LTIP metric ively with shar central to the	policy, no ch s are disclose eholders on c Company's s	hanges to re ed only retro the 2022 po trategic goa	muneration l ospectively. F licy; * It is a lls; and * Out	have been affe dowever, suppo ccepted that so tcomes are firm	octed in ort is warrai ome of the l mly rooted in	nted TTIP			
3		Elect Julie Brown as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomine	ees is warranto	ed as no sigr	nificant conc	erns have be	en identified.					
		Blended Rationale: A vote FOR the nominees is	s warranted as	s no significa	nt concerns	have been id	dentified.					
4		Elect Vishal Sikka as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomine	ees is warranto	ed as no sigr	nificant conc	erns have be	en identified.					
		Blended Rationale: A vote FOR the nominees is	s warranted as	no significa	nt concerns	have been id	lentified.					
5		Elect Elizabeth McKee Anderson as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomine	ees is warranto	ed as no sigr	nificant conc	erns have be	en identified.					
		Blended Rationale: A vote FOR the nominees is	s warranted as	no significa	nt concerns	have been id	lentified.					
6		Re-elect Sir Jonathan Symonds as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomine	ees is warranto	ed as no sigr	nificant conc	erns have be	en identified.					
		Blended Rationale: A vote FOR the nominees is	s warranted as	no significa	nt concerns	have been id	dentified.					
7		Re-elect Dame Emma Walmsley as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomine	ees is warranto	ed as no sigr	nificant conc	erns have be	en identified.					
		Blended Rationale: A vote FOR the nominees is	s warranted as	s no significa	nt concerns	have been id	lentified.					
8		Re-elect Charles Bancroft as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomine	ees is warranto	ed as no sigr	nificant conc	erns have be	en identified.					
		Blended Rationale: A vote FOR the nominees is	s warranted as	no significa	nt concerns	have been id	dentified.					
9		Re-elect Hal Barron as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomine	ees is warranto	ed as no sigr	nificant conc	erns have be	en identified.					
		Blended Rationale: A vote FOR the nominees is	s warranted as	no significa	nt concerns	have been id	lentified.					
10		Re-elect Anne Beal as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomine	ees is warranto	ed as no sigr	nificant conc	erns have be	en identified.					
		Blended Rationale: A vote FOR the nominees is	s warranted as	s no significa	nt concerns	have been id	dentified.					



Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11		Re-elect Harry Dietz as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomine	ees is warrante	ed as no sign	ificant conce	erns have be	en identified.					
		Blended Rationale: A vote FOR the nominees is	warranted as	no significar	nt concerns i	have been id	lentified.					
12		Re-elect Jesse Goodman as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomine	ees is warrante	ed as no sign	ificant conce	erns have be	en identified.					
		Blended Rationale: A vote FOR the nominees is	warranted as	no significar	nt concerns i	have been id	lentified.					
13		Re-elect Urs Rohner as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomine	ees is warrante	ed as no sign	ificant conce	erns have be	en identified.					
		Blended Rationale: A vote FOR the nominees is	warranted as	no significar	nt concerns i	have been id	lentified.					
14		Reappoint Deloitte LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted as	no significar	nt concerns l	have been id	entified.					
		Blended Rationale: A vote FOR this item is warn	ranted as no si	ignificant coi	ncerns have	been identifi	ied.					
15		Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted be	cause there	are no conce	erns regardin	ng this proposa	1/.				
		Blended Rationale: A vote FOR this item is warn	ranted because	e there are n	no concerns i	regarding thi	is proposal.					
16		Approve Amendments to the Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: TA vote FOR this Item concerns are raised.	is warranted.	The propose	d changes a	re administra	ative in nature	and no				
		Blended Rationale: TA vote FOR this Item is war raised.	arranted. The p	oroposed cha	anges are ad	lministrative	in nature and	no concerns	are			
17		Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut overtly political payments but is making this ted										
		Blended Rationale: A vote FOR this resolution is political payments but is making this technical p							tly			
18		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these resol recommended limits.	lutions is warra	anted becaus	se the propo	sed amounts	and durations	s are within				
		Blended Rationale: A vote FOR these resolution recommended limits.	s is warranted	because the	e proposed a	amounts and	durations are	within				
19		Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these resol recommended limits.	lutions is warra	anted becaus	se the propo	sed amounts	and durations	are within				
		Blended Rationale: A vote FOR these resolution recommended limits.	s is warranted	because the	e proposed a	amounts and	durations are	within				

GSK Plc

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
20		Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these resorrecommended limits.	olutions is warra	anted becaus	se the prop	osed amounts	s and duration	s are within				
		Blended Rationale: A vote FOR these resolution recommended limits.	ns is warranted	d because th	e proposea	amounts and	durations are	within				
21		Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolute recommended limits.	ition is warrant	ed because	the propose	ed amount an	d duration are	within				
		Blended Rationale: A vote FOR this resolution recommended limits.	is warranted b	ecause the p	roposed an	nount and dui	ration are with	in				
22		Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolution significant concerns have been identified.	ition is warrant	ed as it has	been clearl	y explained by	v the Company	and no				
		Blended Rationale: A vote FOR this resolution concerns have been identified.	is warranted as	s it has been	clearly exp	plained by the	Company and	l no significa	ant			
23		Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolu	ition is warrant	ed. No issue	s of concer	n have been i	identified.					
		Blended Rationale: A vote FOR this resolution	is warranted. N	No issues of a	concern ha	ve been ident	ified.					

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		101,110	101,110
Susual and Susual Cody and Susyal Co			04/13/2023	04/13/2023			
					Total Shares:	101,110	101,110

PepsiCo, Inc.

Meeting D	eeting Date: 05/03/2023 Country: USA		Country: USA			Ticker: P	EP			Proxy Level	: 3	:: 2681511 :: :330 ote Vote gainst Against Igmt Policy	
Record Da	i te: 03/01/20	123	Meeting Type: Annual			Meeting	ID: 1731975	5				y: ,230 Vote Vote Against Against Mgmt Policy	
Primary S	ecurity ID: 7	713448108	Primary CUSIP: 7134	48108		Primary	ISIN: US713	34481081		Primary SEI	OCL: 26815	11	
Earliest Cut			Total Ballots: 1			Voting Po	licy: Sustainat	pility		Additional Po	licy:		
Votable Shares: 4,230			*Shares on Loan: 0			Shares In	structed: 4,23	30		Shares Voted	ote Against Against Agai nstruction Mgmt Policy ISS		
Proposal Number	Significant Vote	Proposal Text	Votable Proponent Proposal			Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Against	Vote Against ISS	
1a		Elect Director Segun	Agbaje	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warrante											

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Blended Rationale: A vote FOR the director nominees is warranted.

PepsiCo, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
1b		Elect Director Jennifer Bailey	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.										
1c		Elect Director Cesar Conde	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.										
1d		Elect Director Ian Cook	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.										
1e		Elect Director Edith W. Cooper	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.										
1f		Elect Director Susan M. Diamond	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.										
1g		Elect Director Dina Dublon	Mgmt	Yes	For	For		For	For	No	No	No		
		Elect Director Dina Dublon Mgmt Yes For For For No Voting Policy Rationale: A vote FOR the director nominees is warranted.												
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.										
1h		Elect Director Michelle Gass	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.										
1 i		Elect Director Ramon L. Laguarta	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.										
1j		Elect Director Dave J. Lewis	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.										
1k		Elect Director David C. Page	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.										
11		Elect Director Robert C. Pohlad	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.										
1m		Elect Director Daniel Vasella	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.										

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PepsiCo, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
1n		Elect Director Darren Walker	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.										
10		Elect Director Alberto Weisser	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.										
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	e auditor is v	varranted.									
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.									
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR this proposerview, though shareholders would benefit from			-			for the year	r in					
		Blended Rationale: A vote FOR this proposal is review, though shareholders would benefit from						the year in						
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No		
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareholder.					-	n-pay votes	are					
	-	Blended Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay. Despuise Independent Poord Chair. See Against Against Desput												
5		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes		
		Voting Policy Rationale: A vote FOR this propos	sal is warrante	d given the i	importance o	of having an	independent b	oard chair.						
		Blended Rationale: A vote FOR this proposal is	warranted giv	en the impo	rtance of ha	ving an indep	pendent board	chair.						
6		Issue Transparency Report on Global Public Policy and Political Influence	SH	Yes	Against	Against		For	For	Yes	No	Yes		
		Voting Policy Rationale: A vote FOR this resolution memberships in political organizations and lobble oversight of spending would help shareholders	bying expendit	ures, as well	as the com	pany's its ma	anagement- an	d board-leve	e/					
		Blended Rationale: A vote FOR this resolution is memberships in political organizations and lobble oversight of spending would help shareholders	bying expendit	ures, as well	as the com	pany's its ma	anagement- an	d board-leve	el					
7		Report on Impacts of Restrictive Reproductive Healthcare Legislation	SH	Yes	Against	Against		For	For	Yes	No	Yes		
		Voting Policy Rationale: A vote FOR this resolution associated with proposed or enacted state policy how the company is managing such risks.				-								
		Blended Rationale: A vote FOR this resolution is with proposed or enacted state policies that recompany is managing such risks.							nted					
8		Publish Annual Congruency Report on Net-Zero Emissions Policy	SH	Yes	Against	Against		Against	Against	No	No	No		
		Voting Policy Rationale: A vote AGAINST this p emissions targets, and its emissions generated company's congruence between its publicly sta	from employe	e travel. Thi	s informatio	n allows shar	reholders to as							
		Blended Rationale: A vote AGAINST this propo- targets, and its emissions generated from emp congruence between its publicly stated goals, a	loyee travel. T	his informati	ion allows sh	areholders t	o assess the c		95					

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PepsiCo, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		4,230	4,230
Sustainable balanced, unassigned			04/19/2023	04/19/2023			
					Total Shares:	4,230	4,230

Reckitt Benckiser Group Plc

Meeting Date: 05/03/2023Country: United KingdomTicker: RKTProxy Level: N/ARecord Date: 04/28/2023Meeting Type: AnnualMeeting ID: 1721286Primary Security ID: G74079107Primary CUSIP: G74079107Primary ISIN: GB00B24CGK77Primary SEDOL: B24CGK7

Earliest Cutoff Date: 04/27/2023Total Ballots: 1Voting Policy: SustainabilityAdditional Policy:Votable Shares: 6,012*Shares on Loan: 0Shares Instructed: 6,012Shares Voted: 6,012

		Shares on Esam o			Silai es 1	iisti ucteu. 0,0	712		Silares votet	1. 0,012		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the Corwarranted as no significant concerns have be		ubmission o	of the direct	ors' report and	d financial stat	ements is				
		Blended Rationale: A vote FOR the Companas no significant concerns have been identifi	•	ission of the	directors' i	report and fina	ancial statemei	nts is warrai	nted		-	
2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this iteravailable to the Executive Directors remains his predecessor and he has received a signithe last three months of the reporting perioacknowledge the sudden departure of the Carrangement will remain under review. * This significant concerns.	high. Furthermo ficant bonus awa d. The main reas CEO. Whilst the po	ore, the incolored for the years for supplemental for supplemental for supplemental for the foreign and the fo	ming CEO's ear under re port are: * of the CEO's	salary has be eview, despite The remunera s position is u	een positioned e only serving i ation arrangem nclear at prese	above that on the role for ents appeared this	of or			
		Blended Rationale: A vote FOR this item is available to the Executive Directors remains his predecessor and he has received a signit the last three months of the reporting perioacknowledge the sudden departure of the Carrangement will remain under review. * This significant concerns.	high. Furthermo ficant bonus awa d. The main reas CEO. Whilst the po	ore, the incolord for the years for supple formanency of	ming CEO's ear under re port are: * of the CEO's	salary has be eview, despite The remunera s position is u	een positioned of the control of the	above that on the role for ents appearent, this	or		_	
3		Approve Final Dividend	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this res been identified.	olution is warran	ted because	this is a ro	utine item and	d no significani	t concerns h	nave			
		Blended Rationale: A vote FOR this resolution identified.	on is warranted b	ecause this	is a routine	item and no	significant con	cerns have l	been		-	
4		Re-elect Andrew Bonfield as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these D	Directors is warrai	nted as no s	ignificant co	oncerns have	been identified	1.				
		Blended Rationale: A vote FOR these Direct	ors is warranted	as no signifi	icant concer	rns have been	identified.					
5		Re-elect Olivier Bohuon as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these D	Directors is warrai	nted as no s	ignificant co	oncerns have	been identified	1.				
		Blended Rationale: A vote FOR these Direct	ors is warranted	as no signifi	icant concer	rns have been	identified.				-	

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Reckitt Benckiser Group Plc

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
6		Re-elect Jeff Carr as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	gnificant con	cerns have b	neen identified.	,					
		Blended Rationale: A vote FOR these Directors	is warranted a	s no signific	ant concerns	s have been	identified.						
7		Re-elect Margherita Della Valle as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	nificant con	cerns have b	een identified.						
		Blended Rationale: A vote FOR these Directors	is warranted a	s no signific	ant concerns	s have been	identified.						
8		Re-elect Nicandro Durante as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	gnificant con	cerns have b	een identified.						
		Blended Rationale: A vote FOR these Directors	is warranted a	s no signific	ant concerns	s have been	identified.						
9		Re-elect Mary Harris as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	nificant con	cerns have b	een identified.						
		Blended Rationale: A vote FOR these Directors	is warranted a	s no signific	ant concerns	s have been	identified.						
10		Re-elect Mehmood Khan as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	nificant con	cerns have b	een identified.						
		Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
11		Re-elect Pam Kirby as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	nificant con	cerns have b	neen identified.						
		Blended Rationale: A vote FOR these Directors	is warranted a	s no signific	ant concerns	s have been	identified.						
12		Re-elect Chris Sinclair as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	nificant con	cerns have b	een identified.						
		Blended Rationale: A vote FOR these Directors	is warranted a	s no signific	ant concerns	s have been	identified.						
13		Re-elect Elane Stock as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	nificant con	cerns have b	neen identified.						
		Blended Rationale: A vote FOR these Directors	is warranted a	s no signific	ant concerns	s have been	identified.						
14		Re-elect Alan Stewart as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	nificant con	cerns have b	een identified.						
		Blended Rationale: A vote FOR these Directors	is warranted a	s no signific	ant concerns	s have been	identified.						
15		Elect Jeremy Darroch as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	gnificant con	cerns have b	een identified.						
		Blended Rationale: A vote FOR these Directors	is warranted a	s no signific	ant concerns	s have been	identified.						
16		Elect Tamara Ingram as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	nificant con	cerns have b	neen identified.						
		Blended Rationale: A vote FOR these Directors	is warranted a	s no signific	ant concerns	s have been	identified.						
17		Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this resolut	tion is consider	red warrante	ed, as no ma	terial concer	ns have been i	identified.					
		Blended Rationale: A vote FOR this resolution is	is considered w	varranted, as	no materia	l concerns ha	ave been ident	ified.					

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Reckitt Benckiser Group Plc

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
18		Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted be	cause there	are no conce	erns regardin	g this proposa	/.				
		Blended Rationale: A vote FOR this item is war	ranted because	e there are r	no concerns	regarding thi	s proposal.					
19		Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut overtly political payments but is making this ted										
		Blended Rationale: A vote FOR this resolution is political payments but is making this technical p							tly			
20		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these reson recommended limits.	lutions is warra	anted becaus	se the propo	sed amounts	and durations	are within				
		Blended Rationale: A vote FOR these resolution recommended limits.	ns is warranted	because the	e proposed a	amounts and	durations are	within				
21		Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these resonrecommended limits.	lutions is warra	anted becaus	se the propo	sed amounts	and durations	are within				
		Blended Rationale: A vote FOR these resolution recommended limits.	ns is warranted	because the	e proposed a	amounts and	durations are	within				
22		Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these reson recommended limits.	lutions is warra	anted becaus	se the propo	sed amounts	and durations	are within				
		Blended Rationale: A vote FOR these resolution recommended limits.	ns is warranted	because the	e proposed a	amounts and	durations are	within				
23		Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut recommended limits.	tion is warrante	ed because i	the proposed	d amount and	d duration are	within				
		Blended Rationale: A vote FOR this resolution is recommended limits.	s warranted be	ecause the p	roposed amo	ount and dur	ation are withi	'n				
24		Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut	tion is warrante	ed. No issue.	s of concern	have been id	dentified.					
		Blended Rationale: A vote FOR this resolution is	s warranted. N	lo issues of d	concern have	e been identii	fied.					

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		6,012	6,012
Sustainable Bulancea, anassignea			04/20/2023	04/20/2023			
					Total Shares:	6,012	6,012

S&P Global Inc.

Meeting Date: 05/03/2023

Record Date: 03/13/2023

Country: USA

Meeting Type: Annual

Primary CUSIP: 78409V104

Ticker: SPGI

Meeting ID: 1732143

Primary ISIN: US78409V1044

Proxy Level: 3

Primary SEDOL: BYV2325

Earliest Cutoff Date: 05/02/2023

Votable Shares: 1,116

Primary Security ID: 78409V104

Total Ballots: 1 *Shares on Loan: 0 Voting Policy: Sustainability

Shares Instructed: 1,116

Additional Policy:

Shares Voted: 1,116

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1		Elect Director Marco Alvera	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1.2		Elect Director Jacques Esculier	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1.3		Elect Director Gay Huey Evans	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the directo	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1.4		Elect Director William D. Green	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the directo	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nominees is warranted.											
1.5		Elect Director Stephanie C. Hill	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the directo	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1.6		Elect Director Rebecca Jacoby	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the directo	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1.7		Elect Director Robert P. Kelly	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the directo	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1.8		Elect Director Ian Paul Livingston	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the directo	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nominees is warranted.											
1.9		Elect Director Deborah D. McWhinney	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1.10		Elect Director Maria R. Morris	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									

S&P Global Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.11		Elect Director Douglas L. Peterson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1.12		Elect Director Richard E. Thornburgh	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1.13		Elect Director Gregory Washington	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos used multi-year performance periods and one-t incentives were approximately half based on pr	rime merger av	wards were e					ıal			
		Blended Rationale: A vote FOR this proposal is multi-year performance periods and one-time n incentives were approximately half based on pr	nerger awards	were entire								
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give sharehold					,	n-pay votes d	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho			,			votes are				
4		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al to ratify the	auditor is w	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	itor is warra	nted.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,116	1,116
Subtamasic Submeety andssigned			04/13/2023	04/13/2023			
					Total Shares:	1,116	1,116

Allianz SE

Meeting Date: 05/04/2023Country: GermanyTicker: ALVProxy Level: N/A

Record Date: 04/27/2023 Meeting Type: Annual Meeting ID: 1692351

 Primary Security ID: D03080112
 Primary CUSIP: D03080112
 Primary ISIN: DE0008404005
 Primary SEDOL: 5231485

Earliest Cutoff Date: 04/24/2023

Total Ballots: 1

Voting Policy: Sustainability
Shares Instructed: 9.713

Additional Policy:

Votable Shares: 9,713

*Shares on Loan: 0

Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: This is a non-voting	item.									
		Blended Rationale: This is a non-voting item.										
2		Approve Allocation of Income and Dividends of EUR 11.40 per Share	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this reso	lution is warran	ted.								
		Blended Rationale: A vote FOR this resolution	is warranted.									
3.1		Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: The formal discharge due to the settlements with major investors a three members served the management boa	and US authoriti	ies in the Str	uctured Alp	ha Funds in 2	2022, and the i	fact that the	ese			

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

3.3

Fiscal Year 2022

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
3.2		Approve Discharge of Management Board Member Sergio Balbinot for	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Blended Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Approve Discharge of Management Mgmt Yes For For For Do Not No No No Board Member Sirma Boshnakova for Vote
Fiscal Year 2022

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

3.5

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
3.4		Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Blended Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Approve Discharge of Management Mgmt Yes For For For Do Not No No No Board Member Klaus-Peter Roehler for Fiscal Year 2022

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

3.7

Fiscal Year 2022

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3.6		Approve Discharge of Management Board Member Ivan de la Sota for	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Blended Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Approve Discharge of Management Mgmt Yes For For For Do Not No No No Board Member Giulio Terzariol for Fiscal Year 2022

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

3.9

Fiscal Year 2022

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Against ISS
3.8		Approve Discharge of Management Board Member Guenther Thallinger for	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Blended Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Approve Discharge of Management Mgmt Yes For For For Do Not No No No Board Member Christopher Townsend Vote

for Fiscal Year 2022

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

3.11

Fiscal Year 2022

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3.10		Approve Discharge of Management Board Member Renate Wagner for	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Blended Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Approve Discharge of Management Mgmt Yes For For For Do Not No No No Board Member Andreas Wimmer for Fiscal Year 2022

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

4.2

Fiscal Year 2022

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.1		Approve Discharge of Supervisory Board Member Michael Diekmann for	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Blended Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Approve Discharge of Supervisory Mgmt Yes For For For Do Not No No No Board Member Gabriele

Burkhardt-Berg for Fiscal Year 2022

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Fiscal Year 2022

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.3		Approve Discharge of Supervisory Board Member Herbert Hainer for	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Blended Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Approve Discharge of Supervisory Mgmt Yes For For For Do Not No No No Board Member Sophie Boissard for Vote
Fiscal Year 2022

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

4.6

Fiscal Year 2022

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.5		Approve Discharge of Supervisory Board Member Christine Bosse for	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Blended Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Approve Discharge of Supervisory Mgmt Yes For For For Do Not No No No Board Member Rashmy Chatterjee for Fiscal Year 2022

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

4.8

Fiscal Year 2022

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.7		Approve Discharge of Supervisory Board Member Friedrich Eichiner for	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Blended Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Approve Discharge of Supervisory Mgmt Yes For For For Do Not No No No Board Member Jean-Claude Le Goaer

for Fiscal Year 2022

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

4.10

Fiscal Year 2022

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.9		Approve Discharge of Supervisory Board Member Martina Grundler for	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Blended Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Approve Discharge of Supervisory Mgmt Yes For For For Do Not No No No Board Member Godfrey Hayward for Vote
Fiscal Year 2022

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

4.12

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS	
4.11		Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Blended Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Approve Discharge of Supervisory Mgmt Yes For For For Do Not No No No Board Member Juergen Lawrenz for Vote
Fiscal Year 2022

Voting Policy Rationale: The formal discharge of three management board members is highlighted for shareholder attention due to the settlements with major investors and US authorities in the Structured Alpha Funds in 2022, and the fact that these three members served the management board during the time of the alleged fraud: Oliver Baete (Item 3.1), Giulio Terzariol (Item 3.7), and Guenther Thallinger (Item 3.8). Due to the high level of fines (nearing USD 1 billion), some shareholders may wish to use the discharge resolution to hold management accountable. Nevertheless, cautious support FOR the management and supervisory board members is considered warranted because of the swift response by the company in taking remedial measures and paying back investors nearly USD 5 billion, open and transparent communication throughout the matter, and the fact that the management and supervisory boards swiftly initiated internal reviews and commissioned external investigations from various independent consultants, and these reviews and investigations did not reveal any breaches of duty by current or former members of the management board. Votes FOR the remaining management board members and the supervisory board members are warranted due to a lack of further concerns.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.13		Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: The formal discharge due to the settlements with major investors at three members served the management board (Item 3.7), and Guenther Thallinger (Item 3.8, wish to use the discharge resolution to hold mand supervisory board members is considered measures and paying back investors nearly US fact that the management and supervisory board from various independent consultants, and the former members of the management board. Vimembers are warranted due to a lack of further	nd US authorition of the time of the time of the time of the heart and the time of	es in the Strume of the alle igh level of the countable. No rause of the sen and trans iated internation	nctured Alph ged fraud: (genes (nearing evertheless, swift respon parent comm parent comm parent did not r	na Funds in 2 Oliver Baete g USD 1 billi cautious sup se by the con munication th nd commission eveal any bro	2022, and the in (Item 3.1), Given 3.1), Given 3.1), Some shapport FOR the impany in taking the coned external in eaches of duty	fact that thes ulio Terzariol reholders ma managemen ng remedial matter, and nvestigations by current o	ee ay t t the s or			
		Blended Rationale: The formal discharge of the the settlements with major investors and US a members served the management board durin 3.7), and Guenther Thallinger (Item 3.8). Due use the discharge resolution to hold managem supervisory board members is considered warm measures and paying back investors nearly US fact that the management and supervisory board from various independent consultants, and the former members of the management board. V members are warranted due to a lack of further	uthorities in the general the time of to the high level the the high level the	e Structured the alleged fi yel of fines (i le. Neverther e of the swift en and trans liated interna d investigatio	Alpha Fund aud: Oliver nearing USD ess, cautiou response by parent comm of reviews and ons did not r	Is in 2022, and Baete (Item 1 billion), so it is support FC by the company the commission of the commi	nd the fact than 3.1), Giulio Telenme sharehold DR the manage only in taking referoughout the coned external interactions of duty	t these three erzariol (Item ers may wish ement and medial matter, and nvestigations by current o	the			
4.14		Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: The formal discharge due to the settlements with major investors at three members served the management board (Item 3.7), and Guenther Thallinger (Item 3.8) wish to use the discharge resolution to hold mand supervisory board members is considered measures and paying back investors nearly US fact that the management and supervisory board from various independent consultants, and the former members of the management board. Vimembers are warranted due to a lack of further	nd US authorition of the time of the time of the time of the heart and the time of	es in the Strume of the alle igh level of the countable. No rause of the sen and trans iated internation	nctured Alph ged fraud: (genes (nearing evertheless, swift respon parent comm parent comm parent did not r	na Funds in 2 Oliver Baete g USD 1 billi cautious sup se by the con munication th nd commission eveal any bro	2022, and the in (Item 3.1), Given 3.1), Given 3.1), Some shapport FOR the impany in taking the coned external in eaches of duty	fact that thes ulio Terzariol reholders ma managemen ng remedial matter, and nvestigations by current o	ee ay t t the s or			
		Blended Rationale: The formal discharge of the the settlements with major investors and US a members served the management board during 3.7), and Guenther Thallinger (Item 3.8). Due use the discharge resolution to hold management supervisory board members is considered wan measures and paying back investors nearly US fact that the management and supervisory board from various independent consultants, and the former members of the management board. We members are warranted due to a lack of further the settlement of the management board.	uthorities in the general the time of to the high level to the high level the total the total the	e Structured the alleged fi yel of fines (i le. Neverthei e of the swift en and trans liated interna d investigatio	Alpha Fund aud: Oliver nearing USD ess, cautiou response by parent comm on reviews and ons did not r	Is in 2022, and Baete (Item I billion), so it is support FC or the companiem that commission eveal any broaders.	nd the fact than 3.1), Giulio Te 3.1), Giulio Te ome sharehold OR the manage ony in taking re or oughout the oned external in	t these three erzariol (Item ers may wish ement and medial matter, and nvestigations by current o	the			
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	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ed because the	ere are no co	ncerns rega	rding this pr	oposal.					

Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6		Approve Remuneration Report	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this resolut. line with, and even exceed in many respects, be aligned at this time. Nevertheless, the company remain of concern.	est practice sta	andards in G	ermany, and	d pay for pen	formance app	ear reasonab				
		Blended Rationale: A vote FOR this resolution is with, and even exceed in many respects, best p aligned at this time. Nevertheless, the company remain of concern.	oractice standa	ards in Germ	any, and pa	y for perform	nance appear i	reasonably	?			
7		Approve Remuneration of Supervisory Board	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propose warranted.	ed change in t	he remunera	ation schedu	le for supervi	risory board m	embers is				
		Blended Rationale: A vote FOR the proposed ch warranted.	ange in the re	emuneration	schedule fo	r supervisory	board membe	ers is				
8		Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this resolut and shareholders' participation rights would be concern: * The company does not elaborate on decisions will be made on a case-by-case basis.	protected (in l	line with Ger	man law). F	lowever, this	proposal is no	ot without	ars			
		Blended Rationale: A vote FOR this resolution is shareholders' participation rights would be prote *The company does not elaborate on the circulate be made on a case-by-case basis.	ected (in line v	with German	law). Howe	ver, this prop	posal is not wi	thout concer	n:			
9		Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Votes FOR the proposed	d amendment	s are warran	ted because	they are no	n-contentious	in nature.				
		Blended Rationale: Votes FOR the proposed am	endments are	warranted L	because the	are non-cor	ntentious in na	ature.				
10		Amend Article Re: Location of Annual Meeting	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Votes FOR the proposed	d amendment	s are warran	ted because	they are no	n-contentious	in nature.				
		Blended Rationale: Votes FOR the proposed am	endments are	warranted L	because they	are non-cor	ntentious in na	ature.				
Ballot Deta	ails											

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	AutoApproved	Auto-Instructed	Auto-Approved		9,713	0
Sustainable Bulanced, and Signed			03/17/2023	03/25/2023			
					Total Shares:	9,713	0

CME Group Inc.

Meeting Date: 05/04/2023 Country: USA Ticker: CME Proxy Level: 3

Record Date: 03/06/2023 Meeting Type: Annual Meeting ID: 1712995

Primary Security ID: 12572Q105 Primary CUSIP: 12572Q105 Primary ISIN: US12572Q1058 Primary SEDOL: 2965839

CME Group Inc. Earliest Cutoff Date: 05/03/2023

Total Ballots: 1

Shares Voted: 950 Votable Shares: 950 *Shares on Loan: 0 Shares Instructed: 950 **Additional** Voting Vote Vote **Proposal** Significant Votable Mgmt Policy Policy Vote Against Against Against Number Vote Proposal Text Proponent Proposal Rec ISS Rec Rec Rec Instruction Mgmt Policy ISS Elect Director Terrence A. Duffy Yes For No No 1a Mgmt For For For No Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote. A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR all other director nominees is warranted. Blended Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote. A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR all other director nominees is warranted. 1b Elect Director Kathryn Benesh Mgmt No No No Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote. A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR all other director nominees is warranted. 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Voting Policy: Sustainability

Additional Policy:

CME Group Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f		Elect Director Harold Ford, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST comp Glickman, Terry Savage, and Rahael Seifu is w say-on-pay vote. A vote AGAINST governance structure that negatively impacts shareholder	varranted due t committee cha rights. A vote F	to the commi air Phyllis Loc FOR all other	ittee's limite ckett is war director no	ed responsive ranted given i minees is wa	ness to last ye the problemati rranted.	ar's failed ic capital				
		Blended Rationale: A vote AGAINST compensa Terry Savage, and Rahael Seifu is warranted of vote. A vote AGAINST governance committee negatively impacts shareholder rights. A vote in	lue to the com chair Phyllis Lo	mittee's limit ockett is warr	ed responsi ranted giver	iveness to las on the problem	t year's failed	say-on-pay				
1g		Elect Director Martin J. Gepsman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST comp Glickman, Terry Savage, and Rahael Seifu is w say-on-pay vote. A vote AGAINST governance structure that negatively impacts shareholder	varranted due t committee cha	to the commi air Phyllis Loc	ittee's limite ckett is war	ed responsive ranted given i	ness to last ye the problemati	ar's failed			-	
		Blended Rationale: A vote AGAINST compensa Terry Savage, and Rahael Seifu is warranted of vote. A vote AGAINST governance committee negatively impacts shareholder rights. A vote in	lue to the com chair Phyllis Lo	mittee's limit ockett is warr	ed responsi ranted giver	iveness to las on the problem	t year's failed	say-on-pay				
1h		Elect Director Larry G. Gerdes	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST comp Glickman, Terry Savage, and Rahael Seifu is w say-on-pay vote. A vote AGAINST governance structure that negatively impacts shareholder.	varranted due t committee cha	to the commi air Phyllis Loc	ittee's limite ckett is war	ed responsive ranted given i	ness to last ye the problemati	ar's failed			-	
		Blended Rationale: A vote AGAINST compensa Terry Savage, and Rahael Seifu is warranted of vote. A vote AGAINST governance committee negatively impacts shareholder rights. A vote in	lue to the com chair Phyllis Lo	mittee's limit ockett is warr	ed responsi ranted giver	iveness to las the problem	t year's failed	say-on-pay			-	
1 i		Elect Director Daniel R. Glickman	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST comp Glickman, Terry Savage, and Rahael Seifu is w say-on-pay vote. A vote AGAINST governance structure that negatively impacts shareholder.	varranted due t committee cha	to the commi air Phyllis Loc	ittee's limite ckett is war	ed responsive ranted given	ness to last ye the problemati	ar's failed			-	
		Blended Rationale: A vote AGAINST compensa Terry Savage, and Rahael Seifu is warranted of vote. A vote AGAINST governance committee negatively impacts shareholder rights. A vote of	lue to the com chair Phyllis Lo	mittee's limit ockett is warr	ed responsi ranted giver	iveness to las the problem	t year's failed	say-on-pay			-	
1j		Elect Director Daniel G. Kaye	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST comp Glickman, Terry Savage, and Rahael Seifu is w say-on-pay vote. A vote AGAINST governance structure that negatively impacts shareholder	varranted due t committee cha	to the commi air Phyllis Loc	ittee's limite ckett is war	ed responsive ranted given	ness to last ye the problemati	ar's failed			-	
		Blended Rationale: A vote AGAINST compensation of the Savage, and Rahael Seifu is warranted of vote. A vote AGAINST governance committee negatively impacts shareholder rights. A vote in the savet was a support of the savet was a support	lue to the com chair Phyllis Lo	mittee's limit ockett is warr	ed responsi ranted giver	iveness to las the problem	t year's failed	say-on-pay				
1k		Elect Director Phyllis M. Lockett	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST comp Glickman, Terry Savage, and Rahael Seifu is w say-on-pay vote. A vote AGAINST governance structure that negatively impacts shareholder.	varranted due t committee cha	to the commi air Phyllis Loc	ittee's limite ckett is war	ed responsive ranted given	ness to last ye the problemati	ar's failed			-	
		Blended Rationale: A vote AGAINST compensa Terry Savage, and Rahael Seifu is warranted of vote. A vote AGAINST governance committee negatively impacts shareholder rights. A vote in	lue to the com chair Phyllis Lo	mittee's limit ockett is warr	ed responsi ranted giver	iveness to las on the problem	t year's failed	say-on-pay			-	

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

CME Group Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11		Elect Director Deborah J. Lucas	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST comp Glickman, Terry Savage, and Rahael Seifu is w say-on-pay vote. A vote AGAINST governance structure that negatively impacts shareholder i	arranted due t committee cha	o the commi air Phyllis Loc	ittee's limite ckett is wari	ed responsiver ranted given t	ness to last yea the problemati	ar's failed			-	
		Blended Rationale: A vote AGAINST compensa Terry Savage, and Rahael Seifu is warranted d vote. A vote AGAINST governance committee negatively impacts shareholder rights. A vote I	ue to the comi chair Phyllis Lo	mittee's limit ckett is warr	red responsi ranted giver	iveness to last the problem	t year's failed s	say-on-pay			-	
1m		Elect Director Terry L. Savage	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST comp Glickman, Terry Savage, and Rahael Seifu is w say-on-pay vote. A vote AGAINST governance structure that negatively impacts shareholder i	arranted due t committee cha	o the commi air Phyllis Loc	ittee's limite ckett is wari	ed responsiver ranted given t	ness to last yea the problemati	ar's failed			-	
		Blended Rationale: A vote AGAINST compensa Terry Savage, and Rahael Seifu is warranted a vote. A vote AGAINST governance committee negatively impacts shareholder rights. A vote h	ue to the comi chair Phyllis Lo	mittee's limit ckett is warr	ed responsi anted giver	iveness to last on the problem	t year's failed s	say-on-pay				
1n		Elect Director Rahael Seifu	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST comp Glickman, Terry Savage, and Rahael Seifu is w say-on-pay vote. A vote AGAINST governance structure that negatively impacts shareholder i	arranted due t committee cha	o the commi air Phyllis Loc	ittee's limite ckett is wari	ed responsiver ranted given t	ness to last yea the problemati	ar's failed			-	
		Blended Rationale: A vote AGAINST compensa Terry Savage, and Rahael Seifu is warranted d vote. A vote AGAINST governance committee negatively impacts shareholder rights. A vote I	ue to the comi chair Phyllis Lo	mittee's limit ckett is warr	ed responsi anted giver	iveness to last the problem	t year's failed s	say-on-pay			-	
10		Elect Director William R. Shepard	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST comp Glickman, Terry Savage, and Rahael Seifu is w say-on-pay vote. A vote AGAINST governance structure that negatively impacts shareholder i	arranted due t committee cha	o the commi air Phyllis Loc	ittee's limite ckett is wari	ed responsiver ranted given t	ness to last yea the problemati	ar's failed			-	
		Blended Rationale: A vote AGAINST compensa Terry Savage, and Rahael Seifu is warranted d vote. A vote AGAINST governance committee negatively impacts shareholder rights. A vote is	ue to the comi chair Phyllis Lo	mittee's limit ckett is warr	red responsi ranted giver	iveness to last on the problem	t year's failed s	say-on-pay			-	
1p		Elect Director Howard J. Siegel	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST comp Glickman, Terry Savage, and Rahael Seifu is w say-on-pay vote. A vote AGAINST governance structure that negatively impacts shareholder i	arranted due t committee cha	o the commi air Phyllis Loc	ittee's limite ckett is wari	ed responsiver ranted given t	ness to last yea the problemati	ar's failed			-	
		Blended Rationale: A vote AGAINST compensa Terry Savage, and Rahael Seifu is warranted d vote. A vote AGAINST governance committee negatively impacts shareholder rights. A vote I	ue to the comi chair Phyllis Lo	mittee's limit ckett is warr	ed responsi anted giver	iveness to last the problem	t year's failed s	say-on-pay				
1q		Elect Director Dennis A. Suskind	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST comp Glickman, Terry Savage, and Rahael Seifu is w say-on-pay vote. A vote AGAINST governance structure that negatively impacts shareholder i	arranted due t committee cha	o the commi air Phyllis Loc	ittee's limite ckett is wari	ed responsiver ranted given t	ness to last yea the problemati	ar's failed			_	
		Blended Rationale: A vote AGAINST compensa Terry Savage, and Rahael Seifu is warranted d vote. A vote AGAINST governance committee of negatively impacts shareholder rights. A vote is	ue to the comi chair Phyllis Lo	mittee's limit ckett is warr	ed responsi anted giver	iveness to last the problem	t year's failed s	say-on-pay			-	

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CME Group Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al to ratify the	auditor is w	arranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the audi	itor is warraı	nted.							
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following a failed say-on-pay vote last year, the compensation committee demonstrated only a limited degree of responsiveness to shareholder concerns. In addition, an unmitigated pay-for-performance misalignment persisted in FY22. The CEO's total pay remained elevated largely due to a significant base salary increase, which is significantly higher than the median salary of peer CEOs. This base salary had the effect of also increasing his annual and long-term incentives that are targeted to a percentage of base salary. Further, although annual and long-term incentives are significantly performance-based, concern remains that the relative TSR metric under the long-term incentive program targets merely median performance and the proxy does not disclose a vesting cap if absolute TSR is negative. Blended Rationale: A vote AGAINST this proposal is warranted. Following a failed say-on-pay vote last year, the compensation												
		Blended Rationale: A vote AGAINST this proposed committee demonstrated only a limited degree pay-for-performance misalignment persisted in salary increase, which is significantly higher the increasing his annual and long-term incentives long-term incentives are significantly performal incentive program targets merely median performances and the program targets merely median performances.	of responsiver FY22. The CEG an the median that are target nce-based, con	ness to share O's total pay salary of pee ted to a perc ocern remain	cholder conce remained ele er CEOs. This centage of ba s that the re	erns. In addi levated large s base salary ase salary. Fu lative TSR m	ition, an unmiti ly due to a sign had the effect urther, although etric under the	gated nificant base of also h annual and long-term				
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					,	n-pay votes a	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareholder.	,		•			votes are				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		950	950
susual asia sual recay and sugred			04/21/2023	04/21/2023			
					Total Shares:	950	950

Fortis Inc.

Meeting	1eeting Date: 05/04/2023		ıntry: Canada			Ticker: F	TS			Proxy Level	: 3		
Record D	Date: 03/17/20)23 Mee	eting Type: Annual			Meeting	ID: 1716068	3					
Primary :	Security ID:	349553107 Prin	mary CUSIP: 34955	3107		Primary	ISIN: CA349	95531079		Primary SEI	OOL: 23472	.00	
Earliest Co	utoff Date: 05/0	01/2023 Tota	al Ballots: 1			Voting Po	licy: Sustainab	pility		Additional Po	licy:		
Votable SI	hares: 9,142	*Sha	ares on Loan: 0			Shares In	structed: 9,14	12		Shares Voted	: 9,142		
Proposal Number	Significant Vote	Proposal Text	Votable Mgn		Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1	Elect Director Tracey C. Ball Mgmt Yes		Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: Vote FOR all proposed nominees as no significa-						ave been ide	entified at this	time.				
	Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												

Fortis Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.2		Elect Director Pierre J. Blouin	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this	time.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.					
1.3		Elect Director Lawrence T. Borgard	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this	time.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.					
1.4		Elect Director Maura J. Clark	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this	time.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.					
1.5		Elect Director Lisa Crutchfield	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.					
1.6		Elect Director Margarita K. Dilley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.					
1.7		Elect Director Julie A. Dobson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this	time.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.					
1.8		Elect Director Lisa L. Durocher	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this	time.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.					
1.9		Elect Director David G. Hutchens	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this	time.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.					
1.10		Elect Director Gianna M. Manes	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this	time.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.					
1.11		Elect Director Donald R. Marchand	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this	time.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.					
1.12		Elect Director Jo Mark Zurel	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	ntified at this	time.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	ed at this time.					

Fortis Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the ratification relative to total fees paid to the auditor.	on of Deloitte I	LLP as audito	or as non-au	ıdit fees (1 pe	ercent) were r	easonable				
		Blended Rationale: Vote FOR the ratification of total fees paid to the auditor.	Deloitte LLP a	s auditor as	non-audit f	ees (1 percer	nt) were reaso	nable relativ	re to			
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR this non-bine	ding advisory v	ote as there	are no sign	ificant issues	at this time.					
		Blended Rationale: Vote FOR this non-binding	advisory vote a	as there are	no significai	nt issues at ti	his time.					

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		9,142	9,142
Susual assessment			04/14/2023	04/14/2023			
					Total Shares:	9,142	9,142

Hang Seng Bank Limited

Meeting Date: 05/04/2023	Country: Hong Kong	Ticker: 11	Proxy Level: N/A
Record Date: 04/27/2023	Meeting Type: Annual	Meeting ID: 1732814	
Primary Security ID: Y30327103	Primary CUSIP: Y30327103	Primary ISIN: HK0011000095	Primary SEDOL: 6408374
Earliest Cutoff Date: 04/26/2023	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Earliest Cutoff Date: 04/26/2023 Votable Shares: 27,300	Total Ballots: 1 *Shares on Loan: 0	Voting Policy: Sustainability Shares Instructed: 27,300	Additional Policy: Shares Voted: 27,300

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: In the absence of any and statutory reports, a vote FOR this resolution		-	he company	's audited ac	counts, financ	ial statemen	ts,			
		Blended Rationale: In the absence of any know statutory reports, a vote FOR this resolution is										
2a		Elect Kathleen C H Gan as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election	n of all nomine	ees is warrar	nted.							
		Blended Rationale: A vote FOR the election of a	all nominees is	warranted.								
2b		Elect Patricia S W Lam as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election	n of all nomine	ees is warrar	ited.							
		Blended Rationale: A vote FOR the election of	all nominees is	warranted.								
2c		Elect Huey Ru Lin Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election	n of all nomine	ees is warrar	nted.							
		Blended Rationale: A vote FOR the election of a	all nominees is	warranted.								

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Hang Seng Bank Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2d		Elect Kenneth S Y Ng as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election	n of all nomine	es is warran	ted.							
		Blended Rationale: A vote FOR the election of	all nominees is	warranted.								
2e		Elect Say Pin Saw as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election	n of all nomine	es is warran	ted.							
		Blended Rationale: A vote FOR the election of	all nominees is	warranted.								
3		Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo firm, its remuneration, and the way the audit v		-	absence of a	ny known iss	ues concerning	g the audit				
		Blended Rationale: A vote FOR this proposal is remuneration, and the way the audit was cond	_	en the abser	nce of any kr	nown issues o	concerning the	audit firm, i	ts			
4		Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolu proposed share repurchase.	tion is warranto	ed given the	absence of	any known is	ssues concerni	ng the				
		Blended Rationale: A vote FOR this resolution share repurchase.	is warranted gi	ven the abse	ence of any l	known issues	concerning th	e proposed				
5		Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST this r than 10 percent of the relevant class of shares discount limit for issuance for cash and non-ca	for issuance fo	or non-cash	_			-				
		Blended Rationale: A vote AGAINST this resolu percent of the relevant class of shares for issu- limit for issuance for cash and non-cash consid-	ance for non-ca		_		_					
6		Adopt New Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolumeans for shareholders to participate in generathe company.		-								
		Blended Rationale: A vote FOR this resolution for shareholders to participate in general meet company.	_				•					

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		27,300	27,300
Sustainable Sulanced, andongred			04/18/2023	04/18/2023			
					Total Shares:	27,300	27,300

Meeting Date: 05/04/2023 Record Date: 04/20/2023 Country: Belgium

Meeting Type: Annual

Meeting ID: 1743317

Ticker: KBC

Proxy Level: N/A

Primary Security ID: B5337G162

Primary CUSIP: B5337G162

Primary ISIN: BE0003565737

Primary SEDOL: 4497749

Earliest Cutoff Date: 04/26/2023 Votable Shares: 30,657 Total Ballots: 1

*Shares on Loan: 0

Voting Policy: Sustainability **Shares Instructed:** 30,657

Additional Policy: Shares Voted: 30,657

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Annual Meeting Agenda	Mgmt	No								
1		Receive Directors' Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required.										
		Blended Rationale: No vote is required.										
2		Receive Auditors' Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required.										
		Blended Rationale: No vote is required.										
3		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: This is a non-voting ite	m.									
		Blended Rationale: This is a non-voting item.										
4		Approve Financial Statements, Allocation of Income, and Dividends of EUR 4 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante concerning with the company's audit procedure given the company's financial position.										
		Blended Rationale: A vote FOR is warranted in concerning with the company's audit procedure given the company's financial position.			-				⁄e			
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR is sufficient considering market practice and enab a long-term incentive plan, at least 40 percent not without noting the absence of specific discl and achievement levels (ex-post basis) for the	les shareholde of the variable osure on the c	ers to assess remuneration	the stringen on is deferre	cy of the po d and paid o	licy; * Despite ut in phantom	the absence stock. This i	's			
		Blended Rationale: A qualified vote FOR is warr considering market practice and enables sharel long-term incentive plan, at least 40 percent of without noting the absence of specific disclosur achievement levels (ex-post basis) for the STI of	holders to asse the variable re re on the comp	ess the string emuneration	gency of the good is deferred of	policy; * Des and paid out	spite the abser in phantom s	nce of a tock. This is	not			
6		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrantee controversies that the board is not fulfilling its it	fiduciary duties	5.								
		Blended Rationale: A vote FOR is warranted in	tne absence o	r any intorm	ation about s	significant ar	na compelling o	controversies	7			

that the board is not fulfilling its fiduciary duties.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the auditor is not fulfilling its		nce of any in	formation al	bout significa	ant and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the auditor is not fulfilling its duties.	the absence o	f any inform	ation about .	significant ar	nd compelling	controversies	S			
8		Approve Auditors' Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	d because the	re are no co	ncerns rega	rding this pro	oposal.					
		Blended Rationale: A vote FOR is warranted bed	cause there ar	re no conceri	ns regarding	this proposa	al.					
9.1		Reelect Koenraad Debackere as Independent Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A votes AGAINST incur diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees are members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Fran	ctions of Alain e non-indepen also warranted	Bostoen, Ma dent wherea d because he	arc De Ceust as the board e is chairman	ter, Franky D lack sufficien n of the audi	Depickere, Fran nt independen tt committee as	nk Donck and ce among its s a	1			
		Blended Rationale: A votes AGAINST incumben diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees are members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Fran	ctions of Alain e non-indepen also warranted	Bostoen, Ma dent wherea d because he	arc De Ceust as the board e is chairman	ter, Franky D lack sufficien n of the audi	Depickere, Fran nt independen It committee as	nk Donck and ce among its s a				
9.2		Reelect Alain Bostoen as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A votes AGAINST incur diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees an members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Frai	ctions of Alain e non-indepen also warranted	Bostoen, Ma dent wherea d because he	arc De Ceust as the board e is chairmar	ter, Franky D lack sufficien n of the audi	Depickere, Fran nt independend t committee as	nk Donck and ce among its s a	1			
		Blended Rationale: A votes AGAINST incumben diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees an members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Frai	ctions of Alain e non-indepen also warranted	Bostoen, Ma dent wherea d because he	arc De Ceust as the board e is chairman	ter, Franky D lack sufficien n of the audi	Depickere, Fran nt independen t committee as	nk Donck and ce among its s a				
9.3		Reelect Franky Depickere as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A votes AGAINST incur diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees an members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Frai	ctions of Alain e non-indepen also warranted	Bostoen, Ma dent wherea d because he	arc De Ceust as the board e is chairman	ter, Franky D lack sufficien n of the audi	Depickere, Fran nt independend t committee as	nk Donck and ce among its s a	1			
		Blended Rationale: A votes AGAINST incumben diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees an members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Frai	ctions of Alain e non-indepen also warranted	Bostoen, Ma dent wherea d because he	arc De Ceust as the board e is chairman	ter, Franky D lack sufficien n of the audi	Depickere, Fran nt independen tt committee as	nk Donck and ce among its s a				
9.4		Reelect Frank Donck as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A votes AGAINST incur diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees an members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Frai	ctions of Alain e non-indepen also warranted	Bostoen, Ma dent wherea d because he	arc De Ceust as the board e is chairmar	ter, Franky D lack sufficien n of the audi	Depickere, Fran nt independend t committee as	nk Donck and ce among its s a	1			
		Blended Rationale: A votes AGAINST incumben diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees an members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Fran	t Nominating (ctions of Alain e non-indepen also warranted	Committee C Bostoen, Ma dent wherea I because he	Chair Koenra Carc De Ceus Cars the board Cars is chairman	ad Debacker ter, Franky D lack sufficien n of the audi	e is warranted Depickere, Fran nt independen tt committee as	for lack of nk Donck and ce among its s a				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9.5		Elect Marc De Ceuster as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A votes AGAINST incur diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees ar members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Fra	ections of Alain e non-indepen also warranted	Bostoen, Ma dent wherea d because he	arc De Ceus es the board e is chairmai	ter, Franky D lack sufficier n of the audit	epickere, Fran nt independend t committee as	k Donck and ce among its : a	•			
		Blended Rationale: A votes AGAINST incumber diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees ar members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Fra	ections of Alain e non-indepen also warranted	Bostoen, Ma dent wherea d because he	arc De Ceus es the board e is chairmai	ter, Franky D lack sufficier n of the audit	epickere, Fran nt independend t committee as	k Donck and ce among its : a				
9.6		Elect Raf Sels as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A votes AGAINST incur diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees ar members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Fra	ections of Alain e non-indepen also warranted	Bostoen, Ma dent wherea d because he	arc De Ceus es the board e is chairmai	ter, Franky D lack sufficier n of the audit	epickere, Fran nt independend t committee as	k Donck and ce among its : a	•			
		Blended Rationale: A votes AGAINST incumber	nt Nominating (Committee C	hair Koenra	ad Debackere	e is warranted	for lack of				
		diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees ar members. A vote AGAINST Marc De Ceuster is	e non-indepen also warranted	dent wherea d because he	s the board is chairmai	lack sufficier of the audit	nt independend committee as	ce among its a				
10		non-independent director. A vote AGAINST Fra. Transact Other Business		iso warrante No	a decause n	ie is consiaeri	ea overboarae	a.				
10			Mgmt	INU								
		Voting Policy Rationale: This is a routine non-vo-	oting item.									
		Blended Rationale: This is a routine non-voting	item.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		30,657	30,657
Sustainable balanced, unassigned			04/14/2023	04/14/2023			
					Total Shares:	30,657	30,657

KBC Group SA/NV

Meeting Date: 05/04/2023			Ticker: K	3C			Proxy Level: N/A			
Record Date: 04/20/2023	Meeting Type: Extraordinary Shareholders		Meeting 1	ID: 1743319)					
Primary Security ID: B5337G162	Primary CUSIP: B5337G162		Primary 1	SIN: BE000	3565737		Primary SEI	OOL: 44977	49	
Earliest Cutoff Date: 04/26/2023	Total Ballots: 1		Voting Pol	icy: Sustainab	ility		Additional Po	licy:		
Votable Shares: 30,657	*Shares on Loan: 0		Shares Ins	tructed: 30,6	557		Shares Voted	: 30,657		
Proposal Significant Number Vote Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS

Extraordinary General Meeting Agenda Mgmt No

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive Special Board Report Re: Article 7:199 of the Belgian Companies and Associations Code	Mgmt	No								
		Voting Policy Rationale: This is a non-voting its	em.									
		Blended Rationale: This is a non-voting item.										
2.1		Authorization to Increase Share Capital within the Framework of Authorized Capital Without Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: The proposed authorizincluding 10 percent without preemptive rights line with our policy guidelines, which recomme shares are issued without preemptive rights. The Services policy guidelines.	s of existing sh end allowing a	areholders a company to	nd 37.93 pe increase cap	rcent with pr pital up to a r	reemptive righ maximum of 1	ts, which is i O percent wh	n nen			
		Blended Rationale: The proposed authorization including 10 percent without preemptive rights line with our policy guidelines, which recomme shares are issued without preemptive rights. The Services policy guidelines.	s of existing sh end allowing a	areholders a company to	nd 37.93 pe increase cap	rcent with pr pital up to a r	reemptive righ maximum of 1	ts, which is i O percent wh	nen			
2.2		Approve Issuance of Shares with Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: The proposed authorizincluding 10 percent without preemptive rights line with our policy guidelines, which recomme shares are issued without preemptive rights. The Services policy guidelines.	s of existing sh end allowing a	areholders a company to	nd 37.93 pe increase cap	rcent with pr pital up to a r	reemptive righ maximum of 1	ts, which is i O percent wh	n nen			
		Blended Rationale: The proposed authorization including 10 percent without preemptive rights line with our policy guidelines, which recomme shares are issued without preemptive rights. The Services policy guidelines.	s of existing sh end allowing a	areholders a company to	nd 37.93 pe increase cap	rcent with pr pital up to a r	reemptive righ maximum of 1	ts, which is i O percent wh	nen			
3		Amend Article 7 Re: Insert Transitional Provision	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR items 3 to update the articles. These amendments are ne			_	es are not co	ontroversial and	d generally				
		Blended Rationale: A vote FOR items 3 to 8 is the articles. These amendments are neutral in			_	e not controv	versial and ger	nerally updat	re			
4		Amend Article 8 Re: Allocation of Share Premiums	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR items 3 to update the articles. These amendments are ne			_	es are not co	ontroversial and	d generally				
		Blended Rationale: A vote FOR items 3 to 8 is the articles. These amendments are neutral in			_	e not controv	versial and ger	nerally updat	re			
5		Authorize Cancellation of Treasury Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR items 3 to update the articles. These amendments are ne			_	es are not co	ontroversial and	d generally				
		Blended Rationale: A vote FOR items 3 to 8 is the articles. These amendments are neutral in			_	e not contro	versial and ger	nerally updat	re			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6		Amend Article 17 Re: Signing of Reports Recording the Decisions of the Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR items 3 to update the articles. These amendments are ne			-	es are not co	ontroversial and	d generally				
		Blended Rationale: A vote FOR items 3 to 8 is the articles. These amendments are neutral in			-	re not control	versial and ger	nerally updat	re			
7		Amend Article 20 Re: Powers of the Executive Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR items 3 to update the articles. These amendments are ne			_	es are not co	ontroversial and	d generally				
		Blended Rationale: A vote FOR items 3 to 8 is the articles. These amendments are neutral in			-	re not contro	versial and ger	nerally updat	'e			
8		Amend Article 23 Re: Deletion of Transitional Provision	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR items 3 to update the articles. These amendments are ne			-	es are not co	ontroversial and	d generally				
		Blended Rationale: A vote FOR items 3 to 8 is the articles. These amendments are neutral in				re not contro	versial and ger	nerally updat	re			
9		Approve Coordination of the Articles of Association and Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant board to make amendments to the articles of a	. , ,	posal concer	ns a routine	e legal proced	lure and will a	uthorize the				
		Blended Rationale: A vote FOR is warranted, a make amendments to the articles of association		l concerns a	routine lega	al procedure a	and will author	rize the board	d to			
10		Authorize Implementation of Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant the implementation of items approved by the			ns a routine	e legal proced	lure and will a	uthorize only	,			
		Blended Rationale: A vote FOR is warranted, a implementation of items approved by the share			routine lega	al procedure a	and will author	rize only the				
11		Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant the implementation of items approved by the			ns a routine	e legal proced	lure and will a	uthorize only	,			
		Blended Rationale: A vote FOR is warranted, a implementation of items approved by the share			routine lega	al procedure a	and will author	rize only the				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Approved Ballot Voting Status		Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		30,657	30,657
Sasamable balancea, anassignea			04/14/2023	04/14/2023			
					Total Shares:	30,657	30,657

Schneider Electric SE

Meeting Date: 05/04/2023 **Record Date:** 05/02/2023

Country: France

Meeting ID: 1734294

Ticker: SU

Proxy Level: N/A

Primary Security ID: F86921107

Meeting Type: Annual/Special Primary CUSIP: F86921107

Primary ISIN: FR0000121972

Primary SEDOL: 4834108

Earliest Cutoff Date: 05/01/2023

Votable Shares: 15,072

Total Ballots: 1 *Shares on Loan: 0 Voting Policy: Sustainability Shares Instructed: 15,072

Additional Policy: Shares Voted: 15,072

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Ordinary Business	Mgmt	No								
1		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.										
		Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.										
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.										
		Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.										
3	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warranted in the absence of any specific concerns.									-	
		Blended Rationale: A vote FOR is warranted in the absence of any specific concerns.										
4		Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted in the absence of any specific concerns.										
		Blended Rationale: A vote FOR is warranted in	the absence of	of any specifi	ic concerns.							
5		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.										
		Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.										
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	Yes	For	Against		Against	Against	Yes	No	No	
		Voting Policy Rationale: A vote AGAINST this remuneration report is warranted * Jean-Pascal Tricoire is entitled to post mandate vesting of ongoing LTIP plans (2021 and 2022) without any prorata temporis. * There is a compensation effect between performance conditions of the 2020 LTIP plan, which, even limited, has for effect to erase partially the impact of Covid19 for FY20.										
		Blended Rationale: A vote AGAINST this remul vesting of ongoing LTIP plans (2021 and 2022 performance conditions of the 2020 LTIP plan, FY20.) without any p	prorata temp	ooris. * The	re is a compe	ensation effect	between				
7		Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remuneration policy is warranted but is not without concerns as Jean-Pascal Tricoire is entitled to potential full post mandate vesting. Main reason for support is that the company does not grant any LTIP for FY23.										
		Blended Rationale: A vote FOR this remuneration policy is warranted but is not without concerns as Jean-Pascal Tricoire is entitled to potential full post mandate vesting. Main reason for support is that the company does not grant any LTIP for FY23.										

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8		Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remunstringency of some of the LTIP criteria raises camong some LTIP criteria is possible.			-	-						
		Blended Rationale: A vote FOR this remunerate stringency of some of the LTIP criteria raises camong some LTIP criteria is possible.		-	-	-						
9		Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remunrationale for the proposed positioning is based as such seems already attributed to the board attributions of reinforced missions and there is remuneration. * The benchmark used to justifiency to ensure its relevance.	on reinforced and its commi no indication	mission of the ttees. * The of the impac	ne Chairman company d t of their ce	n while severa loes not prov ssation on th	al of the mission dide any timefra e positioning o	ons identified ame for the of the Chairm	an			
		Blended Rationale: A vote FOR this remunerating rationale for the proposed positioning is based as such seems already attributed to the board attributions of reinforced missions and there is remuneration. * The benchmark used to justifienough to ensure its relevance.	on reinforced and its commi no indication	mission of th ttees. * The of the impac	ne Chairman company of t of their ce	n while severa loes not prov ssation on th	al of the mission dide any timefra de positioning o	ons identified ame for the of the Chairm	an			
10		Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant	ted in the abse	ence of any s	pecific conc	erns.						
		Blended Rationale: Votes FOR are warranted in	n the absence	of any specit	ic concerns.							
11	11	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant	ted in the abse	ence of any s	pecific conc	erns.						
		Blended Rationale: Votes FOR are warranted in	n the absence	of any specit	ic concerns.							
12		Reelect Leo Apotheker as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: * Votes FOR the election of specific concerns (Items 13 to 16). * A vote satisfactory level of board independence (inclugovernment representatives, employee represent recommended) and the absence of specific policy.	FOR the reeled ing all board entatives, and	ction of this members: 66 employee sh	non-indepei 8.8 percent	ndent nomine vs 33.3 perce	ee is warranted ent recommen	d given the ded; excludir	ng			
		Blended Rationale: * Votes FOR the election at specific concerns (Items 13 to 16). * A vote FO satisfactory level of board independence (inclu- government representatives, employee represe percent recommended) and the absence of spe-	OR the reelection of the selection of th	on of this no members: 66 employee sh	n-independe 8.8 percent	ent nominee vs 33.3 perce	is warranted g ent recommen	iven the ded; excludir	ng			
13		Reelect Gregory Spierkel as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: * Votes FOR the election of specific concerns (Items 13 to 16). * A vote satisfactory level of board independence (inclugovernment representatives, employee represent recommended) and the absence of specific specific policy.	FOR the reele ding all board entatives, and	ction of this members: 66 employee sh	non-indepei 8.8 percent	ndent nomine vs 33.3 perce	ee is warranted ent recommen	d given the ded; excludir	ng			
		Blended Rationale: * Votes FOR the election as specific concerns (Items 13 to 16). * A vote FC satisfactory level of board independence (inclugovernment representatives, employee represented percent recommended) and the absence of specific specif	OR the reelection of the selection of th	on of this no members: 68 employee sh	n-independe 8.8 percent	ent nominee vs 33.3 perce	is warranted g ent recommen	iven the ded; excludir	ng			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
14		Reelect Lip-Bu Tan as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: * Votes FOR the election of specific concerns (Items 13 to 16). * A vote satisfactory level of board independence (inclusive government representatives, employee represent recommended) and the absence of specific process.	FOR the reele ding all board entatives, and	ection of this members: 66 employee sh	non-indepe 8.8 percent	ndent nomine vs 33.3 perce	ee is warrante ent recommen	d given the ded; excludi	ing			
		Blended Rationale: * Votes FOR the election ar specific concerns (Items 13 to 16). * A vote FO satisfactory level of board independence (include government representatives, employee represe percent recommended) and the absence of spe	OR the reelection DR the reelection DR the station of the station	on of this no members: 66 employee sh	n-indepena 8.8 percent	lent nominee i vs 33.3 perce	is warranted g ent recommen	iven the ded; excludi	ing			
15		Elect Abhay Parasnis as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: * Votes FOR the election of specific concerns (Items 13 to 16). * A vote satisfactory level of board independence (include government representatives, employee represented percent recommended) and the absence of specific votes of the second percent recommended of the second percent	FOR the reele ding all board entatives, and	ection of this members: 68 employee sh	non-indepe 8.8 percent	endent nomine vs 33.3 perce	ee is warrante ent recommen	d given the ded; excludi	ing			
		Blended Rationale: * Votes FOR the election ar specific concerns (Items 13 to 16). * A vote FO satisfactory level of board independence (inclu- government representatives, employee represe percent recommended) and the absence of spe-	OR the reelection DR the reelection DR the reelection and contractives, and contractives, and contractives, and contractives, and contractives.	on of this no members: 66 employee sh	n-indepena 8.8 percent	lent nominee i vs 33.3 perce	is warranted g ent recommen	iven the ded; excludi	ing			
16		Elect Giulia Chierchia as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: * Votes FOR the election of specific concerns (Items 13 to 16). * A vote satisfactory level of board independence (include government representatives, employee represent recommended) and the absence of specific process.	FOR the reele ding all board entatives, and	ection of this members: 66 employee sh	non-indepe 8.8 percent	endent nomine vs 33.3 perce	ee is warrante ent recommen	d given the ded; excludi	ing			
		Blended Rationale: * Votes FOR the election are specific concerns (Items 13 to 16). * A vote FC satisfactory level of board independence (include government representatives, employee represent recommended) and the absence of specific specific specific recommended in the specific sp	OR the reelection DR the reelection DR the selection and contactives, and	on of this no members: 66 employee sh	n-indepena 8.8 percent	lent nominee i vs 33.3 perce	is warranted g ent recommen	iven the ded; excludi	ing			
17		Approve Company's Climate Transition Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante 1.5C trajectory validated by SBTi with intermed market practices. However, qualified support of targets (scope 1,2 and 3) by 2025.	diary checkpoii	nts and as th	e disclosure	e framework a	and content ar	e in line with				
		Blended Rationale: A vote FOR is warranted as trajectory validated by SBTi with intermediary of practices. However, qualified support only is we (scope 1,2 and 3) by 2025.	checkpoints an	nd as the disc	closure fran	nework and co	ontent are in l	ine with mar				
18		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Such share buyback pr	rograms merit	a vote FOR.								
		Blended Rationale: Such share buyback progra	ms merit a voi	te FOR.								
		Extraordinary Business	Mgmt	No								

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
19		Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these authorized guidelines for issuances with and without preent		varranted as	their propos	sed volumes	respect the re	commended				
		Blended Rationale: Votes FOR these authorization guidelines for issuances with and without preent		nted as theil	r proposed v	olumes respo	ect the recomi	mended				
20		Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these authorized guidelines for issuances with and without preent		varranted as	their propos	sed volumes	respect the re	commended				
		Blended Rationale: Votes FOR these authorizate guidelines for issuances with and without preen		nted as theii	r proposed v	rolumes respo	ect the recomi	mended				
21		Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these authorized guidelines for issuances with and without preent		varranted as	their propos	sed volumes	respect the re	commended				
22		Blended Rationale: Votes FOR these authorization guidelines for issuances with and without preent		nted as theil	r proposed v	olumes respo	ect the recomi	mended				
22		Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these authorized guidelines for issuances with and without preent		varranted as	their propos	sed volumes	respect the re	commended				
		Blended Rationale: Votes FOR these authorizate guidelines for issuances with and without preen		nted as their	r proposed v	olumes respo	ect the recomi	mended				
23		Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these authorized guidelines for issuances with and without preent		varranted as	their propos	sed volumes	respect the re	commended				
		Blended Rationale: Votes FOR these authorizate guidelines for issuances with and without preen		nted as their	r proposed v	olumes respo	ect the recomi	mended				
24		Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	d since this po	otential trans	sfer of wealti	h is in sharel	holders' interes	sts.				
		Blended Rationale: A vote FOR is warranted sin	ce this potent	ial transfer o	of wealth is in	n shareholde	ers' interests.					
25		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant	ed in the abse	nce of any s	pecific conce	erns.						
		Blended Rationale: Votes FOR are warranted in	the absence of	of any specif	ic concerns.							

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
26		Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrante	ed in the abser	nce of any sp	pecific conce	erns.						
		Blended Rationale: Votes FOR are warranted in	the absence of	of any specifi	ic concerns.							
27		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted as	such share c	capital reduc	tions are fav	orable to share	eholders.				
		Blended Rationale: A vote FOR this item is warr	anted as such	share capita	al reductions	are favorabi	le to sharehold	lers.				
		Ordinary Business	Mgmt	No								
28		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this routine	item is warrai	nted.								
Blended Rationale: A vote FOR this routine item is warranted.												

Rallot Details

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		15,072	15,072
			04/18/2023	04/18/2023			
					Total Shares:	15,072	15,072

Illinois Tool Works Inc.

_	Date: 05/05/2		Country: USA Meeting Type: Annual			Ticker: I	ITW ID: 173372:	l		Proxy Level	: 3		
	Security ID:		Primary CUSIP: 45230	8109		-	ISIN: US452			Primary SEI	OOL: 24575	52	
Earliest Co	utoff Date: 05/	04/2023	Total Ballots: 1			Voting Po	olicy: Sustainat	pility		Additional Po	licy:		
Votable SI	nares: 850		*Shares on Loan: 0			Shares Ir	nstructed: 850			Shares Voted	: 850		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Daniel	J. Brutto	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nominees is warranted			warranted.									
		Blended Rationale: A	vote FOR the director non	minees is warra	anted.								
1b		Elect Director Susan	Crown	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nominees is warrant												
		Blended Rationale: A vote FOR the director nominees is warranted.											
1c		Elect Director Darell	L. Ford	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nominees is warranted.												

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Blended Rationale: A vote FOR the director nominees is warranted.

Illinois Tool Works Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director Kelly J. Grier	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1e		Elect Director James W. Griffith	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1f		Elect Director Jay L. Henderson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1g		Elect Director Richard H. Lenny	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1h		Elect Director E. Scott Santi	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1i		Elect Director David B. Smith, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1j		Elect Director Pamela B. Strobel	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos objective performance metrics and CEO pay is		-			itioned on clea	rly disclosed				
		Blended Rationale: A vote FOR this proposal is objective performance metrics and CEO pay is					ed on clearly di	isclosed				
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					-	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho						y votes are				
4		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al to ratify the	auditor is w	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	itor is warra	nted.							
5		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propos	sal is warrante	d given the i	mportance o	f having an i	independent b	oard chair.				
		Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.										

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Illinois Tool Works Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		850	850
Sustainable balanced, unassigned			04/07/2023	04/07/2023			
					Total Shares:	850	850

Lonza Group AG

Meeting Date: 05/05/2023Country: SwitzerlandTicker: LONNProxy Level: N/ARecord Date:Meeting Type: AnnualMeeting ID: 1706755

Primary Security ID: H50524133 Primary CUSIP: H50524133 Primary ISIN: CH0013841017 Primary SEDOL: 7333378

 Earliest Cutoff Date: 04/27/2023
 Total Ballots: 1
 Voting Policy: Sustainability
 Additional Policy:

 Votable Shares: 691
 *Shares on Loan: 0
 Shares Instructed: 691
 Shares Voted: 691

votable Si	nares: 691	*Shares on Loan: 0			Snares 1	nstructed: 691	L		Shares Voted	: 691		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the an warranted.	nual accounts, an	nual report,	and auditor	's report for t	he fiscal year i	in review is				
		Blended Rationale: A vote FOR the annual warranted.	accounts, annual	report, and	auditor's re _l	port for the fi	scal year in rev	view is				
2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the rel line with market practice and pay and perfo					remuneration	practices a	re in			
		Blended Rationale: A vote FOR the remune with market practice and pay and performa	•				uneration prac	tices are in	line			
3		Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the for there is no evidence that the board and se	_				-	arranted, as	5		-	
		Blended Rationale: A vote FOR the formal no evidence that the board and senior man	-			_	ment is warrar	nted, as the	re is		-	
4		Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this re	solution is warran	ted.								
		Blended Rationale: A vote FOR this resolut	ion is warranted.									
5.1.1		Reelect Albert Baehny as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST in diversity on the board. A vote FOR the rem		-		•	er is warranted	for lack of				
		Blended Rationale: A vote AGAINST incumon the board. A vote FOR the remaining di	-				warranted for I	ack of diver	rsity		-	
5.1.2		Reelect Marion Helmes as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST in diversity on the board. A vote FOR the rem		-		•	er is warranted	for lack of				
		Blended Rationale: A vote AGAINST incumon the board. A vote FOR the remaining di	_				warranted for I	lack of diver	rsity			

Lonza Group AG

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.1.3		Reelect Angelica Kohlmann as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR the remain.		-			r is warranted	for lack of				
		Blended Rationale: A vote AGAINST incumbers on the board. A vote FOR the remaining direct	_		-	h Maeder is w	varranted for l	ack of divers	ity			
5.1.4		Reelect Christoph Maeder as Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR the remain.		-		•	r is warranted	for lack of				
		Blended Rationale: A vote AGAINST incumbers on the board. A vote FOR the remaining direct	-			n Maeder is v	varranted for l	ack of divers	rity			
5.1.5		Reelect Roger Nitsch as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incur diversity on the board. A vote FOR the remain.		_		-	r is warranted	for lack of				
		Blended Rationale: A vote AGAINST incumber on the board. A vote FOR the remaining direct	_		•	h Maeder is v	varranted for l	ack of divers	sity		-	
5.1.6		Reelect Barbara Richmond as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incur diversity on the board. A vote FOR the remain.		_		-	r is warranted	for lack of				
		Blended Rationale: A vote AGAINST incumber on the board. A vote FOR the remaining direct	_		-	h Maeder is w	varranted for la	ack of divers	sity			
5.1.7		Reelect Juergen Steinemann as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incur diversity on the board. A vote FOR the remain.		-		-	r is warranted	for lack of				
		Blended Rationale: A vote AGAINST incumbers on the board. A vote FOR the remaining direct	_		-	n Maeder is w	varranted for la	ack of divers	sity			
5.1.8		Reelect Olivier Verscheure as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incur diversity on the board. A vote FOR the remain.		-		•	r is warranted	for lack of				
		Blended Rationale: A vote AGAINST incumber on the board. A vote FOR the remaining direct	_		-	h Maeder is v	varranted for l	ack of divers	sity			
5.2		Reelect Albert Baehny as Board Chair	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR the remain.		-		•	r is warranted	for lack of				
		Blended Rationale: A vote AGAINST incumber on the board. A vote FOR the remaining direct	_		-	h Maeder is v	varranted for l	ack of divers	sity			
5.3.1		Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incur diversity on the board. A vote FOR the remain.		-		-	r is warranted	for lack of				
		Blended Rationale: A vote AGAINST incumber on the board. A vote FOR the remaining direct	_		•	h Maeder is v	varranted for l	ack of divers	sity			
5.3.2		Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR the remain.		-		•	r is warranted	for lack of				
		Blended Rationale: A vote AGAINST incumber on the board. A vote FOR the remaining direct				h Maeder is w	varranted for l	ack of divers	sity			

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Lonza Group AG

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.3.3		Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR the remaining		_		-	r is warranted	for lack of				
		Blended Rationale: A vote AGAINST incumbent on the board. A vote FOR the remaining director	-			Maeder is w	varranted for la	ack of divers	ity			
6		Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant	ed because th	ere are no co	oncerns rega	arding these	proposals.					
		Blended Rationale: Votes FOR are warranted be	ecause there a	re no concei	rns regardin	g these prop	osals.					
7		Ratify Deloitte AG as Auditors for Fiscal Year 2024	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant	ed because th	ere are no c	oncerns rega	arding these	proposals.					
		Blended Rationale: Votes FOR are warranted be	ecause there a	are no concei	rns regardin	g these prop	osals.					
8		Designate ThomannFischer as Independent Proxy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal is warrante	d due to a la	ck of concer	ns.						
		Blended Rationale: A vote FOR this proposal is	warranted due	e to a lack of	concerns.							
9.1		Amend Corporate Purpose	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos										
												
		Blended Rationale: A vote FOR this proposal is	warranteu.									
9.2		Approve Creation of Capital Band within the Upper Limit of CHF 86.6 Million and the Lower Limit of CHF 67.1 Million with or without Exclusion of Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos	ed authorization	on is warrant	ted.							
		Blended Rationale: A vote FOR the proposed at	uthorization is	warranted.								
9.3		Amend Articles Re: Voting on the Executive Committee Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos	ed article ame	ndments is v	varranted be	ecause they a	are non-conter	ntious.				
		Blended Rationale: A vote FOR the proposed at	rticle amendme	ents is warra	nted becaus	se they are n	on-contentious	s.				
9.4		Amend Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos nature and largely reflect amendments in line v concerned by the inclusion of director indemnit practice. However, considering the scope and le	with new Swiss by and jurisdict	s statutory re ion clauses v	equirements. vithin the ar	Nevertheles ticles, which	s, some share	holders may				
		Blended Rationale: A vote FOR the proposed at nature and largely reflect amendments in line w concerned by the inclusion of director indemnit practice. However, considering the scope and le	with new Swiss by and jurisdict	s statutory re ion clauses v	equirements. within the ar	Nevertheles ticles, which	s, some share	holders may	be			
10		Approve Remuneration of Directors in the Amount of CHF 2.9 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut	tion is warrant	ed because t	the proposed	d amount is i	in line with ma	rket practice				
		Blended Rationale: A vote FOR this resolution is	s warranted be	ecause the p	roposed am	ount is in line	e with market	practice.				

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Lonza Group AG

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
11.1		Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these items and do not raise significant concerns.	s are warranted	d because th	e proposals	appear to be	in line with m	arket practio	re			
		Blended Rationale: Votes FOR these items are do not raise significant concerns.	warranted bed	ause the pro	pposals appe	ear to be in li	ne with market	t practice and	d			
11.2		Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12.1 Million for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these items and do not raise significant concerns.	s are warranted	d because th	e proposals	appear to be	in line with m	arket practic	re			
		Blended Rationale: Votes FOR these items are do not raise significant concerns.	warranted bed	ause the pro	posals appe	ear to be in li	ne with market	t practice and	d			
11.3		Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - December 31, 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these items and do not raise significant concerns.	s are warranted	d because th	e proposals	appear to be	in line with m	arket practio	re			
		Blended Rationale: Votes FOR these items are do not raise significant concerns.	warranted bed	ause the pro	posals appe	ear to be in li	ne with market	t practice and	d			
11.4		Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19.6 Million for the Period January 1, 2024 - December 31, 2024	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these items and do not raise significant concerns.	s are warranted	d because th	e proposals	appear to be	in line with m	arket practio	re			
		Blended Rationale: Votes FOR these items are do not raise significant concerns.	warranted bed	ause the pro	pposals appe	ear to be in lii	ne with market	t practice and	d			
12		Transact Other Business (Voting)	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST is was shareholder to the proxy in case new voting its board of directors; and * The content of these shareholders' best interest to vote against this	ems or counter new items or	proposals ar counterpropo	e introduceo osals is not i	d at the meet	ing by shareho	olders or the				
		Blended Rationale: A vote AGAINST is warrant the proxy in case new voting items or counter, directors; and * The content of these new item best interest to vote against this item on a pre	proposals are in ns or counterp	ntroduced at roposals is no	the meeting	g by shareho	lders or the bo	ard of			-	

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		691	691
Sustainable balanced, unassigned			04/17/2023	04/17/2023			
					Total Shares:	691	691

Meeting Date: 05/09/2023 Record Date: 04/25/2023 Country: Belgium

Meeting Type: Annual

Ticker: AED
Meeting ID: 1711351

Proxy Level: N/A

Primary Security ID: B0130A108

Primary CUSIP: B0130A108

Primary ISIN: BE0003851681

Primary SEDOL: B1G5XP1

Earliest Cutoff Date: 05/02/2023 **Votable Shares:** 3,240 Total Ballots: 1

*Shares on Loan: 0

Voting Policy: Sustainability **Shares Instructed:** 3,240

Additional Policy: Shares Voted: 3,240

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Annual Meeting Agenda	Mgmt	No								
1		Receive Directors' Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required.										
		Blended Rationale: No vote is required.										
2		Receive Auditors' Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required.										
		Blended Rationale: No vote is required.										
3		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: This is a non-voting ite	em.									
		Blended Rationale: This is a non-voting item.										
4.1		Approve Financial Statements and Allocation of Income	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this divided being excessive.	nd proposal is	warranted b	ecause the p	proposed pay	out ratio is ad	lequate witho	out			
		Blended Rationale: A vote FOR this dividend pr being excessive.	roposal is warr	anted becau	se the propo	sed payout i	ratio is adequa	te without				
4.2		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this divided being excessive.	nd proposal is	warranted b	ecause the p	proposed pay	out ratio is ad	lequate witho	out			
		Blended Rationale: A vote FOR this dividend pr being excessive.	roposal is warr	anted becau	se the propo	sed payout i	ratio is adequa	te without				
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified FOR is warr company provided adequate disclosure on the of full retrospective disclosure on the STI targe that investors can assess the stringency of the year vote on renumeration report (16.3% of di	performance a ets. It would be STI plan. Furt	assessment. e highly pref	However, so erable to obt	me level of c tain more de	concern raises tailed targets o	for the abse of the STI, so	nce o			
		Blended Rationale: A qualified FOR is warrante company provided adequate disclosure on the of full retrospective disclosure on the STI targe that investors can assess the stringency of the year vote on renumeration report (16.3% of di	performance a ets. It would be STI plan. Furt	assessment. e highly pref	However, so erable to obt	me level of d tain more de	concern raises tailed targets o	for the abse of the STI, so	9			
6.1		Approve Discharge of Serge Wibaut as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board members.		•		bout significa	ant and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the supervisory board member is not fulfill		•	ation about	significant ar	nd compelling	controversies	s			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
6.2		Approve Discharge of Stefaan Gielens as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board members.				out significa	nt and compe	lling					
		Blended Rationale: A vote FOR is warranted in a that the supervisory board member is not fulfilli		-	ation about s	significant an	nd compelling (controversies	•				
6.3		Approve Discharge of Ingrid Daerden as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board members		-		oout significa	nt and compe	lling					
		Blended Rationale: A vote FOR is warranted in a that the supervisory board member is not fulfilli		-	ation about s	significant an	nd compelling (controversies	;				
6.4		Approve Discharge of Sven Bogaerts as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board members.				oout significa	nt and compe	lling					
		Blended Rationale: A vote FOR is warranted in a that the supervisory board member is not fulfilli		-	ation about s	significant an	nd compelling (controversies	•				
6.5		Approve Discharge of Katrien Kesteloot as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties.											
		Blended Rationale: A vote FOR is warranted in a that the supervisory board member is not fulfilli		-	ation about s	significant an	nd compelling (controversies					
6.6		Approve Discharge of Elisabeth May-Roberti as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board members.		•		oout significa	nt and compe	lling					
		Blended Rationale: A vote FOR is warranted in a that the supervisory board member is not fulfilli		•	ation about s	significant an	nd compelling (controversies	•				
6.7		Approve Discharge of Luc Plasman as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board members.		,		oout significa	nt and compe	lling					
		Blended Rationale: A vote FOR is warranted in a that the supervisory board member is not fulfilli		-	ation about s	significant an	nd compelling (controversies	,				
6.8		Approve Discharge of Marleen Willekens as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board members.		•		out significa	nt and compe	lling					
		Blended Rationale: A vote FOR is warranted in a that the supervisory board member is not fulfilli		-	ation about s	significant an	nd compelling (controversies	;				
6.9		Approve Discharge of Charles-Antoine van Aelst asDirector	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board members.		-		oout significa	nt and compe	lling					
		Blended Rationale: A vote FOR is warranted in a that the supervisory board member is not fulfilli		-	ation about s	significant an	nd compelling (controversies	;				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6.10		Approve Discharge of Pertti Huuskonen as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board members		•		out significa	nt and compel	lling				
		Blended Rationale: A vote FOR is warranted in a that the supervisory board member is not fulfilli		-	ation about s	significant an	nd compelling (controversies	7			
6.11		Approve Discharge of Henrike Waldburg as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board members				out significa.	nt and compei	lling				
		Blended Rationale: A vote FOR is warranted in that the supervisory board member is not fulfill		•	ation about s	significant an	nd compelling o	controversies	;			
6.12		Approve Discharge of Raoul Thomassen as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board members		-		out significa	nt and compei	lling				
		Blended Rationale: A vote FOR is warranted in that the supervisory board member is not fulfilli			ation about s	significant an	nd compelling (controversies	7			
7		Approve Discharge of EY as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.												
		Blended Rationale: A vote FOR is warranted in a that the auditor is not fulfilling its duties.	the absence of	any informa	ation about s	significant an	nd compelling (controversies	7			
8.1a		Reelect Marleen Willekens as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these electronsecond four years; * The candidates appear no known controversy concerning the candidates	to possess the									
		Blended Rationale: A vote FOR these elections i four years; * The candidates appear to possess controversy concerning the candidates										
8.1b		Reelect Pertti Huuskonen as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these electronsecond four years; * The candidates appear no known controversy concerning the candidates	to possess the						;			
		Blended Rationale: A vote FOR these elections is four years; * The candidates appear to possess controversy concerning the candidates										
8.1c		Reelect Luc Plasman as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these electronseceding four years; * The candidates appear no known controversy concerning the candidates	to possess the						;			
		Blended Rationale: A vote FOR these elections in four years; * The candidates appear to possess controversy concerning the candidates										

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8.1d		Reelect Sven Bogaerts as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear no known controversy concerning the candidate	to possess the						5			
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates					•		-			
8.1e		Reelect Ingrid Daerden as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear no known controversy concerning the candidate	to possess the				,		5			
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates										
8.1f		Reelect Charles-Antoine van Aelst as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear no known controversy concerning the candidate	to possess the				-		5			
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates					•		-			
8.2		Approve Remuneration of Pertti Huuskonen, Luc Plasman, Marleen Willekens, Sven Bogaerts, Ingrid Daerden, and Mr Charles-Antoine van Aelst In Line With the Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed in the abser	nce of concer	rns regardin	g the propos	al.					
		Blended Rationale: A vote FOR is warranted in	the absence o	f concerns re	egarding the	proposal.						
9.1		Approve Change-of-Control Clause Re: Credit Agreement with Belfius Bank NV/SA	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposed considered to be routine. Belgian law requires the underlying contract is not valid.							h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap contract is not valid.					,					
9.2		Approve Change-of-Control Clause Re: Credit Agreements with KBC Belgium NV/SA dated 7 April 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.										
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap contract is not valid.					-					

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9.3		Approve Change-of-Control Clause Re: Credit Agreement with Intesa Sanpaolo S.p.A., Amsterdam Branch dated 8 June 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposed considered to be routine. Belgian law requires the underlying contract is not valid.					•		h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap- contract is not valid.					-					
9.4		Approve Change-of-Control Clause Re: Credit Agreement with ING Belgium NV/SA dated 14 June 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposed considered to be routine. Belgian law requires the underlying contract is not valid.					-		h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap- contract is not valid.										
9.5		Approve Change-of-Control Clause Re: Credit Agreement with Bank Of China (EUROPE) S.A. dated 1 July 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposed considered to be routine. Belgian law requires the underlying contract is not valid.							h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap- contract is not valid.					-					
9.6		Approve Change-of-Control Clause Re: Credit Agreements with BNP Paribas Fortis NV/SA dated 6 July 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposed considered to be routine. Belgian law requires the underlying contract is not valid.					-		h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap- contract is not valid.										
9.7		Approve Change-of-Control Clause Re: Credit Agreement with ABN Amro Bank N.V. dated 28 July 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposed considered to be routine. Belgian law requires the underlying contract is not valid.					-		h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap- contract is not valid.					-					
9.8		Approve Change-of-Control Clause Re: Credit Agreements with ING Belgium NV/SA dated 22 November 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposed considered to be routine. Belgian law requires the underlying contract is not valid.					,		h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap- contract is not valid.										

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9.9		Approve Change-of-Control Clause Re: Credit Agreements with European Investment Bank on 21 May 2018, 20 June 2019, and 28 February 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos considered to be routine. Belgian law requires s the underlying contract is not valid.							ל			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap contract is not valid.					,					
9.10		Approve Change-of-Control Clause Re: Credit Agreement with KBC Belgium N.V. dated 30 January 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos considered to be routine. Belgian law requires s the underlying contract is not valid.					,		ל			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap contract is not valid.					,					
13		Transact Other Business	Mgmt	No								
		Voting Policy Rationale: This is a routine non-vo	oting item.									
		Blended Rationale: This is a routine non-voting	item.									

Ballot Details

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,240	3,240
			04/14/2023	04/14/2023			
					Total Shares:	3,240	3,240

Solvay SA

Record D	Date: 05/09/2 Date: 04/25/20 Security ID:	023	Country: Belgium Meeting Type: Annual Primary CUSIP: B820					.00	0				
	utoff Date: 05/0	01/2023	Total Ballots: 1 *Shares on Loan: 0			-	licy: Sustainat	,		Additional Policy: Shares Voted: 19,240 Vote Vote			
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Annual Meeting Age	nda	Mgmt	No								
1		Receive Directors' Re (Non-Voting)	eports	Mgmt	No								
		Voting Policy Rationa	ale: No vote is required.									-	

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Blended Rationale: No vote is required.

Solvay SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Receive Auditors' Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required.										
		Blended Rationale: No vote is required.										
3		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: This is a non-voting iter	n.									
		Blended Rationale: This is a non-voting item.										
4		Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.05 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted controversies concerning the annual accounts; a earnings per share, the company gives adequate	and * Although	h the compa	ny proposes	to grant less	s than 30 perc	ent of the	ing			
		Blended Rationale: A vote FOR is warranted bed controversies concerning the annual accounts; a earnings per share, the company gives adequate	and * Althougi	h the compa	ny proposes	to grant less	than 30 perce	ent of the				
5		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted controversies that the board is not fulfilling its fi		-	formation ab	out significai	nt and compel	ling				
		Blended Rationale: A vote FOR is warranted in t that the board is not fulfilling its fiduciary duties		f any informa	ation about s	ignificant an	nd compelling o	controversies				
6		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrantee controversies that the auditor is not fulfilling its		ce of any ini	formation ab	out significai	nt and compel	ling				
		Blended Rationale: A vote FOR is warranted in that the auditor is not fulfilling its duties.	the absence of	f any informa	ation about s	ignificant an	nd compelling o	controversies				
7		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrantee content and practice. The company disclosure of performance assessment and how pay is aligned concerns, support is warranted. However, this is without adequate explanation, and the decision latter concern is more adequately addressed un	n the short-te d with perform s not without o to grant optio	rm incentive nance of the concern for t ons in connec	plan is trans company. Ir the significant ction with the	sparent and posterior the absence the salary	provides insign e of further quay increases of	ht into the vantum two executiv	es			
		Blended Rationale: A vote FOR is warranted bed and practice. The company disclosure on the sh assessment and how pay is aligned with perform warranted. However, this is not without concern explanation, and the decision to grant options in more adequately addressed under a separate vo	ort-term incer mance of the c n for the signif n connection w	ntive plan is a company. In ficant base so with the anno	transparent of the absence alary increas	and provides of further ques of two ext	s insight into the uantum conce ecutives witho	ne performan rns, support ut adequate	rce			
8		Approve Stock Option Plan Grants	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST is warr related award whereas the existing pay package grant for the CEO is EUR 2.6 million and is inflat creation metric is unclear and vague.	e already aims	to attract, r	eward, and i	etain execut	tives; * The fa	ir value of				
		Blended Rationale: A vote AGAINST is warrante related award whereas the existing pay package grant for the CEO is EUR 2.6 million and is inflat creation metric is unclear and vague.	e already aims	to attract, r	eward, and i	etain execut	tives; * The fa	ir value of	,			

Solvay SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9a		Receive Information on End of Mandates of Marjan Oudeman, Rosemary Thorne, and Charles Casimir-Lambert as Directors	Mgmt	No								
		Voting Policy Rationale: No vote is required fo	r this item.									
		Blended Rationale: No vote is required for this	item.									
9b		Approve Decrease in Size of Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ted because the	e proposal is	not conside	red contentio	ous to shareho	lders' rights.				
		Blended Rationale: A vote FOR is warranted b	ecause the pro	posal is not d	considered c	rontentious to	shareholders	' rights.				
9c		Reelect Marjan Oudeman as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elec exceeding four years; * The candidates appear no known controversy concerning the candidates	r to possess th				,		s			
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to posses controversy concerning the candidates						-				
9d		Indicate Marjan Oudeman as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ted as the nom	inee appears	truly indepe	endent.						
		Blended Rationale: A vote FOR is warranted a	s the nominee	appears truly	independe	nt.						
9e		Reelect Rosemary Thorne as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elec exceeding four years; * The candidates appear no known controversy concerning the candidates	r to possess th				•		S			
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to posses controversy concerning the candidates						-				
9f		Indicate Rosemary Thorne as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ted as the nom	inee appears	truly indepe	endent.						
		Blended Rationale: A vote FOR is warranted a	s the nominee	appears truly	independe	nt.						
10		Transact Other Business	Mgmt	No								
		Voting Policy Rationale: This is a routine non-	voting item.									
		Blended Rationale: This is a routine non-voting	g item.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		19,240	19,240
Subminusic Summers, unassigned			04/21/2023	04/21/2023			
					Total Shares:	19,240	19,240

Meeting Date: 05/10/2023 Record Date: 04/26/2023 **Country:** Belgium **Meeting Type:** Annual

Ticker: COFB
Meeting ID: 1711355

Proxy Level: N/A

Primary Security ID: B25654136

Primary CUSIP: B25654136

Primary ISIN: BE0003593044

Primary SEDOL: 4177988

Earliest Cutoff Date: 05/02/2023 **Votable Shares:** 3,000

Total Ballots: 1
*Shares on Loan: 0

Voting Policy: Sustainability
Shares Instructed: 3,000

Additional Policy: Shares Voted: 3,000

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Annual Meeting Agenda	Mgmt	No								
1		Receive Directors' Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required.										
		Blended Rationale: No vote is required.										
2		Receive Auditors' Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required.										
		Blended Rationale: No vote is required.										
3		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: This is a non-voting ite	m.									
		Blended Rationale: This is a non-voting item.										
4		Approve Financial Statements, Allocation of Income, and Dividends of EUR 6.20 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this divider being excessive.	nd proposal is	warranted be	ecause the p	roposed pay	out ratio is add	equate witho	out			
		Blended Rationale: A vote FOR this dividend probeing excessive.	oposal is warra	anted becaus	se the propos	sed payout r	ratio is adequa	te without				
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR is practice. However, this is not without concern a performance metrics related to personal objects shareholders to assess the stringency of the protect the LTIP also raises concerns. Moreover, the coof excessiveness with the quantum of the annumental processing the stringency of the processiveness with the quantum of the annumental processing the stringency of the processiveness with the quantum of the annumental processing the stringency of the	considering the ives (25% wei ovided achieve ompany failed	e limited disc ght) for the ement levels. to provide a	closure provid STI and LTI The lack of rationale for	ded surround plan, which i clarity of the the salary in	ding non-finand makes it harde e performance	cial er for period unde				
		Blended Rationale: A qualified vote FOR is warn However, this is not without concern considering related to personal objectives (25% weight) for stringency of the provided achievement levels. concerns. Moreover, the company failed to prove with the quantum of the annual remuneration p	ng the limited of the STI and L The lack of cla vide a rationale	disclosure pr TT plan, wh arity of the p e for the sala	ovided surro ich makes it erformance p ary increase.	unding non-i harder for sl period under	financial perfor hareholders to the LTIP also	rmance metr assess the raises				
6		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the board is not fulfilling its l		-	formation ab	out significa	nt and compel	lling				
		Blended Rationale: A vote FOR is warranted in	the absence of	f any inform	ation about s	significant an	nd compelling o	controversies	;			

that the board is not fulfilling its fiduciary duties.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the auditor is not fulfilling its		nce of any in	formation al	bout significa	nt and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the auditor is not fulfilling its duties.	the absence of	f any informa	ation about :	significant ar	nd compelling (controversies	7			
8.1		Reelect Benoit Graulich as Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incum A vote FOR remaining nominee Jean Hilgers is			lich is warra	nted for lack	of diversity or	the board.				
		Blended Rationale: A vote AGAINST incumbent FOR remaining nominee Jean Hilgers is warrant			s warranted	for lack of di	iversity on the	board. A voi	te			
8.2		Indicate Benoit Graulich as Independent Board Member	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed as the nomi	nee appears	truly indepe	endent.						
		Blended Rationale: A vote FOR is warranted as	the nominee a	appears truly	independer	nt.						
9.1		Elect Jean Hilgers as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum A vote FOR remaining nominee Jean Hilgers is			lich is warra	nted for lack	of diversity or	the board.				
		Blended Rationale: A vote AGAINST incumbent FOR remaining nominee Jean Hilgers is warrant			s warranted	for lack of di	iversity on the	board. A voi	te			
9.2		Indicate Jean Hilgers as Independent Board Member	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed as the nomi	nee appears	truly indepe	endent.						
		Blended Rationale: A vote FOR is warranted as	the nominee a	appears truly	independer	nt.						
10.1		Ratify KPMG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed because the	ere are no co	ncerns regal	rding this pro	pposal.					
		Blended Rationale: A vote FOR is warranted be	cause there ar	re no concern	ns regarding	this proposa	1/.					
10.2		Approve Auditors' Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed because the	ere are no co	ncerns rega	rding this pro	pposal.					
		Blended Rationale: A vote FOR is warranted be	cause there ar	re no concerr	ns regarding	this proposa	1/.					
11		Approve Change-of-Control Clause Re: Credit Agreement with INTESA SANPAOLO S.P.A. acting as an Agent	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos considered to be routine. Belgian law requires s the underlying contract is not valid.					-		'n			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap contract is not valid.					•					
12.1		Adopt Financial Statements of the Companies Absorbed by Merger by the Company	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: This proposal warrants procedures or its auditors.	a vote FOR be	ecause of the	e absence of	concern wit	h the company	/'s audit				
		Blended Rationale: This proposal warrants a voor its auditors.	te FOR becaus	se of the abs	ence of cond	cern with the	company's au	ıdit procedui	res			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12.2		Approve Discharge of Directors of the Companies Absorbed by Merger by the Company	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the board is not fulfilling its		•	formation a	about significa	ant and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the board is not fulfilling its fiduciary dutie		of any inform	ation about	significant ai	nd compelling	controversie	25			
12.3		Approve Discharge of Auditors of the Companies Absorbed by Merger by the Company	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the auditor is not fulfilling its		nce of any in	formation a	about significa	ant and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the auditor is not fulfilling its duties.	the absence o	of any inform	ation about	significant ai	nd compelling	controversie	25			
13		Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante the implementation of items approved by the s			ns a routine	e legal proced	lure and will at	uthorize only	,			
		Blended Rationale: A vote FOR is warranted, as implementation of items approved by the share			routine lega	al procedure a	and will author	ize only the				
14		Transact Other Business	Mgmt	No								
		Voting Policy Rationale: This is a routine non-v	oting item.									
		Blended Rationale: This is a routine non-voting	item.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,000	3,000
			04/20/2023	04/20/2023			
					Total Shares:	3,000	3,000

Cofinimmo SA

Agenda

Meeting	Meeting Date: 05/10/2023		Country: Belgium							Proxy Level	Proxy Level: N/A			
Record D	Pate: 04/26/20	023	Meeting Type: Extraor Shareholders	rdinary		Meeting	ID: 174032	2						
Primary S	Primary Security ID: B25654136		Primary CUSIP: B256	54136		Primary	ISIN: BE000	3593044		Primary SEI	OOL: 41779	88		
Earliest Cu	Earliest Cutoff Date: 05/02/2023		Total Ballots: 1			Voting Po	licy: Sustainal	oility		Additional Po	dditional Policy:			
Votable Sh	nares: 3,000		*Shares on Loan: 0			Shares Instructed: 3,000				Shares Voted: 3,000				
Proposal Number	Proposal Significant			Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
		Extraordinary Share	eholders' Meeting	Mgmt	No									

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains	
1.1		Receive Special Board Report Re: Article 7:199 of the Companies and Associations Code	Mgmt	No									
		Voting Policy Rationale: This is a non-voting ite	em.										
		Blended Rationale: This is a non-voting item.											
1.2.1		Renew Authorization to Increase Share Capital up to 50 Percent of Authorized Capital With Preemptive Rights by Cash Contributions	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR Item 1.2.1 either preemptive rights or priority allocation ricapital; A vote FOR Item 1.2.2 is warranted as purpose of stock dividend; and A vote FOR Ite capital increases without pre-emptive rights. In of association will be amended accordingly. The	ights, while the no concerns w m 1.2.3 is wari n light of the po	e authorizatio vere identifie ranted as it i. ositive vote i	on does not nd with regal is in line with recommenda	exceed 50 period to the positions of the commonations, Articles	ercent of the is sibility to issue only used safeg	ssued share shares for t nuards set for	he -				
		Blended Rationale: A vote FOR Item 1.2.1 is w preemptive rights or priority allocation rights, w vote FOR Item 1.2.2 is warranted as no concer of stock dividend; and A vote FOR Item 1.2.3 i increases without pre-emptive rights. In light of association will be amended accordingly. There	while the authorns were identions were identions warranted as of the positive warranted was the positive warranted as the positive was the pos	orization does fied with reg s it is in line worte recomm	s not exceed pard to the part with the consendations, a	d 50 percent possibility to in nmonly used Article 6.2 of	of the issued s issue shares fo safeguards se	share capital, or the purpos ot for capital	: A				
1.2.2		Renew Authorization to Increase Share Capital up to 20 Percent by Distribution of Optional Dividend	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR Item 1.2.1 is warranted as it would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; A vote FOR Item 1.2.2 is warranted as no concerns were identified with regard to the possibility to issue shares for the purpose of stock dividend; and A vote FOR Item 1.2.3 is warranted as it is in line with the commonly used safeguards set for capital increases without pre-emptive rights. In light of the positive vote recommendations, Article 6.2 of the company's articles of association will be amended accordingly. Therefore, a vote FOR item 1.3 is warranted.											
1.2.3		Renew Authorization to Increase Share Capital up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Means	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR Item 1.2.1 either preemptive rights or priority allocation ricapital; A vote FOR Item 1.2.2 is warranted as purpose of stock dividend; and A vote FOR Ite capital increases without pre-emptive rights. It of association will be amended accordingly. The	ights, while the no concerns w m 1.2.3 is wari n light of the po	e authorizatio vere identifie ranted as it i. ositive vote i	on does not nd with regal is in line with recommenda	exceed 50 period to the positions of the commonations, Articles	ercent of the is sibility to issue only used safeg	ssued share shares for t nuards set fol	he -				
		Blended Rationale: A vote FOR Item 1.2.1 is w preemptive rights or priority allocation rights, v vote FOR Item 1.2.2 is warranted as no concer of stock dividend; and A vote FOR Item 1.2.3 increases without pre-emptive rights. In light c association will be amended accordingly. There	while the autho rns were identi is warranted as of the positive v	orization does fied with reg s it is in line worte recomm	s not exceed pard to the part with the contendations, a	d 50 percent possibility to in nmonly used Article 6.2 of	of the issued s issue shares fo safeguards se	share capital, or the purpos ot for capital	: A				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.3		Amend Article 6.2 to Reflect Changes in Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR Item 1.2.1 either preemptive rights or priority allocation no capital; A vote FOR Item 1.2.2 is warranted as purpose of stock dividend; and A vote FOR Item capital increases without pre-emptive rights. It of association will be amended accordingly. The	ights, while the no concerns w m 1.2.3 is war n light of the po	e authorizatio vere identifie ranted as it i ositive vote i	on does not ed with rega is in line wit recommend	exceed 50 p ard to the pos th the commo lations, Article	percent of the issued ssibility to issued only used safeg	ssued share shares for nuards set f	the for			
		Blended Rationale: A vote FOR Item 1.2.1 is warranted as it would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; A vote FOR Item 1.2.2 is warranted as no concerns were identified with regard to the possibility to issue shares for the purpose of stock dividend; and A vote FOR Item 1.2.3 is warranted as it is in line with the commonly used safeguards set for capital increases without pre-emptive rights. In light of the positive vote recommendations, Article 6.2 of the company's articles of association will be amended accordingly. Therefore, a vote FOR item 1.3 is warranted.										
2		Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.										
		Blended Rationale: A vote FOR is warranted, a implementation of items approved by the share	, ,		routine lega	al procedure a	and will author	ize only the	2			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,000	3,000
Sustainable Suidiced, unassigned			04/20/2023	04/20/2023			
					= Total Shares:	3,000	3,000

Elevance Health, Inc.

_	Date: 05/10/2 Pate: 03/17/20		Country: USA Meeting Type: Annua	il		Ticker: E	ELV I D: 173813	6		Proxy Level	: 3		
Primary	Security ID:	036752103	Primary CUSIP: 0367	752103		Primary	ISIN: US03	67521038		Primary SEI	DOL: BSPH	GL4	
Earliest Cu	utoff Date: 05/	09/2023	Total Ballots: 1			Voting Po	olicy: Sustaina	bility		Additional Po	licy:		
Votable SI	hares: 676		*Shares on Loan: 0			Shares Ir	nstructed: 676	5		Shares Voted	: 676		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Gail K	. Boudreaux	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the direct	tor nominees is	warranted.								
		Blended Rationale: A	vote FOR the director no	ominees is warr	anted.								
1.2		Elect Director R. Ker	ry Clark	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the direct	tor nominees is	warranted.								
		Blended Rationale: A	vote FOR the director no	ominees is warr	anted.							-	

Elevance Health, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.3		Elect Director Robert L. Dixon, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1.4		Elect Director Deanna D. Strable	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propose and the majority of CEO pay is conditioned on					nce are reasor	nably aligned	,			
		Blended Rationale: A vote FOR this proposal is the majority of CEO pay is conditioned on objection				erformance a	are reasonably	aligned, and	1			
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					-	n-pay votes a	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho			•		, , ,	votes are				
4		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	e auditor is w	arranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warraı	nted.							
5		Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propose percent would improve shareholders' ability to unilaterally to call a special meeting at the prop	use the specia	nd meeting rig								
		Blended Rationale: A vote FOR this proposal is would improve shareholders' ability to use the to call a special meeting at the proposed threst	special meetin	-			•	•	lly			
6		Annually Report Third Party Political Contributions	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this proposal is warranted, as it should be the ultimate decision of the Board to oversee and manage any potential risks related to the company's third-party memberships.										
		Blended Rationale: A vote AGAINST this propose and manage any potential risks related to the control of the con		-		imate decisio	on of the Board	to oversee				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		676	676
Sustainable Sulances, anassignes			04/26/2023	04/26/2023			
					Total Shares:	676	676

Nutrien Ltd.

Meeting Date: 05/10/2023 **Record Date:** 03/20/2023

Country: Canada

Meeting Type: Annual Primary CUSIP: 67077M108

Meeting ID: 1716194

Ticker: NTR

Primary ISIN: CA67077M1086

Proxy Level: 3

Primary SEDOL: BDRJLN0

Earliest Cutoff Date: 05/05/2023

Votable Shares: 9,150

Primary Security ID: 67077M108

Total Ballots: 1 *Shares on Loan: 0 Voting Policy: Sustainability Shares Instructed: 9,150

Additional Policy: Shares Voted: 9,150

	55. 5/150	5.14.1.55 G.1. 204.11. 5			J 05 2.		50		J 05 7 7 100	3/130		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Christopher M. Burley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significan	nt concerns i	have been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed no	minees as no si	ignificant cor	ncerns have	been identifi	ed at this time					
1.2		Elect Director Maura J. Clark	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significar	nt concerns i	have been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed no	minees as no si	ignificant cor	ncerns have	been identifi	ed at this time					
1.3		Elect Director Russell K. Girling	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significan	nt concerns i	have been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed no	minees as no si	ignificant cor	ncerns have	been identifi	ed at this time					
1.4		Elect Director Michael J. Hennigan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significar	nt concerns i	have been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed no	minees as no si	ignificant cor	ncerns have	been identifi	ed at this time					
1.5		Elect Director Miranda C. Hubbs	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significar	nt concerns i	have been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed no	minees as no si	ignificant cor	ncerns have	been identifi	ed at this time					
1.6		Elect Director Raj S. Kushwaha	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significar	nt concerns i	have been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.7		Elect Director Alice D. Laberge	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significar	nt concerns i	have been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed no	minees as no si	ignificant cor	ncerns have	been identifi	ed at this time					
1.8		Elect Director Consuelo E. Madere	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significar	nt concerns i	have been ide	entified at this	time.			*	
		Blended Rationale: Vote FOR all proposed no	minees as no si	ignificant cor	ncerns have	been identifi	ed at this time					
1.9		Elect Director Keith G. Martell	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significar	nt concerns i	have been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed no	minees as no si	ignificant cor	ncerns have	been identifi	ed at this time					
1.10		Elect Director Aaron W. Regent	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significan	nt concerns i	have been ide	entified at this	time.			*	
		Blended Rationale: Vote FOR all proposed no	minees as no si	ignificant cor	ncerns have	been identifi	ed at this time					

Nutrien Ltd.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.11		Elect Director Ken A. Seitz	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as n	o significant	concerns ha	ve been ider	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nomi	nees as no sig	nificant conc	erns have be	een identified	d at this time.					
1.12		Elect Director Nelson L. C. Silva	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as n	o significant	concerns ha	ve been ider	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nomi	nees as no sig	nificant conc	erns have be	een identified	d at this time.					
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the ratification relative to total fees paid to the auditor.	n of KPMG LLF	as auditor a	as non-audit	fees (3 perc	ent) were reas	sonable				
		Blended Rationale: Vote FOR the ratification of total fees paid to the auditor.	KPMG LLP as a	nuditor as no	n-audit fees	(3 percent)	were reasonal	ole relative to)			
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR this non-bind	ling advisory vo	ote as there	are no signit	ficant issues	at this time.					
		Blended Rationale: Vote FOR this non-binding a	dvisory vote a	s there are n	o significant	issues at thi	is time.					

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		9,150	9,150
			04/14/2023	04/14/2023			
					Total Shares:	9,150	9,150

adidas AG

Meeting	Date: 05/11/2	2023	Country: Germany			Ticker:	ADS			Proxy Level	: N/A		
Record D	oate: 05/04/20	023	Meeting Type: Annual			Meeting	ID: 1700663	3					
Primary	Security ID:	D0066B185	Primary CUSIP: D0066	B185		Primary	ISIN: DE00	DA1EWWW0		Primary SEI	OOL: 40319	76	
Earliest Co	utoff Date: 05/0	01/2023	Total Ballots: 1			Voting Po	olicy: Sustainal	oility		Additional Po	licy:		
Votable SI	nares: 5,040		*Shares on Loan: 0			Shares In	structed: 5,0	40		Shares Voted	: 5,040		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive Financial Statutory Reports fo (Non-Voting)		Mgmt	No								
		Voting Policy Rationa	ale: This is a non-voting ite	m.									
		Blended Rationale: 7	This is a non-voting item.										
2		Approve Allocation of Dividends of EUR 0.		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR this resolut	tion is warrant	ted.								
	Voting Policy Rationale: A vote FOR this re- Blended Rationale: A vote FOR this resolut		vote FOR this resolution is	s warranted.									

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these proporties fiduciary duties.	osals are warra	nted as ther	e is no evid	lence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is r	no evidence	that the boa	rds have not f	ulfilled their				
4		Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these proportheir fiduciary duties.	osals are warra	nted as ther	e is no evid	lence that the	e boards have l	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is r	no evidence	that the boa	rds have not f	ulfilled their				
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut market practice and appear to provide a good a shareholder attention: * The high level of pens granted severance/non-compete payments total perspective. Nevertheless, we note that these a the German Corporate Governance Code.	pay-for-perfori ion contributio aling nearly EU	mance alignr ns granted t IR 15 million,	nent. Never to executive which may	theless, we l s. * Former (raise concer	nighlight the fo CEO Kasper Ro rns from a qua	llowing for rsted was ntum				
		Blended Rationale: A vote FOR this resolution is market practice and appear to provide a good shareholder attention: * The high level of pens granted severance/non-compete payments total perspective. Nevertheless, we note that these the German Corporate Governance Code.	pay-for-perfori ion contributio aling nearly EU	mance alignn ns granted t IR 15 million,	nent. Never to executive which may	theless, we h s. * Former (raise concer	nighlight the fo CEO Kasper Ro rns from a qua	llowing for rsted was ntum	†			
6		Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut years, the company is holding an in-person AG participation rights would be protected (in line	M this year, all	ternative me			-					
		Blended Rationale: A vote FOR this resolution is company is holding an in-person AGM this year rights would be protected (in line with German	r, alternative m					, .			-	
7		Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos	sed amendmen	t is warrante	ed because i	it is non-cont	entious.					
		Blended Rationale: A vote FOR the proposed a	mendment is v	varranted be	cause it is r	non-contentio	ous.					
8		Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos	sed share repu	rchase progr	am is warra	inted.						
		Blended Rationale: A vote FOR the proposed si	hare repurchas	e program is	s warranted	!.						
9		Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal is warrante	d.								
		Blended Rationale: A vote FOR this proposal is	warranted.									
Pallet Det	nile											

Ballot Details

Institutional Account Detail	Custodian						
(IA Name, IA Number)	Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

adidas AG

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		5,040	5,040
Sustainable balanced, unassigned			04/21/2023	04/21/2023			
					: Total Shares:	5,040	5,040

Bayerische Motoren Werke AG

Meeting Date: 05/11/2023Country: GermanyTicker: BMWProxy Level: N/ARecord Date: 04/19/2023Meeting Type: AnnualMeeting ID: 1692359

 Primary Security ID: D12096109
 Primary CUSIP: D12096109
 Primary ISIN: DE0005190003
 Primary SEDOL: 5756029

Earliest Cutoff Date: 05/01/2023Total Ballots: 1Voting Policy: SustainabilityAdditional Policy:Votable Shares: 22,732*Shares on Loan: 0Shares Instructed: 22,732Shares Voted: 22,732

						,				, -		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: This is a non-voting	item.									
		Blended Rationale: This is a non-voting item										
2		Approve Allocation of Income and Dividends of EUR 8.50 per Ordinary Share and EUR 8.52 per Preferred Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this reso	olution is warran	ted.								
		Blended Rationale: A vote FOR this resolution	n is warranted.									
3		Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these protheir fiduciary duties.	oposals are warr	anted as the	re is no evid	dence that th	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these propose fiduciary duties.	als are warranted	d as there is	no evidenco	e that the boa	ards have not i	fulfilled theil				
4.1		Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these pro their fiduciary duties.	oposals are warr	anted as the	re is no evid	dence that th	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these propose fiduciary duties.	als are warranted	d as there is	no evidenco	e that the boa	ards have not i	fulfilled their				
4.2		Approve Discharge of Supervisory Board Member Manfred Schoch for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these protheir fiduciary duties.	oposals are warr	anted as the	re is no evid	dence that th	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these propose fiduciary duties.	als are warranted	d as there is	no evidenco	e that the boo	ards have not i	fulfilled their				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.3		Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these pro their fiduciary duties.	oposals are warra	anted as thei	re is no evid	dence that the	boards have	not fulfilled				
		Blended Rationale: Votes FOR these propose fiduciary duties.	als are warranted	l as there is i	no evidence	e that the boa	rds have not i	fulfilled their				
4.4		Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these protheir fiduciary duties.	oposals are warra	anted as ther	re is no evid	dence that the	boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposa fiduciary duties.	als are warranted	as there is i	no evidence	e that the boa	rds have not i	fulfilled their				
4.5		Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these protheir fiduciary duties.	oposals are warra	anted as ther	re is no evid	dence that the	boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposa fiduciary duties.	als are warranted	as there is i	no evidence	e that the boa	rds have not i	fulfilled their				
4.6		Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these protheir fiduciary duties.	oposals are warra	anted as thei	re is no evid	dence that the	boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposa fiduciary duties.	als are warranted	as there is i	no evidence	e that the boa	rds have not i	fulfilled their				
4.7		Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these pro their fiduciary duties.	oposals are warra	anted as ther	re is no evid	dence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposa fiduciary duties.	als are warranted	as there is i	no evidence	e that the boa	rds have not f	fulfilled their				
4.8		Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these protheir fiduciary duties.	oposals are warra	anted as ther	re is no evid	dence that the	boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposa fiduciary duties.	als are warranted	as there is i	no evidence	e that the boa	rds have not i	fulfilled their				
4.9		Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these pro their fiduciary duties.	oposals are warra	anted as ther	re is no evid	dence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these propose fiduciary duties.	als are warranted	l as there is i	no evidence	e that the boa	rds have not t	fulfilled their				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.10		Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these proporties fiduciary duties.	osals are warra	nted as ther	e is no evid	ence that the	boards have i	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is r	no evidence	that the boa	rds have not fo	ulfilled their				
4.11		Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these proporties fiduciary duties.	osals are warra	nted as ther	e is no evido	ence that the	boards have i	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is r	no evidence	that the boa	rds have not fo	ulfilled their				
4.12		Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these proporties fiduciary duties.	osals are warra	nted as ther	e is no evide	ence that the	boards have i	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is r	no evidence	that the boa	rds have not fo	ulfilled their				
4.13		Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these proportheir fiduciary duties.	osals are warra	nted as ther	e is no evide	ence that the	boards have i	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is r	no evidence	that the boa	rds have not fo	ulfilled their				
4.14		Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these proportheir fiduciary duties.	osals are warra	nted as ther	e is no evide	ence that the	boards have i	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is r	no evidence	that the boa	rds have not fl	ulfilled their				
4.15		Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these proportheir fiduciary duties.	osals are warra	nted as ther	e is no evide	ence that the	boards have i	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is r	no evidence	that the boa	rds have not fl	ulfilled their				
4.16		Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these proportheir fiduciary duties.	osals are warra	nted as ther	e is no evido	ence that the	boards have i	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is r	no evidence	that the boa	rds have not fo	ulfilled their				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.17		Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these properties fiduciary duties.	oosals are warra	nted as ther	re is no evid	dence that the	boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	s are warranted	as there is i	no evidence	e that the boa	rds have not f	fulfilled their				
4.18		Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these properties fiduciary duties.	oosals are warra	nted as ther	re is no evid	dence that the	boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	s are warranted	as there is i	no evidence	e that the boa	rds have not f	fulfilled their			-	
4.19		Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	oosals are warra	nted as ther	re is no evid	dence that the	boards have	not fulfilled			-	
		Blended Rationale: Votes FOR these proposals fiduciary duties.	s are warranted	as there is i	no evidence	e that the boa	rds have not f	fulfilled their				
4.20		Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	oosals are warra	nted as ther	re is no evid	dence that the	boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	s are warranted	as there is i	no evidence	e that the boa	rds have not f	fulfilled their				
4.21		Approve Discharge of Supervisory Board Member Thomas Wittig for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	oosals are warra	nted as ther	re is no evid	dence that the	boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	s are warranted	as there is i	no evidence	e that the boa	rds have not f	fulfilled their				
4.22		Approve Discharge of Supervisory Board Member Werner Zierer for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	oosals are warra	nted as ther	re is no evid	dence that the	boards have	not fulfilled			-	
		Blended Rationale: Votes FOR these proposals fiduciary duties.	s are warranted	as there is i	no evidence	e that the boa	rds have not f	fulfilled their				
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the remul disclosures are in line with, and exceed in ma				he company's	remuneration	practices an	nd .			
		Blended Rationale: A vote FOR the remuneral disclosures are in line with, and exceed in ma				mpany's remu	ineration prac	tices and			-	
6		Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warran	ted because the	ere are no co	ncerns reg	arding this pro	pposal.					
		Blended Rationale: A vote FOR is warranted b	ecause there a	re no concer	ns regardin	g this proposa	a/.				-	

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7		Elect Kurt Bock to the Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incum diversity on the board.	bent nominati	ng committe	e member i	Kurt Wilhelm	Bock is warrar	nted for lack	of			
		Blended Rationale: A vote AGAINST incumbent diversity on the board.	nominating co	ommittee me	ember Kurt	Wilhelm Bock	is warranted i	for lack of				
8.1		Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos period of two years and alternative meeting for protected (in line with German law). However, circumstances under which virtual-only meeting	rmats are not p this proposal i	precluded, w is not withou	rhile shareh t concern:	olders' partici * The compai	ipation rights v ny does not ela	vould be aborate on t				
		Blended Rationale: A vote FOR the proposed at period of two years and alternative meeting for protected (in line with German law). However, circumstances under which virtual-only meeting	rmats are not p this proposal i	precluded, w is not withou	rhile shareh t concern:	olders' partici; * The compai	ipation rights v ny does not ela	vould be aborate on t	he			
8.2		Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos company's operations or on shareholder rights.		t is warrante	ed because	it will have a	limited effect (on the				
		Blended Rationale: A vote FOR the proposed an operations or on shareholder rights.	mendment is v	varranted be	ecause it wil	l have a limite	ed effect on th	e company's	5			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		22,732	22,732
Sastamable balancea, anassigned			04/20/2023	04/20/2023			
					Total Shares:	22,732	22,732

Intel Corporation

Meeting Date: 05/11/2023	Country: USA	Ticker: INTC	Proxy Level: 3
Record Date: 03/17/2023	Meeting Type: Annual	Meeting ID: 1737630	
Primary Security ID: 458140100	Primary CUSIP: 458140100	Primary ISIN: US4581401001	Primary SEDOL: 2463247
Earliest Cutoff Date: 05/10/2023	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 30,015	*Shares on Loan: 0	Shares Instructed: 30,015	Shares Voted: 30,015

										,		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Patrick P. Gelsinger	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1b		Elect Director James J. Goetz	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.							-	
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.							-	

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Intel Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director Andrea J. Goldsmith	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
1d		Elect Director Alyssa H. Henry	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
1e		Elect Director Omar Ishrak	Mgmt	Yes	For	For		For	For	No	No	No
		oting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
1f		Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nominees is warranted.										
1g		Elect Director Tsu-Jae King Liu	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
1h		Elect Director Barbara G. Novick	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
1i		Elect Director Gregory D. Smith	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
1j		Elect Director Lip-Bu Tan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
1k		Elect Director Dion J. Weisler	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nominees is warranted.										
11		Elect Director Frank D. Yeary	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al to ratify the	auditor is v	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	itor is warra	nted.							

Intel Corporation

Proposal	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propose compensation committee demonstrated adequater transparent shareholder concerns, and making annual bonus was largely based on pre-set and aligns with recent company performance. In adard a prior LTI award did not vest when goals weighted metrics in the LTI program, the grant to using multi-year performance periods in a furning multi-year performance concerns mitigate pay-for-performance concerns	ate responsive positive pay p I clearly disclo Idition, the CE were unmet. I t utilizes two n ature grant. Th	eness to share program char sed performa 50's annual L While a conce multi-year pea ne positive pa	eholders' col nges in respo ance criteria, TI grant is p ern is noted rformance n	ncerns, by dia onse to these with a below predominately regarding the nodifiers, and	sclosing engage concerns. Ado w-target payou performance- e short perform I the company	ement efford ditionally, the t which larg conditioned, mance period is committed	ely d of			
		Blended Rationale: A vote FOR the proposal is committee demonstrated adequate responsiver shareholder concerns, and making positive pay was largely based on pre-set and clearly disclose recent company performance. In addition, the LTI award did not vest when goals were unmet metrics in the LTI program, the grant utilizes to multi-year performance periods in a future grant mitigate pay-for-performance concerns for the	ness to shareh program chai sed performan CEO's annual i t. While a cond wo multi-year nt. The positiv	nolders' conce inges in respo nce criteria, v LTI grant is p cern is noted performance re pay progra	erns, by disc onse to these vith a below- oredominate regarding to modifiers, a	losing engag e concerns. A target payou ly performan he short perf and the comp	ement efforts, Additionally, the It which largely Ice-conditioned Formance period Ioany is commit	transparent e annual bor v aligns with l, and a prio d of weighte ted to using	uus			
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Based on an evaluation Scorecard (EPSC), a vote AGAINST this propose The disclosure of change-in-control ("CIC") vesplan allows broad discretion to accelerate vestions.	al is warranted ting treatment ng	d due to the t is incomple	following ke te (or is othe	y factor(s): * erwise consid	* The plan cost dered discretion	is excessive nary) * The				
		Blended Rationale: Based on an evaluation of t Scorecard (EPSC), a vote AGAINST this propos. The disclosure of change-in-control ("CIC") ves plan allows broad discretion to accelerate vesti	al is warranted ting treatment	d due to the	following ke	y factor(s): *	* The plan cost	is excessive	*			
5		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					-	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho						votes are				
6		Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propos may better address concerns about creating a value.					-		ent			
		Blended Rationale: A vote FOR this proposal is better address concerns about creating a strong		_	-				•			
7		Publish Third Party Review of Intel's China Business ESG Congruence	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this passes sufficient disclosure to assess its management policies in place that seem to address human management.	of risks related	d to its opera	ations in Chii	na and other			95			
		Blended Rationale: A vote AGAINST this proposed disclosure to assess its management of risks replace that seem to address human rights concerning.	lated to its op	erations in C	hina and oth							
Ballot Detai	ls											
Institutional A		Custodian Account Number Ballot Status	Instructe	d	Approve	d	Ballot Voting	Status	Votable S	Shares	Shares	Voted

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		30,015	30,015
Sustainable Bulancea, anabolgnea			05/01/2023	05/01/2023			

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Shares:	30,015	30,015

Magna International Inc.

Meeting Date: 05/11/2023

Country: Canada

Ticker: MG

Proxy Level: 3

Record Date: 03/24/2023

Meeting Type: Annual

Meeting ID: 1714431

Primary SEDOL: 2554475

Primary Security ID: 559222401

Primary CUSIP: 559222401

Primary ISIN: CA5592224011

Earliest Cutoff Date: 05/08/2023 Votable Shares: 5,232

Total Ballots: 1 *Shares on Loan: 0 Voting Policy: Sustainability Shares Instructed: 5,232

Additional Policy: Shares Voted: 5,232

vocabic 5	141 051 3,232	Shares on Loans o			Silai CS III	ociucicui 5,2	32		Shares voted	11 3,232		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1A		Elect Director Peter G. Bowie	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as	no significar	nt concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed non	minees as no si	gnificant cor	ncerns have l	been identifi	ed at this time.					
1B		Elect Director Mary S. Chan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as	no significar	nt concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1C		Elect Director V. Peter Harder	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significar	nt concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed non	ninees as no si	gnificant cor	ncerns have	been identifi	ed at this time.	•				
1D		Elect Director Jan R. Hauser	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significar	nt concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed non	minees as no si	gnificant cor	ncerns have	been identifi	ed at this time.					
1E		Elect Director Seetarama S. Kotagiri	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as	no significan	nt concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed non	minees as no si	gnificant cor	ncerns have l	been identifi	ed at this time.	•			-	
1F		Elect Director Jay K. Kunkel	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as	no significan	nt concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed non	minees as no si	gnificant cor	ncerns have	been identifi	ed at this time.	•			-	
1G		Elect Director Robert F. MacLellan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as	no significar	nt concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed non	minees as no si	gnificant cor	ncerns have l	been identifi	ed at this time.				-	
1H		Elect Director Mary Lou Maher	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as	no significan	nt concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed non	minees as no si	gnificant cor	ncerns have l	been identifi	ed at this time.				-	
1I		Elect Director William A. Ruh	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as	no significar	nt concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed non	minees as no si	gnificant cor	ncerns have	been identifi	ed at this time.				-	

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Magna International Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1J		Elect Director Indira V. Samarasekera	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant cond	cerns have b	een identifie	d at this time.					
1K		Elect Director Matthew Tsien	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant con	cerns have b	een identifie	d at this time.					
1L		Elect Director Thomas Weber	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant cond	cerns have b	een identifie	d at this time.					
1M		Elect Director Lisa S. Westlake	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant cond	cerns have b	een identifie	d at this time.					
2		Approve Deloitte LLP as Auditors and Authorize the Audit Committee to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the ratification relative to total fees paid to the auditor.	on of Deloitte i	LLP as audito	or as non-au	dit fees (4 pe	ercent) were re	easonable				
		Blended Rationale: Vote FOR the ratification of total fees paid to the auditor.	f Deloitte LLP a	s auditor as	non-audit fe	es (4 percen	t) were reasor	nable relative	to			
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR this non-bin factors: * Even with the non-recurring one-tim company's own peers is near the peer median additional two years post performance release average closing share price for 40 consecutive implies a 200 percent increase in share price. absolute and relative performance conditions, not create a pay-for-performance misalignmen company for any potential CEO pay and compassipportable at this stage.	e performance at 1.15x. * Th period), and h trading days is * The CEO's an including relati t. As such, whi	n-based ("spe e special awa nurdles are oi s at or above nual LTI awa ive TSR metri ile Sustainab	ecial") award ard has long nly considere the applica ard is mostly ic. On baland ility Advisory	l at grant valo term vesting ed to have be ble level. Fulo PSUs (60 pe ce, it appears Services win	ue, the two-ye of (five years pi een attained if I vesting of the ercent) which i is that the spec Il continue to n	ar MOM vs to lus an Magna's awards have both hial award do nonitor the	he			
		Blended Rationale: Vote FOR this non-binding factors: * Even with the non-recurring one-tim company's own peers is near the peer median additional two years post performance release average closing share price for 40 consecutive implies a 200 percent increase in share price.	e performance at 1.15x. * The period), and h trading days is	e-based ("spe e special awa urdles are or s at or above	ecial") award ard has long nly considere the applicat	l at grant valu -term vesting ed to have be ble level. Full	ue, the two-ye g (five years pl gen attained if I vesting of the	ar MOM vs ti lus an Magna's awards	he			

Ballot Details

supportable at this stage.

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		5,232	5,232
Sustainable balancea, anassignea			04/21/2023	04/21/2023			
					Total Shares:	5,232	5,232

absolute and relative performance conditions, including relative TSR metric. On balance, it appears that the special award does not create a pay-for-performance misalignment. As such, while Sustainability Advisory Services will continue to monitor the company for any potential CEO pay and company performance misalignment, the company's say-on-pay resolution is

SAP SE

Meeting Date: 05/11/2023 **Record Date:** 04/19/2023

Country: Germany

Ticker: SAP Meeting ID: 1692349 Proxy Level: N/A

Primary Security ID: D66992104

Meeting Type: Annual Primary CUSIP: D66992104

Primary ISIN: DE0007164600

Primary SEDOL: 4846288

Earliest Cutoff Date: 05/01/2023

Votable Shares: 17,748

Total Ballots: 1 *Shares on Loan: 0 Voting Policy: Sustainability Shares Instructed: 17,748

Additional Policy: Shares Voted: 17,748

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: This is a non-voting ite	m.									
		Blended Rationale: This is a non-voting item.										
2		Approve Allocation of Income and Dividends of EUR 2.05 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut	ion is warrant	ed.								
		Blended Rationale: A vote FOR this resolution is warranted.										
3		Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these propo their fiduciary duties.	sals are warra	nted as ther	e is no evide	ence that the	boards have i	not fulfilled				
		Blended Rationale: Votes FOR these proposals of fiduciary duties.	are warranted	as there is i	no evidence	that the boa	rds have not fu	ılfilled their				
4		Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these propo their fiduciary duties.	sals are warra	nted as ther	e is no evide	ence that the	boards have i	not fulfilled				
		Blended Rationale: Votes FOR these proposals a fiduciary duties.	are warranted	as there is i	no evidence	that the boa	rds have not fu	ılfilled their				
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the remune disclosures are in line with, and exceed in many alignment. However, it is not without concerns We note that this is being addressed under the	v respects, ma as a portion o	rket practice f the LTIP is	e and appear time-based,	to provide a	good pay-for- t in line with m	performance	9			
		Blended Rationale: A vote FOR the remuneration disclosures are in line with, and exceed in many alignment. However, it is not without concerns We note that this is being addressed under the	v respects, ma as a portion o	rket practice f the LTIP is	e and appear time-based,	to provide a which is not	good pay-forting in line with m	performance				
6		Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propose	ed share repu	rchase progr	am is warrai	nted.						
		Blended Rationale: A vote FOR the proposed sh	nare repurchas	se program is	warranted.							
7		Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al is warranted	d.								
		Blended Rationale: A vote FOR this proposal is	warranted.									



Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8.1		Elect Jennifer Xin-Zhe Li to the Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incur on the board. Votes FOR remaining nominee P		-	-	nd Qi Lu is wa	arranted for la	ack of diversi	ty			
		Blended Rationale: A vote AGAINST incumber the board. Votes FOR remaining nominee Punit			er) Li and Q	i Lu is warran	ted for lack of	f diversity on				
8.2		Elect Qi Lu to the Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incumon the board. Votes FOR remaining nominee Po			-	nd Qi Lu is wa	arranted for la	ack of diversi	ty			
		Blended Rationale: A vote AGAINST incumber the board. Votes FOR remaining nominee Punit		-	er) Li and Q	i Lu is warran	ited for lack of	f diversity on	,			
8.3		Elect Punit Renjen to the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum on the board. Votes FOR remaining nominee P		-	-	nd Qi Lu is wa	arranted for la	ack of diversi	ty			
		Blended Rationale: A vote AGAINST incumbent the board. Votes FOR remaining nominee Puni		-	er) Li and Q	i Lu is warran	ited for lack of	f diversity on				
9		Approve Remuneration Policy for the Management Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolution with market practice and brings the policy more supervisory board may apply discretionary most performance modifier under the STI is common components is not. * Under the relative TSR may performance levels.	e in line with S difiers of +/- 20 n market pract	GRD II. Howe O percent to ice in Germa	ever, it is no the STI and any, the inclu	t without son I +/- 10 perce usion of a mo	ne concerns be ent to the LTI. difier under be	ecause: * Th While such oth variable				
		Blended Rationale: A vote FOR this resolution is market practice and brings the policy more in It supervisory board may apply discretionary more performance modifier under the STI is common components is not. * Under the relative TSR may performance levels.	line with SRD I. difiers of +/- 20 n market pract	I. However, O percent to ice in Germa	it is not with the STI and any, the inclu	nout some col 1 +/- 10 perce usion of a mo	ncerns becaus ent to the LTI. difier under be	se: * The While such oth variable	a			
10		Approve Remuneration Policy for the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the remun- with market practice and no significant concern		for superviso	ry board me	embers is wai	rranted becaus	se it is in line	•			
		Blended Rationale: A vote FOR the remuneration market practice and no significant concerns are		ipervisory bo	oard membe	ers is warrante	ed because it i	is in line with	7			
11.1		Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolution company is holding an in-person AGM this year rights would be protected (in line with German	r, alternative m					, ,				
		Blended Rationale: A vote FOR this resolution is company is holding an in-person AGM this year rights would be protected (in line with German	r, alternative m				-	-	on			
11.2		Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos nature.	sed amendmen	t is warrante	ed because t	the amendme	ent is non-cont	tentious in				
		Blended Rationale: A vote FOR the proposed a	mendment is v	varranted be	cause the a	mendment is	non-contentio	ous in nature				

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

SAP SE

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		17,748	17,748
Sustainable Salances, unassigned			04/21/2023	04/21/2023			
					Total Shares:	17,748	17,748

Colgate-Palmolive Company

Meeting Date: 05/12/2023

Country: USA

Ticker: CL

Proxy Level: 3

Record Date: 03/13/2023

Meeting Type: Annual

Meeting ID: 1736038

Primary Security ID: 194162103 Earliest Cutoff Date: 05/11/2023

Primary CUSIP: 194162103

Primary ISIN: US1941621039

Primary SEDOL: 2209106

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy: Shares Voted: 2,150

Votable Shares: 2,150

*Shares on Loan: 0 Shares Instructed: 2,150

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director John P. Bilbrey	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
1b		Elect Director John T. Cahill	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
1c		Elect Director Steve Cahillane	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
1d		Elect Director Lisa M. Edwards	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
1e		Elect Director C. Martin Harris	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
1f		Elect Director Martina Hund-Mejean	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
1g		Elect Director Kimberly A. Nelson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.							•	
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
1h		Elect Director Lorrie M. Norrington	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.							•	
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								

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Colgate-Palmolive Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1 i		Elect Director Michael B. Polk	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1j		Elect Director Stephen I. Sadove	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1k		Elect Director Noel R. Wallace	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	e auditor is v	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.							
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		that are thoroughly disclosed and half of the Niforward-looking goals disclosed. Payouts under of the compensation program is warranted, in the Blended Rationale: A vote FOR this proposal is review; however, mitigating factors have been though some concern exists with respect to the around short-term strategic goals is lacking. He that are thoroughly disclosed and half of the Niforward-looking goals disclosed. Payouts under of the compensation program is warranted, in the second content of the second	warranted. A identified Inc. warranted. A identified. Inc. erigor of certa owever, a subs EOs' long-term	ns appear ali gor concerns pay-for-perfo remental inc nin short- and stantial majo n incentives a ns appear ali g	gned with act and increment an	ctual perform ental pay inc alignment ex e CEO's pay incentive goa al incentives aulti-year per ctual perform	nance. Continu reases. xists for the ye components w als. In addition are tied to obj formance met nance. Continu	ed monitoring par under pere modest, p, disclosure pective goals prics with				
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					•	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho	•					y votes are				
5		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propos	sal is warrante	d given the i	importance o	of having an	independent b	oard chair.				
		Blended Rationale: A vote FOR this proposal is	warranted giv	en the impo	rtance of hav	ving an indep	pendent board	chair.				
6		Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propos may better address concerns about creating a value.					-					
		Blended Rationale: A vote FOR this proposal is		_	_		-		-			
Ballot Det	aile	better address concerns about creating a strong	y IINK DETWEEI	i l'ne interest	s or top exe	cutives and i	ung-term snar	enoiaer valu	e.			
Danot Det	uilo											

Institutional Account Detail	Custodian						
(IA Name, IA Number)	Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

Colgate-Palmolive Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,150	2,150
Sustainable Balancea, anassignea			04/28/2023	04/28/2023			
					Total Shares:	2,150	2,150

QBE Insurance Group Limited

Meeting Date: 05/12/2023

Record Date: 05/10/2023

Primary Security ID: Q78063114

Country: Australia Meeting Type: Annual Primary CUSIP: Q78063114 Ticker: QBE Meeting ID: 1715848

Meeting ID: 1715848

Primary ISIN: AU000000QBE9 Primary SEDOL: 6715740

Earliest Cutoff Date: 05/08/2023 Total Ballots: 1

allots: 1 Voting Policy: Sustainability
s on Loan: 0 Shares Instructed: 16,600

Additional Policy:

Proxy Level: N/A

		,				,	,					
Votable SI	hares: 16,600	*Shares on Loan: 0			Shares In	structed: 16,	600		Shares Voted	d: 16,600		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
,						rporate gove e STI. This i e 2022 annu	rnance concern information was al report. * An	ns particula s previously insufficient	·		_	
	Blended Rationale: A qualified vote FOR this resolution is warranted. * STI bonuses are sufficiently aligned with performance in FY22. * There was nil LTI vesting. The qualification is to highlight corporate governance concerns particularly in relation to * the inferior and absent disclosure of specific and quantified targets in the STI. This information was previously disclosed for the benefit of shareholders; however, this has now been removed in the 2022 annual report. * An insufficient performance period in the LTI which lags large market cap peers, including the Big 4 banks, and direct general insurance peer, Insurance Australia Group.											
3		Approve Grant of Conditional Rights to Andrew Horton	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A qualified vote FOR this resolution is warranted. The terms of the grant are in line with minimum market standards. There is a three-year performance period, an additional service-based vesting period, no re-testing and relative TSR and ROE performance measures. The qualification is to highlight concerns for inconsistency with good corpora governance as follows: * An insufficient performance period relative to the large market cap peer group, where four or mony years is commonplace to better align with the longer term, and * The provision for dividends on unvested shares in the performance period.						nte		-				
		Blended Rationale: A qualified vote FOR this market standards. There is a three-year per relative TSR and ROE performance measura governance as follows: * An insufficient per years is commonplace to better align with the	rformance period, es. The qualificati rformance period	an addition on is to high relative to ti	al service-ba light concer he large mai	ased vesting ns for incons ket cap peer	period, no re-t istency with go group, where	esting and ood corpora four or mo	nte		-	
4a		Elect Michael (Mike) Wilkins as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FO to highlight that Wilkins is chairman of ASX performance failure was observed. A vote F	-listed health insu	ırer, Medibai	nk Private Li	mited where	a significant c				-	
	performance failure was observed. A vote FOR the re-election of Kathryn Lisson is warranted at this time. Blended Rationale: A qualified vote FOR the re-election of Michael Wilkins is warranted. The recommendation is qualified to									-		

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

highlight that Wilkins is chairman of ASX-listed health insurer, Medibank Private Limited where a significant cyber security

performance failure was observed. A vote FOR the re-election of Kathryn Lisson is warranted at this time.

QBE Insurance Group Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4b		Elect Kathryn (Kathy) Lisson as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR the re-election of Michael Wilkins is warranted. The recommendation is qualified to highlight that Wilkins is chairman of ASX-listed health insurer, Medibank Private Limited where a significant cyber security performance failure was observed. A vote FOR the re-election of Kathryn Lisson is warranted at this time.										
		Blended Rationale: A qualified vote FOR the re						,				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		16,600	16,600
Susumable balanced, unassigned			04/25/2023	04/25/2023			
					Total Shares:	16,600	16,600

performance failure was observed. A vote FOR the re-election of Kathryn Lisson is warranted at this time.

VGP SA

Record D	Date: 05/12/2 Date: 04/28/20 Security ID:	023	Country: Belgium Meeting Type: Annua Primary CUSIP: B973			-	/GP ID: 1714513 ISIN: BE000			Proxy Level	•	381	
Earliest Co	utoff Date: 05/0		Total Ballots: 2 *Shares on Loan: 0			Voting Po	licy: Sustainal	pility		Additional Po	licy:		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Annual/Special Meet	ing	Mgmt	No								
		Annual Meeting Age	nda	Mgmt	No								
1		Receive Directors' ar Reports (Non-Voting		Mgmt	No								
		Voting Policy Rationa	ale: No vote is required.										
		Blended Rationale: N	lo vote is required.										
2		Receive Consolidated Statements (Non-Vo		Mgmt	No								
		Voting Policy Rationa	ale: This is a non-voting i	tem.									
		Blended Rationale: T	This is a non-voting item.										
3		Approve Financial St Allocation of Income EUR 2.75 per Share	e, and Dividends of	Mgmt	Yes	For	For		For	For	No	No	No
		controversies concern	ole: A vote FOR is warran ning the annual accounts ard considered the reser policy.	s; and * Althoug	gh the compa	any reported	d a negative i	net income ove	er the fiscal ;	-		-	
	Blended Rationale: A vote FOR is warranted b controversies concerning the annual accounts, under review, the board considered the reserv company's dividend policy.				gh the compa	any reported	d a negative i	net income ove	er the fiscal ;	year		-	



Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR is in line with market practice. We however raise is not provided and the company does not prov stringency of the pay for performance. We also in the executives' base salaries, but is aggregat	some concern ide performan raise some co	s as the ex-p nce targets v oncerns rega	post perform which does n	ance assessi ot allow shar	ment of non-fil reholders to as	nancial metri sess the	ics			
		Blended Rationale: A qualified vote FOR is warn line with market practice. We however raise son not provided and the company does not provide stringency of the pay for performance. We also in the executives' base salaries, but is aggregat	me concerns a e performance raise some co	as the ex-pos e targets whi oncerns rega	st performan ich does not	ce assessme allow sharef	ent of non-final holders to asse	ncial metrics ss the	is			
5		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the board is not fulfilling its t		,	nformation al	bout significa	ant and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the board is not fulfilling its fiduciary duties		of any inform	ation about .	significant aı	nd compelling	controversie.	s			
6		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the auditor is not fulfilling its		nce of any in	nformation al	bout significa	ant and compe	lling				
		Blended Rationale: A vote FOR is warranted in a that the auditor is not fulfilling its duties.	the absence o	of any inform	ation about .	significant aı	nd compelling	controversie.	s			
7.1		Reelect Gaevan BV, Permanently Represented by Ann Gaeremynck. as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these electronsecution of the second policy and the	to possess th						S			
		Blended Rationale: A vote FOR these elections of four years; * The candidates appear to possess controversy concerning the candidates							-			
7.2		Reelect Katherina Reiche as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these electronsecting four years; * The candidates appear no known controversy concerning the candidates	to possess the						s			
		Blended Rationale: A vote FOR these elections of four years; * The candidates appear to possess controversy concerning the candidates					,		_			
7.3		Reelect Vera Gade-Butzlaff as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these electronsection of the service exceeding four years; * The candidates appear no known controversy concerning the candidates	to possess the				,		is			
		Blended Rationale: A vote FOR these elections of four years; * The candidates appear to possess controversy concerning the candidates							-			
8		Ratify Deloitte as Auditors and Approve Auditors' Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	d because the	ere are no co	ncerns rega	rding this pro	oposal.					
		Blended Rationale: A vote FOR is warranted bed	cause there ar	re no concer	ns regarding	this proposa	al.					

VGP SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
9.1		Authorize Implementation of Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR is warrante the implementation of items approved by the s			ns a routine	legal procedu	ure and will au	thorize only						
		Blended Rationale: A vote FOR is warranted, as implementation of items approved by the share			routine legal	procedure a	nd will authori	ize only the						
9.2		Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR is warrante the implementation of items approved by the s			ns a routine	legal procedu	ure and will au	ithorize only						
		Blended Rationale: A vote FOR is warranted, as implementation of items approved by the share			routine legal	procedure a	nd will authori	ize only the						
		Special Meeting Agenda	Mgmt	No										
1		Approve Change-of-Control Clause Re: BNP Paribas Fortis and J.P. Morgan Loan Agreements	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.												
		Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.												
2.1		Authorize Implementation of Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR is warrante board to make amendments to the articles of a		oosal conceri	ns a routine	legal procedu	ure and will au	thorize the						
		Blended Rationale: A vote FOR is warranted, as make amendments to the articles of association		concerns a i	routine legal	procedure a	nd will authon	ize the board	' to					
2.2		Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR is warrante the implementation of items approved by the s			ns a routine	legal procedu	ure and will au	thorize only						
		Blended Rationale: A vote FOR is warranted, as implementation of items approved by the share			routine legal	procedure a	nd will authon	ize only the						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,906	3,906
Sustamable balanced, unassigned			04/19/2023	04/19/2023			
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,906	3,906
Sustamable balanced, unassigned			04/19/2023	04/19/2023			
					Total Shares:	7,812	7,812

Tesla, Inc.

Votable Shares: 5,724

1.2

Meeting Date: 05/16/2023

Record Date: 03/20/2023

Primary Security ID: 88160R101

Country: USA

Meeting Type: Annual

Primary CUSIP: 88160R101

Ticker: TSLA

Meeting ID: 1741095

Primary ISIN: US88160R1014

Proxy Level: 3

Primary SEDOL: B616C79

Earliest Cutoff Date: 05/15/2023

Total Ballots: 1 *Shares on Loan: 0 Voting Policy: Sustainability Shares Instructed: 5,724

Additional Policy: Shares Voted: 5,724

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Elon Musk	Mgmt	Yes	For	For		For	For	No	No	No

Voting Policy Rationale: A vote AGAINST new nominee and former executive JB Straubel given independence concerns as well as potential conflicts of interest and inadequate oversight. A vote AGAINST Audit Committee Chair Robyn Denholm is further warranted given concerns on the risk oversight function of the board, in light of the pledging of a significant amount of the company's stock by certain directors and executives. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently quard against and manage material environmental, social and governance risks. * A vote AGAINST board chair Robyn Denholm is also warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR Elon Musk is warranted at this time.

Blended Rationale: A vote AGAINST new nominee and former executive JB Straubel given independence concerns as well as potential conflicts of interest and inadequate oversight. A vote AGAINST Audit Committee Chair Robyn Denholm is further warranted given concerns on the risk oversight function of the board, in light of the pledging of a significant amount of the company's stock by certain directors and executives. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently quard against and manage material environmental, social and governance risks. * A vote AGAINST board chair Robyn Denholm is also warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR Elon Musk is warranted at this time.

Elect Director Robyn Denholm

Mamt

Yes

For

Against

Against

Against

Yes

No

No

Voting Policy Rationale: A vote AGAINST new nominee and former executive JB Straubel given independence concerns as well as potential conflicts of interest and inadequate oversight. A vote AGAINST Audit Committee Chair Robyn Denholm is further warranted given concerns on the risk oversight function of the board, in light of the pledging of a significant amount of the company's stock by certain directors and executives. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently quard against and manage material environmental, social and governance risks. * A vote AGAINST board chair Robyn Denholm is also warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR Elon Musk is warranted at this time.

Blended Rationale: A vote AGAINST new nominee and former executive JB Straubel given independence concerns as well as potential conflicts of interest and inadequate oversight. A vote AGAINST Audit Committee Chair Robyn Denholm is further warranted given concerns on the risk oversight function of the board, in light of the pledging of a significant amount of the company's stock by certain directors and executives. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks, * A vote AGAINST board chair Robyn Denholm is also warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR Elon Musk is warranted at this time.

Tesla, Inc.

-	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.3		Elect Director JB Straubel		Mgmt	Yes	For	For		Against	Against	Yes	No	Yes	
		Voting Policy Rationale: A vote as potential conflicts of interest warranted given concerns on the company's stock by certain direct have been identified at the comenvironmental, social and gover chair of the board ultimately should be a considered oversight of ESG risk expensive as potential conflicts.	and inadequate ne risk oversight ctors and execu npany, which refi rnance risks. * A oulders the mos o company and it	oversight. A function of the function of the tives. Signification is a failure a vote AGAINS tresponsibility a shareholder.	vote AGAINS he board, in la ant risks to sa by the board off board cha by amongst and sa, and should	T Audit Cominght of the pareholders of the proficient of the proficient of the profice of the pr	nmittee Chair ledging of a s stemming fro titly guard ago nholm is also nbers for faili the held the n	r Robyn Denho significant amo om severe ESC ainst and man warranted giv ing to effective nost accountal	olm is further count of the controversicage material wen that the ely supervise	es				
		Blended Rationale: A vote AGAs potential conflicts of interest are warranted given concerns on the company's stock by certain direct have been identified at the comenvironmental, social and governair of the board ultimately shifted the management of risks to the board oversight of ESG risk expansion.	nd inadequate over the risk oversight the cors and execu- the pany, which refi the risks. * A coulders the mos the company and it the firm	versight. A vot function of th tives. Significa lects a failure I vote AGAINS t responsibilit ts shareholder m. A vote FOA	e AGAINST A ne board, in h ant risks to so by the board of board cha y amongst an s, and should R Elon Musk	Audit Comminght of the participation of the proficient of the proficient of the participation	ttee Chair Ro ledging of a stemming fro tly guard ago nholm is also nbers for faili the held the n l at this time.	obyn Denholm significant amo om severe ESC ainst and man warranted giv ing to effective nost accountal	is further count of the controversic age material wen that the supervise ble for poor	ies ,				
2		Advisory Vote to Ratify Named Executive Officers' Compensati		Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Reported compensation for all NEOs, other than the CEO, consisted only of base salaries and 401K matching contributions, as the company does not maintain an annual incentive program nor make regular annual equity grants. Investors should continue to monitor pay outcomes, as the company's grant practices are periodic in nature and the most recent grants made to executives in prior years have been sizable. However, at this time, a vote FOR this proposal is warranted. Blended Rationale: Reported compensation for all NEOs, other than the CEO, consisted only of base salaries and 401K matching contributions, as the company does not maintain an annual incentive program nor make regular annual equity grants.												
		·	company does n onitor pay outco	ot maintain ai mes, as the co	n annual ince ompany's gra	entive progra ant practices	am nor make are periodic	regular annua in nature and	al equity grai the most	nts.				
3		Advisory Vote on Say on Pay Frequency		Mgmt	Yes	Three Years	One Year		One Year	One Year	Yes	No	No	
		Voting Policy Rationale: A vote considered a best practice as the	-					-	n-pay votes	are				
		Blended Rationale: A vote for to considered a best practice as the		-		-			v votes are					
4		Ratify PricewaterhouseCoopers Auditors	LLP as	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote	FOR this propos	al to ratify the	e auditor is w	arranted.								
		Blended Rationale: A vote FOR	this proposal to	ratify the aud	litor is warrai	nted.								
5		Report on Key-Person Risk and to Ameliorate It	l Efforts	SH	Yes	Against	Against		Against	Against	No	No	No	
		Voting Policy Rationale: A vote potential benefits.	AGAINST this pr	roposal is warı	ranted given	that the risk	s inherent in	this request o	outweigh any	′				
		Blended Rationale: A vote AGAI potential benefits.	INST this propos	al is warrante	ed given that	the risks inh	erent in this	request outwe	eigh any					
Ballot Detail	ls													
Institutional A (IA Name, IA I		Custodian Account Number	Ballot Status	Instructed	d	Approve	i	Ballot Voting	Status	Votable S	hares	Shares \	/oted	
Protea Fund - Or Sustainable Bala	rcadia Global anced, unassigned	283124.001	Confirmed	Auto-Instru	icted	Auto-Appr	roved			5,72	4	5,72	24	
	•			05/05/2023	3	05/05/202	23							
									Total Shares:	5,72	4	5,72	24	

Tesla, Inc.

Chubb Limited

Meeting Date: 05/17/2023 Record Date: 03/24/2023 **Country:** Switzerland **Meeting Type:** Annual

Ticker: CB

Proxy Level: N/A

Primary Security ID: H1467J104

Meeting Type: Annual Primary CUSIP: H1467J104 **Meeting ID:** 1739079 **Primary ISIN:** CH0044328745

Primary SEDOL: B3BQMF6

Earliest Cutoff Date: 05/15/2023

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 1,200

*Shares on Loan: 0

Shares Instructed: 1,200

Shares Voted: 1,200

votable Si	nares: 1,200	*Snares on Loan: 0			Snares II	istructea: 1,2	200		Snares voted	1: 1,200		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this ro	utine item is warr	anted.								
		Blended Rationale: A vote FOR this routine	item is warranted	d.							-	
2.1		Allocate Disposable Profit	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these p	roposals are warr	anted due to	o a lack of co	oncerns.					-	
		Blended Rationale: Votes FOR these propos	sals are warranted	d due to a la	nck of concer	rns.					-	
2.2		Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these p	roposals are warr	anted due to	o a lack of co	oncerns.						
		Blended Rationale: Votes FOR these propos	sals are warranted	d due to a la	ck of concer	rns.					-	
3		Approve Discharge of Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this ite fiduciary duties.	m is warranted, a	s there is no	o evidence ti	hat the board	d has not fulfill	ed their			_	
		Blended Rationale: A vote FOR this item is duties.	warranted, as the	ere is no evid	dence that ti	he board has	not fulfilled th	eir fiduciary	,			
4.1		Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this pro	oposal to ratify th	e auditor is	warranted.							
		Blended Rationale: A vote FOR this propose	al to ratify the aud	ditor is warra	anted.							
4.2		Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this pr	oposal to ratify th	e auditor is	warranted.						_	
		Blended Rationale: A vote FOR this propose	al to ratify the aud	ditor is warra	anted.						-	
4.3		Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this pro	oposal to ratify th	e special aud	ditor is warr	anted.						
		Blended Rationale: A vote FOR this propose	al to ratify the spe	ecial auditor	is warranted	d.					-	
5.1		Elect Director Evan G. Greenberg	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST inc warranted for lack of diversity on the board		-				Townsend a	are			
		Blended Rationale: Votes AGAINST incumb warranted for lack of diversity on the board	_					nsend are			-	

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
5.2		Elect Director Michael P. Connors	Mgmt	Yes	For	Against		Against	Against	Yes	No	No	
		Voting Policy Rationale: Votes AGAINST incumb warranted for lack of diversity on the board. Vo		-				Townsend are	е				
		Blended Rationale: Votes AGAINST incumbent warranted for lack of diversity on the board. Vo	_					send are					
5.3		Elect Director Michael G. Atieh	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes AGAINST incumb warranted for lack of diversity on the board. Vo		-				Townsend are	e				
		Blended Rationale: Votes AGAINST incumbent i warranted for lack of diversity on the board. Vo	-					send are					
5.4		Elect Director Kathy Bonanno	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes AGAINST incumb warranted for lack of diversity on the board. Vo		-				Townsend an	e				
		Blended Rationale: Votes AGAINST incumbent in warranted for lack of diversity on the board. Votes in the board of the boar	_					send are					
5.5		Elect Director Nancy K. Buese	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes AGAINST incumb warranted for lack of diversity on the board. Vo		-				Townsend an	e				
		Blended Rationale: Votes AGAINST incumbent i warranted for lack of diversity on the board. Vo						send are					
5.6		Elect Director Sheila P. Burke	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes AGAINST incumb warranted for lack of diversity on the board. Vo		-				Townsend an	<i>e</i>				
		Blended Rationale: Votes AGAINST incumbent in warranted for lack of diversity on the board. Votes in the board of the boar						send are					
5.7		Elect Director Michael L. Corbat	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes AGAINST incumb warranted for lack of diversity on the board. Vo		-				Townsend an	e				
		Blended Rationale: Votes AGAINST incumbent i warranted for lack of diversity on the board. Vo	_					send are					
5.8		Elect Director Robert J. Hugin	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes AGAINST incumb warranted for lack of diversity on the board. Vo		-				Townsend are	e				
		Blended Rationale: Votes AGAINST incumbent i warranted for lack of diversity on the board. Vo	-					send are					
5.9		Elect Director Robert W. Scully	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes AGAINST incumb warranted for lack of diversity on the board. Vo		_				Townsend are	e				
		Blended Rationale: Votes AGAINST incumbent warranted for lack of diversity on the board. Vo	_					send are					
5.10		Elect Director Theodore E. Shasta	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.											
		warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted. Blended Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.											

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.11		Elect Director David H. Sidwell	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incumber warranted for lack of diversity on the board. Votes and the board of the control of the board.		-				Townsend are	e			
		Blended Rationale: Votes AGAINST incumbent warranted for lack of diversity on the board. Vo	_					send are				
5.12		Elect Director Olivier Steimer	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST incumber warranted for lack of diversity on the board. Votes and the second		_				Townsend are	ę			
		Blended Rationale: Votes AGAINST incumbent warranted for lack of diversity on the board. Vo	-					send are				
5.13		Elect Director Frances F. Townsend	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Votes AGAINST incumber warranted for lack of diversity on the board. Votes and the second		-				Townsend are	e			
		Blended Rationale: Votes AGAINST incumbent warranted for lack of diversity on the board. Vo	-					send are				
6		Elect Evan G. Greenberg as Board Chairman	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST Evan CEO/chair.	G. Greenberg	as board cha	ir is warrani	ted because i	he serves as c	ombined				
		Blended Rationale: A vote AGAINST Evan G. G.	reenberg as bo	oard chair is	warranted b	ecause he se	erves as combi	ned CEO/cha	air.			
7.1		Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the propose controversy surrounding the board of directors				_		ns and				
		Blended Rationale: Votes FOR the proposed no surrounding the board of directors (other than				-	re concerns an	d controvers	y			
7.2		Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the propose controversy surrounding the board of directors				-		ns and				
		Blended Rationale: Votes FOR the proposed no surrounding the board of directors (other than				-	e concerns an	d controvers	y			
7.3		Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the propose controversy surrounding the board of directors				_		ns and				
		Blended Rationale: Votes FOR the proposed no surrounding the board of directors (other than				-	e concerns an	d controvers	У			
8		Designate Homburger AG as Independent Proxy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal is warrante	d due to a la	ck of concer	rns.						
		Blended Rationale: A vote FOR this proposal is	warranted due	e to a lack of	concerns.							
9.1		Amend Articles Relating to Swiss Corporate Law Updates	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the proposed article amendments is warranted because they are overall non-contentious in nature and largely reflect amendments in line with the new Swiss statutory requirements.											
		Blended Rationale: A vote FOR the proposed an nature and largely reflect amendments in line v				-	verall non-con	tentious in				

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9.2		Amend Articles to Advance Notice Period	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: The proposed time franconsidered reasonable. As such, a vote FOR thi			sals for incl	usion on a sh	nareholder med	eting agenda	ı is			
		Blended Rationale: The proposed time frame for considered reasonable. As such, a vote FOR this			for inclusion	on a shareh	older meeting	agenda is				
10.1		Cancel Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these resolu	ıtions are wan	ranted due to	o a lack of si	ignificant con	ncerns.					
		Blended Rationale: Votes FOR these resolutions	s are warrante	d due to a la	ck of signific	cant concern	S.					
10.2		Reduction of Par Value	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these resolu	ıtions are warı	ranted due to	o a lack of si	ignificant con	ncerns.					
		Blended Rationale: Votes FOR these resolutions	s are warrante	d due to a la	ck of signific	cant concern.	5.					
11.1		Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos practice.	sal is warrante	d because th	e requested	amount is b	roadly in line v	with market				
		Blended Rationale: A vote FOR this proposal is	warranted bed	cause the red	quested amo	unt is broadi	ly in line with i	market pract	ice.			
11.2		Approve Remuneration of Executive Management in the Amount of USD 65 Million for Fiscal 2024	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: As the company is class top executive pay, the recommendation for this proposal is warranted.			_		-	-	his			
		Blended Rationale: As the company is classified executive pay, the recommendation for this proposal is warranted.			-			-				
11.3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: As the company is report top executive pay, the recommendation for this is warranted.	_		_		-	-				
		Blended Rationale: As the company is reporting executive pay, the recommendation for this prowarranted.			-							
12		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos under review. Although concern is raised given performance is entirely performance-contingen	the largely su	bjective dete	ermination o	-		-	Y22			
		Blended Rationale: A vote FOR this proposal is review. Although concern is raised given the lan performance is entirely performance-contingen	rgely subjectiv	e determina	tion of pay, i			-				
13		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					-	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho	-		-			y votes are				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
14		Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propose company's management of climate-related risks						e the				
		Blended Rationale: A vote FOR this proposal is w management of climate-related risks from its un			•		er evaluate the	company's				
15		Report on Human Rights Risk Assessment	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propose uses to identify and assess human rights impact allow shareholders to better gauge how the con	's in its operati	ions, includir	ng the sale o	f its products		-	у			
		Blended Rationale: A vote FOR this proposal is we to identify and assess human rights impacts in it shareholders to better gauge how the company	ts operations,	including the	sale of its p	products, and						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,200	1,200
Sustainable Balancea, anassignea			05/09/2023	05/09/2023			
					Total Shares:	1,200	1,200

Ticker: EL

Proxy Level: N/A

EssilorLuxottica SA

Meeting Date: 05/17/2023

Record D		Meeting Type: Annua	al/Special		Meeting	ID: 172903	1						
Primary :	Security ID:	F31665106	Primary CUSIP: F31	665106		Primary	ISIN: FR00	00121667		Primary SE	DOL: 72124	177	
Earliest Cu	itoff Date: 05/	12/2023	Total Ballots: 1			Voting Po	olicy: Sustainal	bility		Additional Po	licy:		
Votable Si	nares: 1,095		*Shares on Loan: 0			Shares In	structed: 1,0	95		Shares Voted	: 1,095		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Ordinary Business		Mgmt	No								
1		Approve Financial St Statutory Reports	atements and	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa and lack of concerns.	le: Votes FOR the appro	oval of the annua	al accounts a	are warrante	ed due to the	unqualified au	ıditors' opin	ion		-	
		Blended Rationale: Valack of concerns.	otes FOR the approval o	of the annual acc	counts are w	arranted du	e to the unqu	ualified auditor	s' opinion a	nnd			
2		Approve Consolidate Statements and Stat		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa and lack of concerns.	le: Votes FOR the appro	oval of the annua	al accounts a	are warrante	ed due to the	unqualified au	ıditors' opin	ion		-	
		Blended Rationale: Vi lack of concerns.	otes FOR the approval o	of the annual acc	counts are w	arranted du	e to the unqu	ualified auditor	rs' opinion a	nnd		-	

Country: France

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Approve Treatment of Losses and Dividends of EUR 3.23 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this income without being excessive.	e allocation pro	pposal is war	ranted beca	use the prop	osed payout r	atio is adequ	ate			
		Blended Rationale: A vote FOR this income allow without being excessive.	cation proposa	al is warrante	ed because t	he proposed	l payout ratio i	s adequate				
4		Ratify Appointment of Mario Notari as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR Mario Notal	ri is warrantea	at this time								
		Blended Rationale: A vote FOR Mario Notari is v	varranted at ti	his time.								
5		Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the approve without concern as the company excludes the p		-	-	-						
		Blended Rationale: A vote FOR the approval of concern as the company excludes the possibility		•				t not without				
6		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remund	eration report	is warrantea	l because it d	does not rais	se any significa	nt concern.				
		Blended Rationale: A vote FOR this remuneration	on report is wa	arranted beca	ause it does	not raise an	y significant co	oncern.				
7		Approve Compensation of Chairman of the Board from January 1, 2022 until June 27, 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remund	eration report	is warrantea	l because it i	does not rais	e any significa	nt concern.				
		Blended Rationale: A vote FOR this remuneration	on report is wa	arranted beca	ause it does	not raise an	y significant co	oncern.				
8		Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these remur concern.	neration report	ts are warrar	nted because	they do no	t raise any sigi	nificant				
		Blended Rationale: Votes FOR these remuneration	ion reports are	e warranted i	because the	v do not rais	e any significa	nt concern.				
9		Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these remur concern.	neration report	ts are warrar	nted because	they do no	t raise any sigi	nificant				
		Blended Rationale: Votes FOR these remuneration	ion reports are	e warranted i	because the	v do not rais	e any significa	nt concern.				
10		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remune	eration policy i	is warranted	because it d	loes not rais	e any significa	nt concern.				
		Blended Rationale: A vote FOR this remuneration	on policy is wa	rranted beca	ause it does	not raise any	significant co	ncern.				

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11		Approve Remuneration Policy of Chairman and CEO	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	12	Voting Policy Rationale: A vote AGAINST the because: * The significant increase of his relattached to his termination payment could let The post mandate LTIP is left to the Board's fulfilled upon the executives' retirement. A vol. 12), although the following concerns are raissuspended); * Part of his termination agreenconditions attached to the other part of his to LTIP is left to the Board's discretion; and * To executives' retirement. The main reason for that contains the same issues as above.	muneration is no ead to a pay for i discretion; and ote FOR the rem sed: * The Vice-o ment is contractu ermination payn The presence cor	nt justified by failure situati * The presenuneration po CEO's employ in and without the could lead the could lead in attach	a convinci ion; * His rance condition licy applica vment cont out perform and to a pay thed to the L	ing rationale; ton-compete a control attached to the Victoria	* The perform agreement is in the LTIP is au the CEO is ward even canceled ins; * The perfi- tuation; * The atically fulfilled	ance conditi reducible; * itomatically anted (Item (only formance post manda I upon the	te			
		Blended Rationale: A vote AGAINST the rem The significant increase of his remuneration his termination payment could lead to a pay mandate LTIP is left to the Board's discretion the executives' retirement. A vote FOR the refollowing concerns are raised: * The Vice-CE termination agreement is contractual and with part of his termination payment could lead to discretion; and * The presence condition att. main reason for support is: * If rejected, the issues as above.	is not justified by for failure situating and * The preemuneration politions of the contraction politions of the contraction performant of a pay for failurached to the LTI	y a convincing of a convincing of the conditions of the conditions of the contract has been conditions of the contract has been conditions of the condition of the cond	ng rationale on-compete tion attache e to the Vic s not been s; * The pe * The post tically fulfilli	e; * The perfo. e agreement is ed to the LTIP ee-CEO is warr canceled (only erformance coi mandate LTIP ed upon the e	rmance condition in reducible; * The is automatical in automatica	ions attache The post Ily fulfilled u, 2), although * Part of his ed to the ot Board's rement. The	d to oon the s her			
12		Approve Remuneration Policy of Vice-CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the because: * The significant increase of his relattached to his termination payment could lie. The post mandate LTIP is left to the Board's fulfilled upon the executives' retirement. A vi 12), although the following concerns are rais suspended); * Part of his termination agreer conditions attached to the other part of his to LTIP is left to the Board's discretion; and * The executives' retirement. The main reason for that contains the same issues as above.	muneration is no ead to a pay for i discretion; and ote FOR the rem sed: * The Vice-o ment is contractu ermination payn The presence cor	nt justified by failure situati * The present uneration po CEO's employ yal and witho ment could lea ndition attach	y a convinci ion; * His r. nce condition policy applica yment cont put perform ad to a pay thed to the L	ing rationale; ton-compete a control attached to the Victoria attached	* The perform agreement is in the LTIP is au the CEO is warra the canceled ins; * The perfo tuation; * The atically fulfilled	ance conditi reducible; * itomatically anted (Item (only ormance post manda I upon the	te			
		Blended Rationale: A vote AGAINST the rem The significant increase of his remuneration his termination payment could lead to a pay mandate LTIP is left to the Board's discretion the executives' retirement. A vote FOR the re following concerns are raised: * The Vice-CE termination agreement is contractual and will part of his termination payment could lead to discretion; and * The presence condition atta main reason for support is: * If rejected, the issues as above.	is not justified by for failure situating and * The preemuneration politions of semployment thout performand a pay for failurached to the LTI	y a convincir, ion; * His no sence conditicy applicable contract has ce conditions e situation; * P is automat	ng rationale on-compete tion attache e to the Vic s not been s; * The pe * The post tically fulfilli	e; * The perfo. e agreement is ed to the LTIP ee-CEO is warr canceled (onl. erformance con mandate LTIP ed upon the e	rmance condition in reducible; * This automatical in automatical	ions attache The post Ily fulfilled u, 2), although * Part of his ed to the ot Board's rement. The	d to oon the s her			
13		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Such share buyback	programs merit	a vote FOR.								
		Blended Rationale: Such share buyback prog	arams merit a vo	te FOR.								
		Extraordinary Business	Mgmt	No								
14		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item	is warranted as	such share	capital redi	uctions are fa	vorable to shal	reholders.				
		Blended Rationale: A vote FOR this item is w			<u> </u>							
*01	, , , ,	Dienueu Nationale. A Vote POR Unis Item IS W	rarrarræu d5 SUCI	i siiaie Capit	ai reductioi	are lavorat	ne w Sildieii0l	ucis.				

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
15		Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	d since this po	ntential trans	fer of wealth	is in shareh	olders' interes	ts.				
		Blended Rationale: A vote FOR is warranted sin	ce this potenti	ial transfer o	f wealth is in	shareholde	rs' interests.					
16		Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the authoriz the recommended guidelines for issuances with				anted as the	eir proposed vo	olumes respe	ct			
		Blended Rationale: Votes FOR the authorization recommended guidelines for issuances with and				d as their pro	oposed volume	es respect the	е			
17		Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the authoriz the recommended guidelines for issuances with				anted as the	eir proposed vo	olumes respe	ct			
		Blended Rationale: Votes FOR the authorization recommended guidelines for issuances with and				d as their pro	oposed volume	es respect the	е			
18		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante ownership that would remain acceptable for sat		•		ployee partic	cipation to a le	evel of				
		Blended Rationale: A vote FOR is warranted been that would remain acceptable for savings-related			ease employe	ee participati	ion to a level o	f ownership				
		Ordinary Business	Mgmt	No								
19		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this routine	item is warra	nted.								
		Blended Rationale: A vote FOR this routine item	n is warranted.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,095	1,095
Sustainable Bulanced, andsolghed			04/18/2023	04/18/2023			
					Total Shares:	1,095	1,095

Vertex Pharmaceuticals Incorporated

Meeting Date: 05/17/2023 Country: USA Ticker: VRTX Proxy Level: 3

Record Date: 03/23/2023 Meeting Type: Annual Meeting ID: 1741027

 Primary Security ID: 92532F100
 Primary CUSIP: 92532F100
 Primary ISIN: US92532F1003
 Primary SEDOL: 2931034

Vertex Pharmaceuticals Incorporated

Earliest Cutoff Date: 05/16/2023Total Ballots: 1Voting Policy: SustainabilityAdditional Policy:Votable Shares: 884*Shares on Loan: 0Shares Instructed: 884Shares Voted: 884

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Sangeeta Bhatia	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.							-	
1.2		Elect Director Lloyd Carney	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
1.3		Elect Director Alan Garber	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.4		Elect Director Terrence Kearney	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
1.5		Elect Director Reshma Kewalramani	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
1.6		Elect Director Jeffrey Leiden	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.							-	
1.7		Elect Director Diana McKenzie	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
1.8		Elect Director Bruce Sachs	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.9		Elect Director Suketu Upadhyay	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.										
		Blended Rationale: A vote FOR this proposal to	o ratify the aud	ditor is warra	inted.							

Vertex Pharmaceuticals Incorporated

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. There continue to be concerns over the degree to which subjective assessments factor into the annual incentive, which also lacks fulsome disclosure. In addition, only 25 percent of the CEO's total performance year equity awards utilize multi-year performance conditions and the goals are not disclosed. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review. Moreover, the above target annual incentive payout was aligned with improved financial performance and half of performance year equity is subject to performance conditions. Shareholders should continue to closely monitor these design and disclosure issues. Should a quantitative misalignment be identified moving forward, additional scrutiny may be warranted. Blended Rationale: A vote FOR this proposal is warranted, with caution. There continue to be concerns over the degree to												
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give sharehol					,	-pay votes a	nre			
		Blended Rationale: A vote for the adoption of ar considered a best practice as they give sharehol	,		•			votes are				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		884	884
Sustainable balanced, unassigned			04/30/2023	04/30/2023			
					Total Shares:	884	884

Ticker: 1299

Proxy Level: N/A

AIA Group Limited

Meeting Date: 05/18/2023

Record D	Record Date: 05/12/2023	Meeting Type: Annual				Meeting ID: 1742148							
Primary :	Security ID:	Y002A1105	Primary CUSIP: Y002	A1105		Primary	ISIN: HK00	00069689		Primary SE	DOL: B4TX8	BS1	
Earliest Cu	utoff Date: 05/	11/2023	Total Ballots: 1			Voting P	olicy: Sustainal	bility		Additional Po	licy:		
Votable Sh	hares: 195,910		*Shares on Loan: 0			Shares I	nstructed: 195	structed: 195,910 Shares Voted: 195,910					
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Sta Statutory Reports	tements and	Mgmt	Yes	For	For		For	For	No	No	No
		• ,	ale: In the absence of any s, a vote FOR this resolut		_	the compan	y's audited ac	ccounts, financ	cial stateme	nts,			
Blended Rationale: In the absence of any known issues concerning the statutory reports, a vote FOR this resolution is warranted.			erning the c	ompany's a	udited accour	nts, financial st	tatements, a	and					
2		Approve Final Divide	end	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vo		ale: A vote FOR this resolu	te FOR this resolution is warranted because			se this is a routine dividend proposal.						

Blended Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.

Country: Hong Kong

AIA Group Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Elect Edmund Sze-Wing Tse as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nominee	es is warranted	1.								
		Blended Rationale: A vote FOR all nominees is	warranted.									
4		Elect Jack Chak-Kwong So as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nominee	es is warranted	1.								
		Blended Rationale: A vote FOR all nominees is	warranted.									
5		Elect Lawrence Juen-Yee Lau as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nominee	es is warranted	1.								
		Blended Rationale: A vote FOR all nominees is	warranted.									
6		Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos firm, its remuneration, and the way the audit w		d given the a	absence of a	ny known iss	sues concernin	g the audit				
		Blended Rationale: A vote FOR this proposal is remuneration, and the way the audit was condi-	_	en the abser	nce of any kr	nown issues (concerning the	audit firm, i	its			
7A		Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut the relevant class of shares for issuance for cas which is 10 percent for issuance for cash and n	sh and non-cas	sh considera	-			-				
		Blended Rationale: A vote FOR this resolution is relevant class of shares for issuance for cash an is 10 percent for issuance for cash and non-cas	nd non-cash co	onsideration.	-		-		h			
7B		Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut proposed share repurchase.	tion is warrante	ed given the	absence of	any known is	ssues concerni	ing the				
		Blended Rationale: A vote FOR this resolution is share repurchase.	s warranted gi	iven the abse	ence of any i	known issues	concerning th	ne proposed				
8		Approve Increase in Rate of Directors' Fees	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Director fees at Hong R over director remuneration at the company, a v	-	•	,	onable. In th	e absence of k	nown conce	rns			
		Blended Rationale: Director fees at Hong Kong- director remuneration at the company, a vote H	-		-	le. In the abs	sence of know	n concerns o	ver			
9		Amend Share Option Scheme	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: VOTE RECOMMENDATA would reflect the company's actual circumstanc Hong Kong Listing Rules, and the reasonable o	es and would	bring the Sc	heme in line	with the upo						
		Blended Rationale: VOTE RECOMMENDATION A reflect the company's actual circumstances and Kong Listing Rules, and the reasonable overall	would bring t	he Scheme i	in line with t				d			

AIA Group Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
10		Amend Restricted Share Unit Scheme	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: VOTE RECOMMENDATION would reflect the company's actual circumstance the Hong Kong Listing Rules, and the reasonable	es and would b	bring the RSU	J Scheme in	line with the						
		Blended Rationale: VOTE RECOMMENDATION A reflect the company's actual circumstances and Hong Kong Listing Rules, and the reasonable ov	would bring th	he RSU Schei	me in line wi	th the updat	,		d			
11		Amend Employee Share Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: VOTE RECOMMENDATION A vote FOR this resolution is warranted given that the amendments are made on the basis of the relevant and updated regulatory requirements governing the company and that the overall terms of the ESPP would serve to align the interests of employees with that of the company.												
		Blended Rationale: VOTE RECOMMENDATION A the basis of the relevant and updated regulatory would serve to align the interests of employees	requirements	governing t								
12		Amend Agency Share Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: VOTE RECOMMENDATION made on the basis of the relevant and updated the ASPP would serve to align the interests of each	regulatory req	uirements go	overning the	-			e			
		Blended Rationale: VOTE RECOMMENDATION A the basis of the relevant and updated regulatory would serve to align the interests of employees	v requirements	governing t		-						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		195,910	195,910
Sustamable balanced, unassigned			05/08/2023	05/08/2023			
					Total Shares:	195,910	195,910

Legal & General Group Plc

Meeting Date: 05/18/2023	Country: United Kingdom	Ticker: LGEN				Proxy Level: N/A					
Record Date: 05/16/2023	Meeting Type: Annual Meeting ID: 1724971										
Primary Security ID: G54404127	Primary CUSIP: G54404127				05603997		Primary SEDOL: 0560399				
Earliest Cutoff Date: 05/15/2023	Total Ballots: 1		Voting Poli	cy: Sustainal	bility		Additional Po	licy:			
Votable Shares: 49,706	*Shares on Loan: 0		Shares Ins	tructed: 49,	ted: 49,706 Shares Vote			/oted: 49,706			
Proposal Significant	Proponent	Additional Voting Votable Mgmt Policy Policy Proposent Proposal Rec ISS.Rec Rec Rec			Vote Instruction	Vote Against Mamt	Vote Against	Vote Against			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.										

Blended Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.

Legal & General Group Plc

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Approve Final Dividend	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolution been identified.	tion is warrant	ed because i	this is a rou	tine item and	no significant	concerns h	ave			
		Blended Rationale: A vote FOR this resolution is identified.	s warranted be	ecause this is	s a routine i	item and no s	significant cond	cerns have L	been			
3		Approve Climate Transition Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolution aspects for this sector, being actionable and must the short, medium, and long-term, and cover a been secured.	easurable. * T	he proposal	covers all a	reas of L&G's	business. * P	lans encomp				
		Blended Rationale: A vote FOR this resolution if for this sector, being actionable and measurable short, medium, and long-term, and cover all Sobeen secured.	le. * The propo	osal covers a	ll areas of L	.&G's busines	s. * Plans enc	ompass the				
4		Elect Carolyn Johnson as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	gnificant cor	ncerns have b	been identified					
		Blended Rationale: A vote FOR these Directors	is warranted a	as no signific	ant concern	s have been	identified.					
5		Elect Tushar Morzaria as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	gnificant coi	ncerns have b	peen identified					
		Blended Rationale: A vote FOR these Directors	is warranted a	as no signific	ant concern	s have been	identified.					
6		Re-elect Henrietta Baldock as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	gnificant coi	ncerns have b	been identified					
		Blended Rationale: A vote FOR these Directors	is warranted a	as no signific	ant concern	s have been	identified.					
7		Re-elect Nilufer Von Bismarck as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	gnificant coi	ncerns have b	been identified					
		Blended Rationale: A vote FOR these Directors	is warranted a	as no signific	ant concern	s have been	identified.					
8		Re-elect Philip Broadley as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	gnificant cor	ncerns have b	been identified					
		Blended Rationale: A vote FOR these Directors	is warranted a	as no signific	ant concern	s have been	identified.					
9		Re-elect Jeff Davies as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	gnificant coi	ncerns have b	been identified					
		Blended Rationale: A vote FOR these Directors	is warranted a	as no signific	ant concern	s have been	identified.					
10		Re-elect Sir John Kingman as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	gnificant cor	ncerns have b	been identified					
		Blended Rationale: A vote FOR these Directors	is warranted a	as no signific	ant concern	s have been	identified.					
11		Re-elect Lesley Knox as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	gnificant cor	ncerns have b	peen identified					
		Blended Rationale: A vote FOR these Directors	is warranted a	as no signific	ant concern	s have been	identified.					

Legal & General Group Plc

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12		Re-elect George Lewis as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	nificant con	cerns have b	een identified.					
		Blended Rationale: A vote FOR these Directors	is warranted a	s no signific	ant concerns	s have been l	identified.					
13		Re-elect Ric Lewis as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	nificant con	cerns have b	een identified.					
		Blended Rationale: A vote FOR these Directors	is warranted a	s no signific	ant concerns	s have been l	identified.					
14		Re-elect Laura Wade-Gery as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	gnificant con	cerns have b	een identified.					
		Blended Rationale: A vote FOR these Directors	is warranted a	s no signific	ant concerns	s have been l	identified.					
15		Re-elect Sir Nigel Wilson as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these Direct	ctors is warran	ted as no sig	nificant con	cerns have b	een identified.					
		Blended Rationale: A vote FOR these Directors	is warranted a	s no signific	ant concerns	s have been l	identified.					
16		Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut	tion is consider	red warrante	ed at this tim	e.						
		Blended Rationale: A vote FOR this resolution is	s considered w	varranted at	this time.							
17		Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted be	cause there	are no conce	erns regardin	ng this proposa	1.				
		Blended Rationale: A vote FOR this item is warr	ranted because	e there are r	no concerns	regarding thi	is proposal.					
18		Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the remune opportunity for future ED recruits is increased to for other EDs. The main reasons for support: * level would not be the default for any new recruits overall resulting pay package does not stand outline with the market.	to 200%. Previ The new max uit but should	iously, the lii imum oppor ensure suffic	mit stood at tunity may c cient headro	150% for the only be applie om to recruit	e CEO and CFC ed to new recru t the best cand	D, and at 175 uits. * The n didate. * The	ew ?			
		Blended Rationale: A vote FOR the remuneration opportunity for future ED recruits is increased the for other EDs. The main reasons for support: * level would not be the default for any new recruit overall resulting pay package does not stand outline with the market.	to 200%. Previ The new max uit but should	iously, the lii imum oppor ensure suffic	mit stood at tunity may c cient headro	150% for the only be applie om to recruit	e CEO and CFC ed to new recru t the best cand	D, and at 175 uits. * The n didate. * The	ew ?			
19		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut	tion is warrante	ed as no ma	terial concer	ns have beer	n identified.					
		Blended Rationale: A vote FOR this resolution is	s warranted as	no material	concerns ha	ave been ide.	ntified.					
20		Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut	tion is warrante	ed because i	no significan	t concerns h	ave been ident	tified.				
		Blended Rationale: A vote FOR this resolution is	s warranted be	ecause no sig	gnificant con	cerns have b	een identified.					

Legal & General Group Plc

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
21		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these resorrecommended limits.	lutions is warra	anted becaus	se the prop	osed amounts	s and durations	s are within				
		Blended Rationale: A vote FOR these resolution recommended limits.	ns is warranted	d because the	e proposed	amounts and	durations are	within				
22		Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these reso the Company were to issue Contingent Conver ordinary shares, this would result in significant Such authorities are common proposals at UK of conversion into ordinary shares would require well beyond the Company's current position and	tible Securities dilution to now banks and are the CET1 ratio	and a trigge n-participatin intended to to fall to a le	er event we ng sharehold apply in ext evel which t	re to occur, c ders. The mai treme circums	rausing them to in reasons for s stances only; a	o convert into support are: and * The	0 *			
		Blended Rationale: A vote FOR these resolution Company were to issue Contingent Convertible ordinary shares, this would result in significant Such authorities are common proposals at UK of conversion into ordinary shares would require well beyond the Company's current position and	Securities and dilution to now banks and are the CET1 ratio	d a trigger ev n-participatin intended to to fall to a le	vent were to ng sharehold apply in ext evel which t	o occur, causi ders. The mai treme circums	ing them to coi in reasons for s stances only; a	nvert into support are: and * The	*			
23		Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolution overtly political payments but is making this telegraphy.				•			•			
		Blended Rationale: A vote FOR this resolution is political payments but is making this technical							rtly			
24		Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these resorrecommended limits.	lutions is warr	anted becaus	se the prop	osed amounts	s and durations	s are within				
		Blended Rationale: A vote FOR these resolution recommended limits.	ns is warranted	d because the	e proposed	amounts and	l durations are	within				
25		Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these resonance of the series of the	lutions is warra	anted becaus	se the prop	osed amounts	s and durations	s are within				
		Blended Rationale: A vote FOR these resolution recommended limits.	ns is warranted	d because the	e proposed	amounts and	durations are	within				
26		Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these reso the Company were to issue Contingent Conver- ordinary shares, this would result in significant Such authorities are common proposals at UK a conversion into ordinary shares would require well beyond the Company's current position and	tible Securities dilution to noi banks and are the CET1 ratio	and a trigge n-participatin intended to to fall to a le	er event we ng sharehold apply in ext evel which	re to occur, c ders. The mai treme circums	rausing them to in reasons for s stances only; a	o convert into support are: and * The	0 *			
		Blended Rationale: A vote FOR these resolution Company were to issue Contingent Convertible ordinary shares, this would result in significant Such authorities are common proposals at UK of conversion into ordinary shares would require to well beyond the Company's current position and	Securities and dilution to not banks and are the CET1 ratio	d a trigger ev n-participatin intended to to fall to a le	vent were to ng shareholo apply in ext evel which i	o occur, causi ders. The mai treme circums	ing them to coi in reasons for s stances only; a	nvert into support are: and * The	*		_	

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Legal & General Group Pic

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
27		Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.												
		Blended Rationale: A vote FOR this resolution recommended limits.	is warranted be	ecause the p	roposed am	ount and dur	ration are with	in					
28		Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.											
	Blended Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		49,706	49,706
			04/28/2023	04/28/2023	_		
					Total Shares:	49,706	49,706

Marsh & McLennan Companies, Inc.

Meeting Date: 05/18/2023	Country: USA	Ticker: MMC	Proxy Level: 3
Record Date: 03/20/2023	Meeting Type: Annual	Meeting ID: 1737977	
Primary Security ID: 571748102	Primary CUSIP: 571748102	Primary ISIN: US5717481023	Primary SEDOL: 2567741
Earliest Cutoff Date: 05/17/2023	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:

Votable Si	hares: 1,390	*Shares on Loan: 0			Shares In	structed: 1,3	90		Shares Voted	: 1,390		
Proposal Number	Significant Vote	Proposal Text Proponent Votable Proposal		Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Anthony K. Anderson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	tor nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1b		Elect Director John Q. Doyle	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1c		Elect Director Hafize Gaye Erkan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	tor nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1d		Elect Director Oscar Fanjul	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	tor nominees is	warranted.								
		Blended Rationale: A vote FOR the director nominees is warranted.										
1e		Elect Director H. Edward Hanway	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	tor nominees is	warranted.								
		Blended Rationale: A vote FOR the director nominees is warranted.										

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Marsh & McLennan Companies, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f		Elect Director Judith Hartmann	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
1g		Elect Director Deborah C. Hopkins	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
1h		Elect Director Tamara Ingram	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
1i		Elect Director Jane H. Lute	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
1j		Elect Director Steven A. Mills	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
1k		Elect Director Bruce P. Nolop	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
11		Elect Director Morton O. Schapiro	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
1m		Elect Director Lloyd M. Yates	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
1n		Elect Director Ray G. Young	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	ranted.								
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A qualitative review of incentive pay programs reveals mostly positive features, though certain aspects of disclosure could be improved. However, there are significant concerns regarding the committee's decision to amend the CEO's outstanding PSU awards in connection with his announced retirement. This discretionary decision provides more favorable vesting treatment of his outstanding awards and resulted in an incremental value disclosure of more than \$7 million and total CEO pay that is outsized at more than \$32 million. Recent enhancements to retirement benefits are considered a problematic practice and the committee has not disclosed a compelling rationale. In light of this concern, a vote AGAINST this proposal is warranted. Blended Rationale: A qualitative review of incentive pay programs reveals mostly positive features, though certain aspects of disclosure could be improved. However, there are significant concerns regarding the committee's decision to amend the CEO's outstanding PSU awards in connection with his announced retirement. This discretionary decision provides more favorable vesting treatment of his outstanding awards and resulted in an incremental value disclosure of more than \$7 million and total CEO pay that is outsized at more than \$32 million. Recent enhancements to retirement benefits are considered a problematic practice and the committee has not disclosed a compelling rationale. In light of this concern, a vote AGAINST this proposal is warranted.										

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Marsh & McLennan Companies, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.												
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareh						y votes are				
4		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo.	sal to ratify the	auditor is w	varranted.							
	Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.											

Ballot Details

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Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,390	1,390
			04/28/2023	04/28/2023			
					Total Shares:	1,390	1,390

The Home Depot, Inc.

Meeting Date: 05/18/2023	Country: USA	Ticker: HD	Proxy Level: 3
Record Date: 03/20/2023	Meeting Type: Annual	Meeting ID: 1738852	
Primary Security ID: 437076102	Primary CUSIP: 437076102	Primary ISIN: US4370761029	Primary SEDOL: 2434209
Earliest Cutoff Date: 05/17/2023	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,349	*Shares on Loan: 0	Shares Instructed: 3,349	Shares Voted: 3,349

							Additional	Voting		Vote	Vote	Vote	
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS	
1a		Elect Director Gerard J. Arpey	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the dire	ctor nominees is	warranted.									
		Blended Rationale: A vote FOR the director	nominees is warı	ranted.									
1b		Elect Director Ari Bousbib	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director nominees is warranted.											
1c		Elect Director Jeffery H. Boyd	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the dire	ctor nominees is	warranted.									
		Blended Rationale: A vote FOR the director	nominees is warı	ranted.									
1d		Elect Director Gregory D. Brenneman	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the dire	ctor nominees is	warranted.									
		Blended Rationale: A vote FOR the director	nominees is warı	ranted.									
1e		Elect Director J. Frank Brown	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the dire	ctor nominees is	warranted.									
		Blended Rationale: A vote FOR the director	nominees is warı	ranted.									

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The Home Depot, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f		Elect Director Albert P. Carey	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								
1g		Elect Director Edward P. Decker	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								
1h		Elect Director Linda R. Gooden	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								
1i		Elect Director Wayne M. Hewett	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								
1j		Elect Director Manuel Kadre	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								
1k		Elect Director Stephanie C. Linnartz	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								
11		Elect Director Paula Santilli	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								
1m		Elect Director Caryn Seidman-Becker	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo	sal to ratify the	e auditor is v	varranted.							
		Blended Rationale: A vote FOR this proposal to	o ratify the aud	litor is warra	nted.							
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo this time. Annual incentive awards are based e incentives are conditioned on clearly disclosed	entirely on obje	ective financi								
		Blended Rationale: A vote FOR this proposal is time. Annual incentive awards are based entire incentives are conditioned on clearly disclosed	ely on objective	e financial pe				-	his			
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoptio considered a best practice as they give shareh					-	n-pay votes	are			
		Blended Rationale: A vote for the adoption of considered a best practice as they give shareh						y votes are				

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The Home Depot, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propose a more meaningful written consent right for sh		d given that	a reduction	in the owner.	ship threshola	would provi	ide			
		Blended Rationale: A vote FOR this proposal is more meaningful written consent right for shar	-	en that a red	luction in th	e ownership	threshold wou	ıld provide a				
6		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propositionard.	sal is warranted	d given the ii	mportance o	of having an i	independent c	hairman of t	he			
		Blended Rationale: A vote FOR this proposal is board.	warranted give	en the impor	tance of ha	ving an indep	pendent chairn	nan of the				
7		Report on Political Expenditures Congruence	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propose expenditures with stated values would enable soversees and manages risks related to its politic	shareholders to	have a mor					nny			
		Blended Rationale: A vote FOR this proposal is with stated values would enable shareholders to manages risks related to its political partnership.	o have a more				•	•				
8		Rescind 2022 Racial Equity Audit Proposal	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this repractices that encourage companies to be resp company's shareholders who voted at the annual	onsive to share		•				the			
		Blended Rationale: A vote AGAINST this resoluthat encourage companies to be responsive to company's shareholders who voted at the annual shareholders who voted at the annual shareholders who voted at the annual shareholders.	shareholder pi			•			ces			
9		Encourage Senior Management Commitment to Avoid Political Speech	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this p controversies related to senior executives' polit necessary.						_				
		Blended Rationale: A vote AGAINST this propo- controversies related to senior executives' politi necessary.		. , ,	-		-					

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,349	3,349
Sustainable balanceu, unassigneu			05/08/2023	05/08/2023			
					Total Shares:	3,349	3,349

Zoetis Inc.

Meeting Date: 05/18/2023Country: USATicker: ZTSProxy Level: 3

Record Date: 03/24/2023 Meeting Type: Annual Meeting ID: 1740757

 Primary Security ID: 98978V103
 Primary CUSIP: 98978V103
 Primary ISIN: US98978V1035
 Primary SEDOL: B95WG16

Zoetis Inc.

Earliest Cutoff Date: 05/17/2023 Total Ballots: 1 Voting Policy: Sustainability Additional Policy:

Votable Shares: 1,260 *Shares on Loan: 0 Shares Instructed: 1,260 Shares Voted: 1,260

Additional Voting Vote Vote

| Proposal Significant | Votable | Votab

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Paul M. Bisaro	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1b		Elect Director Vanessa Broadhurst	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1c		Elect Director Frank A. D'Amelio	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1d		Elect Director Michael B. McCallister	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1e		Elect Director Gregory Norden	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1f		Elect Director Louise M. Parent	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1g		Elect Director Kristin C. Peck	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1h		Elect Director Robert W. Scully	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposal is warranted. Some concerns remain regarding the STI and LTI programs. However, annual incentives were primarily based on pre-set financial metrics, and equity awards were targeted to be half performance-conditioned with a multi-year performance period and disclosed forward-looking targets.										
		Blended Rationale: A vote FOR this proposal is However, annual incentives were primarily base performance-conditioned with a multi-year perf	ed on pre-set i	financial met	trics, and equ	uity awards ı	were targeted	_				
3		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	e auditor is v	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.							

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Zoetis Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Provide Right to Call Special Meeting	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposal rights. Approval of this proposal would result in ownership threshold. The shareholder proposal ownership threshold, which shareholders should	the immediate in Item 5 requ	provision of	f the right to	call special i	meetings with	a 25 percen	t			
		Blended Rationale: A vote FOR this proposal is v rights. Approval of this proposal would result in ownership threshold. The shareholder proposal ownership threshold, which shareholders should	the immediate in Item 5 requ	provision of	f the right to	call special i	meetings with	a 25 percen				
5		Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propose threshold which shareholders may view as a mo Item 4. This proposal would also represent an in right to call special meetings.	re reasonable	threshold th	an the 25 pe	ercent thresh	old proposed	by the board	l in			
		Blended Rationale: A vote FOR this proposal is which shareholders may view as a more reason. This proposal would also represent an improven call special meetings.	able threshold	than the 25	percent thre	shold propos	sed by the boa	ord in Item 4				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,260	1,260
Sustainable Balanceu, unassigneu			05/05/2023	05/05/2023			
					Total Shares:	1,260	1,260

Amgen Inc.

Meeting Date: 05/19/2023	Country: USA	Ticker: AMGN	Proxy Level: 3
Record Date: 03/20/2023	Meeting Type: Annual	Meeting ID: 1740969	
Primary Security ID: 031162100	Primary CUSIP: 031162100	Primary ISIN: US0311621009	Primary SEDOL: 2023607
Earliest Cutoff Date: 05/18/2023	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Earliest Cutoff Date: 05/18/2023 Votable Shares: 1,560	Total Ballots: 1 *Shares on Loan: 0	Voting Policy: Sustainability Shares Instructed: 1,560	Additional Policy: Shares Voted: 1,560

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
1a		Elect Director Wanda M. Austin	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	ting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director nor												
1b		Elect Director Robert A. Bradway	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.										
1c		Elect Director Michael V. Drake	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.										

Amgen Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director Brian J. Druker	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1e		Elect Director Robert A. Eckert	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1f		Elect Director Greg C. Garland	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1g		Elect Director Charles M. Holley, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1h		Elect Director S. Omar Ishrak	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1i		Elect Director Tyler Jacks	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1j		Elect Director Ellen J. Kullman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1k		Elect Director Amy E. Miles	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
11		Elect Director Ronald D. Sugar	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1m		Elect Director R. Sanders Williams	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
2		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho						n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho	,					y votes are				

Amgen Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this propreview. Although some concern exists that fir and actual performance, annual incentives are performance-conditioned.	nancial targets f	for the annua	Il incentive:	s were set bei	low the prior ye	ear's targets	;				
		are performance-conditioned. Blended Rationale: A vote FOR this proposal is warranted as pay an performance are reasonably aligned for the year in review. Although some concern exists that financial targets for the annual incentives were set below the prior year's targets and actual performance, annual incentives are predominantly tied to pre-set objective measures, and half of the equity awards are performance-conditioned.											
4		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this prop	osal to ratify th	e auditor is v	varranted.								
		Blended Rationale: A vote FOR this proposal	to ratify the aud	ditor is warra	nted.								

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,560	1,560
Sustainable balanced, unassigned			05/08/2023	05/08/2023			
					Total Shares:	1,560	1,560

Merck & Co., Inc.

Meeting Date: 05/23/2023	Country: USA		Ticker: MRK	el: 3						
Record Date: 03/24/2023	Meeting Type: Annual		Meeting ID: 173	8976						
Primary Security ID: 58933Y105	Primary CUSIP: 58933Y105		Primary ISIN: U	S58933Y1055		Primary S	Primary SEDOL: 2778844			
Earliest Cutoff Date: 05/22/2023 Total Ballots: 1			Voting Policy: Sust	tainability		Additional I	Policy:			
Votable Shares: 19,150	*Shares on Loan: 0		Shares Instructed	: 19,150		Shares Vote	ed: 19,150			
Proposal Significant			Mgmt	Additional Policy	Voting Policy	Vote	Vote Against	Vote Against	Vote Against	

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted a	t this time.							
		Blended Rationale: A vote FOR the director nor	minees is warra	anted at this	time.							
1b		Elect Director Mary Ellen Coe	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.											
		Blended Rationale: A vote FOR the director nor	minees is warra	anted at this	time.							
1c		Elect Director Pamela J. Craig	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted a	t this time.							
		Blended Rationale: A vote FOR the director nor	minees is warra	anted at this	time.							
1d		Elect Director Robert M. Davis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted a	t this time.							
		Blended Rationale: A vote FOR the director non	minees is warra	anted at this	time.							

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Merck & Co., Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1e		Elect Director Thomas H. Glocer	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.											
		Blended Rationale: A vote FOR the director nominees is warranted at this time.											
1f		Elect Director Risa J. Lavizzo-Mourey	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted a	t this time.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted at this	time.								
1g		Elect Director Stephen L. Mayo	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.											
		Blended Rationale: A vote FOR the director nor	minees is warra	anted at this	time.								
1h		Elect Director Paul B. Rothman	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.											
		Blended Rationale: A vote FOR the director nor	minees is warra	anted at this	time.								
1i		Elect Director Patricia F. Russo	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted a	t this time.								
		Blended Rationale: A vote FOR the director nominees is warranted at this time.											
1j		Elect Director Christine E. Seidman	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted a	t this time.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted at this	time.								
1k		Elect Director Inge G. Thulin	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.											
		Blended Rationale: A vote FOR the director nominees is warranted at this time.											
11		Elect Director Kathy J. Warden	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.											
		Blended Rationale: A vote FOR the director nor											
1m		Elect Director Peter C. Wendell	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.											
		Blended Rationale: A vote FOR the director nor	ninees is warra	anted at this	time.								
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this propos review. Annual incentives are largely based on based and utilized a multi-year measurement p	pre-set financ										
		Blended Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual incentives are largely based on pre-set financial measures and the majority of equity awards were performance based and utilized a multi-year measurement period.											
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No	
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.								are				
Blended Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.													

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Merck & Co., Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.											
		Blended Rationale: A vote FOR this proposal to	ratify the audi	itor is warraı	nted.								
5		Report on Risks Related to Operations in China	SH	Yes	Against	Against		Against	Against	No	No	No	
		Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company appears to provide shareholders with sufficient disclosure to assess its management of risks related to its operations in China and has policies in place that seem to address the human rights concerns raised by the proponent.											
		Blended Rationale: A vote AGAINST this proposal is warranted. The company appears to provide shareholders with sufficient disclosure to assess its management of risks related to its operations in China and has policies in place that seem to address the human rights concerns raised by the proponent.											
6		Report on Access to COVID-19 Products	SH	Yes	Against	For		For	For	Yes	No	No	
		Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company's management of related risks.											
		Blended Rationale: A vote FOR this proposal is pricing and access plans would allow sharehold			-	-	-	mpany's					
7		Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	SH	Yes	Against	Against		Against	Against	No	No	No	
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as management and the board should have the discretion to decide on the company's trade association memberships and their related risks, and it is unclear what control the company has over the disclosure practices of its trade associations.												
		Blended Rationale: A vote AGAINST this propos decide on the company's trade association men over the disclosure practices of its trade associa	nberships and	_					as				
8		Report on Impact of Extended Patent Exclusivities on Product Access	SH	Yes	Against	For		For	For	Yes	No	No	
		Voting Policy Rationale: A vote FOR this proposal is warranted, because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anti-competitive practices.											
		Blended Rationale: A vote FOR this proposal is warranted, because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anti-competitive practices.											
9		Publish a Congruency Report of Partnerships with Globalist Organizations	SH	Yes	Against	Against		Against	Against	No	No	No	
		Voting Policy Rationale: A vote AGAINST this probusiness-relevant aims of its various partnership	•	anted, as th	e company p	orovides suffi	icient disclosur	e on the					
		Blended Rationale: A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure on the business-relevant aims of its various partnerships.											
10		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes	
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.												
		Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.											

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		19,150	19,150
,			05/10/2023	05/10/2023			

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Total Shares: 19,150 19,150

American Tower Corporation

Meeting Date: 05/24/2023 **Record Date:** 03/27/2023

Country: USA

Primary CUSIP: 03027X100

Ticker: AMT **Meeting ID:** 1742952 Meeting Type: Annual

Primary ISIN: US03027X1000

Proxy Level: 3

Primary SEDOL: B7FBFL2

Earliest Cutoff Date: 05/23/2023

Primary Security ID: 03027X100

Total Ballots: 1 Voting Policy: Sustainability **Additional Policy:** Votable Shares: 1,170 *Shares on Loan: 0 Shares Instructed: 1,170 Shares Voted: 1,170

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Thomas A. Bartlett	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.									
1b		Elect Director Kelly C. Chambliss	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director nominees is warranted.											
1c		Elect Director Teresa H. Clarke	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.									
1d		Elect Director Raymond P. Dolan	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.									
1e		Elect Director Kenneth R. Frank	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.									
	Blended Rationale: A vote FOR the director nominees is warranted.												
1f		Elect Director Robert D. Hormats	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director non	minees is warra	anted.									
1g		Elect Director Grace D. Lieblein	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director nominees is warranted.											
1h		Elect Director Craig Macnab	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.									
1i		Elect Director JoAnn A. Reed	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.									
		Blended Rationale: A vote FOR the director nominees is warranted.											

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American Tower Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1j		Elect Director Pamela D. A. Reeve	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								
1k		Elect Director Bruce L. Tanner	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								
11		Elect Director Samme L. Thompson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								
2		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo	sal to ratify the	e auditor is v	varranted.						•	
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.							
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo metrics. Equity awards were largely performan periods.							re			
		Blended Rationale: A vote FOR this proposal is Equity awards were largely performance-condi										
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareholder.					•	n-pay votes	are			
		Blended Rationale: A vote for the adoption of considered a best practice as they give shareh		, ,	, ,		, ,	y votes are				

Ballot Details

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,170	1,170
			05/10/2023	05/10/2023			
					Total Shares:	1,170	1,170

BlackRock, Inc.

Record D	Date: 05/24/2 ate: 03/30/20 Security ID:	023	Country: USA Meeting Type: Annual Primary CUSIP: 09243			-	ID: 1744531			Primary SEDOL: 2494504			
Earliest Cu	toff Date: 05/2		Total Ballots: 1 *Shares on Loan: 0	, , , , , , , , , , , , , , , , , , ,		Primary ISIN: US09247X1019 Voting Policy: Sustainability Shares Instructed: 2,824				Additional Policy: Shares Voted: 2,824			
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Bader	M. Alsaad	Mgmt	Yes	For	For		For	For	No	No	No

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BlackRock, Inc.

Number Vote Proposal Text Proponent Proposal Rec ISS Rec Rec Insti	ruction Mgmt	Against Policy	Against ISS								
Voting Policy Rationale: A vote FOR the director nominees is warranted.		_									
Blended Rationale: A vote FOR the director nominees is warranted.											
1b Elect Director Pamela Daley Mgmt Yes For For For For	No	No	No								
Voting Policy Rationale: A vote FOR the director nominees is warranted.		_									
Blended Rationale: A vote FOR the director nominees is warranted.											
1c Elect Director Laurence D. Fink Mgmt Yes For For For For	No	No	No								
Voting Policy Rationale: A vote FOR the director nominees is warranted.		-									
Blended Rationale: A vote FOR the director nominees is warranted.		-									
1d Elect Director William E. Ford Mgmt Yes For For For For	No	No	No								
Voting Policy Rationale: A vote FOR the director nominees is warranted.		-									
Blended Rationale: A vote FOR the director nominees is warranted.		_									
1e Elect Director Fabrizio Freda Mgmt Yes For For For For	No	No	No								
Voting Policy Rationale: A vote FOR the director nominees is warranted.		-									
Blended Rationale: A vote FOR the director nominees is warranted.											
1f Elect Director Murry S. Gerber Mgmt Yes For For For For	No	No	No								
Voting Policy Rationale: A vote FOR the director nominees is warranted.		-									
Blended Rationale: A vote FOR the director nominees is warranted.	Blended Rationale: A vote FOR the director nominees is warranted.										
1g Elect Director Margaret "Peggy" L. Mgmt Yes For For For For Johnson	No	No	No								
Voting Policy Rationale: A vote FOR the director nominees is warranted.		_									
Blended Rationale: A vote FOR the director nominees is warranted.											
1h Elect Director Robert S. Kapito Mgmt Yes For For For For	No	No	No								
Voting Policy Rationale: A vote FOR the director nominees is warranted.											
Blended Rationale: A vote FOR the director nominees is warranted.											
1i Elect Director Cheryl D. Mills Mgmt Yes For For For For	No	No	No								
Voting Policy Rationale: A vote FOR the director nominees is warranted.											
Blended Rationale: A vote FOR the director nominees is warranted.		_									
1j Elect Director Gordon M. Nixon Mgmt Yes For For For For	No	No	No								
Voting Policy Rationale: A vote FOR the director nominees is warranted.		-									
Blended Rationale: A vote FOR the director nominees is warranted.		_									
1k Elect Director Kristin C. Peck Mgmt Yes For For For For	No	No	No								
Voting Policy Rationale: A vote FOR the director nominees is warranted.		-									
Blended Rationale: A vote FOR the director nominees is warranted.		_									
1I Elect Director Charles H. Robbins Mgmt Yes For For For For	No	No	No								
Voting Policy Rationale: A vote FOR the director nominees is warranted.		-									
Blended Rationale: A vote FOR the director nominees is warranted.		_									

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BlackRock, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
1m		Elect Director Marco Antonio Slim Domit	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.										
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.										
1n		Elect Director Hans E. Vestberg	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.										
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.										
10		Elect Director Susan L. Wagner	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.										
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.										
1p		Elect Director Mark Wilson	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.										
		Blended Rationale: A vote FOR the director non	minees is warra	anted.										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: There are ongoing concerns regarding the significant degree of committee discretion involved in total incentive pay determinations, which are based on the committee's assessment of numerous factors under three broad categories. The pay process lacks important disclosures, such as preset target goals, that are important for demonstrating a pay-for-performance linkage. However, there are mitigating factors identified. Importantly, the application of discretion has not resulted in a quantitative pay-for-performance misalignment for the year in review. In addition, the significant decrease in the CEO's performance year pay is directionally aligned with declined results in referenced financial metrics. Further, equity awards are predominantly performance-conditioned with disclosed multi-year goals. In balancing these factors, a cautionary vote FOR this proposal is warranted. Continued monitoring of incentive pay outcomes and related disclosures is warranted, and a quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of noted concerns. Blended Rationale: There are ongoing concerns regarding the significant degree of committee discretion involved in total incentive pay determinations, which are based on the committee's assessment of numerous factors under three broad categories. The pay process lacks important disclosures, such as preset target goals, that are important for demonstrating a pay-for-performance linkage. However, there are mitigating factors identified. Importantly, the application of discretion has not resulted in a quantitative pay-for-performance misalignment for the year in review. In addition, the significant decrease in the CEO's performance year pay is directionally aligned with declined results in referenced financial metrics. Further, equity awards are predominantly performance-conditioned with disclosed multi-year goals. In balancing these factors, a cautionary vote FOR this proposal is warranted. Continued monitoring of incent												
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes		One Year		One Year	One Year	No	No	No		
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho						n-pay votes	are					
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho			•			v votes are						
4		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR this propos	al to ratify the	auditor is w	arranted.									
		Blended Rationale: A vote FOR this proposal to	ratify the aud	itor is warrai	nted.									

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BlackRock, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Report on Third-Party Civil Rights Audit	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this readequate information for shareholders to determination effect.				,		,				
		Blended Rationale: A vote AGAINST this resolute adequate information for shareholders to determination effect.				•		•	rse			
6		Report on Ability to Engineer Decarbonization in the Real Economy	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this proposal is warranted. While the company's clients have a wide range of preferred goals, the information requested in the report would complement and enhance the company's existing client engagement and clients' stewardship preferences that are focused on climate change.										
		Blended Rationale: A vote FOR this proposal is the information requested in the report would of stewardship preferences that are focused on cli	complement ar	,	,		,					
7		Report on Societal Impacts of Aerospace & Defense Industry ETF	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propos allowing them to better understand the compar production and development of aerospace and	ny's manageme	ent and over	sight of pote		•		the			
		Blended Rationale: A vote FOR this proposal is them to better understand the company's mana production and development of aerospace and	agement and o	versight of p	otential ESC			•	ng			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,824	2,824
Sustainable balanced, andssigned			05/11/2023	05/11/2023			
					Total Shares:	2,824	2,824

Equinix, Inc.

Meeting Date: 05/25/2023	Country: USA	Ticker: EQIX	Proxy Level: 3
Record Date: 03/30/2023	Meeting Type: Annual	Meeting ID: 1743168	
Primary Security ID: 29444U700	Primary CUSIP: 29444U700	Primary ISIN: US29444U7000	Primary SEDOL: BVLZX12
Earliest Cutoff Date: 05/24/2023	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 240	*Shares on Loan: 0	Shares Instructed: 240	Shares Voted: 240
		Additional Voting	Vote Vote Vote

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Nanci Caldwell	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1b		Elect Director Adaire Fox-Martin	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								

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Equinix, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director Ron Guerrier - Withdrawn	Mgmt	No								
1d		Elect Director Gary Hromadko	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1e		Elect Director Charles Meyers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1f		Elect Director Thomas Olinger	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1g		Elect Director Christopher Paisley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1h		Elect Director Jeetu Patel	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1i		Elect Director Sandra Rivera	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1j		Elect Director Fidelma Russo	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1k		Elect Director Peter Van Camp	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos and long-term incentives are primarily tied to fi measured over a multi-year performance period negative returns, as well as the fact that the m one-year performance period as the annual inc	inancial perform d. However, the ajority of perfo	mance, with here are som	a portion of ne concerns i	the perform regarding the	nance shares ti e lack of TSR p	ed to TSR Dayout cap fo				
		Blended Rationale: A vote FOR this proposal as long-term incentives are primarily tied to finance over a multi-year performance period. However returns, as well as the fact that the majority of performance period as the annual incentives.	cial performand r, there are so	ce, with a po me concerns	ortion of the regarding t	performance the lack of TS	e shares tied to SR payout cap	o TSR measu for negative	ıred			

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Equinix, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					•	n-pay votes	are			
	Blended Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay. Patific Prince Pri											
4		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al to ratify the	auditor is w	arranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the audi	tor is warrar	nted.							
5		Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this ite policies, ensuring that any future cash severance		-								
		Blended Rationale: A vote AGAINST this item is ensuring that any future cash severance arrang	-			•						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		240	240
Sustainable Suidireed, diracoigned			05/15/2023	05/15/2023			
					Total Shares:	240	240

Lowe's Companies, Inc.

 Meeting Date: 05/26/2023
 Country: USA
 Ticker: LOW
 Proxy Level: 3

 Record Date: 03/20/2023
 Meeting Type: Annual
 Meeting ID: 1743569

 Primary Security ID: 548661107
 Primary CUSIP: 548661107
 Primary ISIN: US5486611073
 Primary SEDOL: 2536763

 Earliest Cutoff Date: 05/25/2023
 Total Ballots: 1
 Voting Policy: Sustainability
 Additional Policy:

Votable Shares: 2,030 *Shares on Loan: 0 Shares Instructed: 2,030 Shares Voted: 2,030

						_,						
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Raul Alvarez	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct										
		Blended Rationale: A vote FOR the director no										
1.2		Elect Director David H. Batchelder	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is wari	ranted.								
1.3		Elect Director Scott H. Baxter	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.									-	

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Lowe's Companies, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.4		Elect Director Sandra B. Cochran	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.5		Elect Director Laurie Z. Douglas	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.6		Elect Director Richard W. Dreiling	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.7		Elect Director Marvin R. Ellison	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.8		Elect Director Daniel J. Heinrich	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
	Blended Rationale: A vote FOR the director nominees is warranted.											
1.9		Elect Director Brian C. Rogers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.10		Elect Director Bertram L. Scott	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.11		Elect Director Colleen Taylor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.12		Elect Director Mary Beth West	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.							•	
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo- under consideration. Though concerns continu- with multi-year performance periods and annu-	e regarding th	e LTI progra	m, equity av	vards are hai	lf performance	-conditionea				
		Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year under consideration. Though concerns continue regarding the LTI program, equity awards are half performance-conditioned with multi-year performance periods and annual incentives were based on pre-set financial and operational metrics.										
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give sharehor						n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareh						y votes are			-	

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Lowe's Companies, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.											
		Blended Rationale: A vote FOR this proposal	I to ratify the aud	ditor is warra	nted.							
5		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes
Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.												
Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,030	2,030
Sustainable Balancea, anassignea			05/14/2023	05/14/2023			
					Total Shares:	2,030	2,030

NN Group NV

award.

Proposal Significant		Votable	Mgmt	Additional Policy	Voting Policy	Vote	Vote Against	Vote Against	Vote Against	
Votable Shares: 33,959	*Shares on Loan: 0		Shares Instructed: 33	,959		Shares Vote	d: 33,959			
Earliest Cutoff Date: 05/24/2023	Total Ballots: 1		Voting Policy: Sustaina	bility		Additional P	olicy:			
Primary Security ID: N64038107	Primary CUSIP: N64038107		Primary ISIN: NL00	10773842		Primary SE	DOL: BNG8	PQ9		
Record Date: 05/05/2023	Meeting Type: Annual		Meeting ID: 1711478							
Meeting Date: 06/02/2023	Country: Netherlands		Ticker: NN			Proxy Level: N/A				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Annual Meeting Agenda	Mgmt	No								
1		Open Meeting	Mgmt	No								
		Voting Policy Rationale: No vote is required for	this item.									
		Blended Rationale: No vote is required for this	item.									
2		Receive Annual Report	Mgmt	No								
		Voting Policy Rationale: This is a non-voting ite	em									
		Blended Rationale: This is a non-voting item										
3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified FOR is warranted as the proposed remuneration report is broadly in line with market practice, even though not all targets for the STI metrics are disclosed and there is the presence of a sign-on award to the incoming CFO, in deviation with the best market practices. We do note that the company provided a compelling rationale regarding the sign-on award.										
		Blended Rationale: A qualified FOR is warrante even though not all targets for the STI metrics in deviation with the best market practices. We	are disclosed	and there is	the presenc	e of a sign-o	n award to the	incoming C	FO,			

NN Group NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.A		Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant auditors.	ed because of	the absence	of concern	with the com	pany's audit p	rocedures o	r its			
		Blended Rationale: A vote FOR is warranted be auditors.	ecause of the a	absence of co	oncern with	the company	's audit proced	dures or its				
4.B		Receive Explanation on Company's Dividend Policy	Mgmt	No								
		Voting Policy Rationale: This is a non-voting ite	em.									
		Blended Rationale: This is a non-voting item.										
4.C		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this divide being excessive.	nd proposal is	warranted b	ecause the p	proposed pay	out ratio is ad	lequate with	out			
		Blended Rationale: A vote FOR this dividend pubeing excessive.	roposal is warr	anted becau	se the propo	osed payout i	ratio is adequa	te without				
5.A		Approve Discharge of Executive Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant controversies that the management board and			-		-	nd compelling	g			
		Blended Rationale: A vote FOR is warranted be controversies that the management board and			•	_		mpelling				
5.B		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant controversies that the management board and			-		-	nd compelling	g			
		Blended Rationale: A vote FOR is warranted be controversies that the management board and			-	_		mpelling				
6		Announce Intention to Reappoint David Knibbe to Executive Board	Mgmt	No								
		Voting Policy Rationale: This is a non-voting ite	em.									
		Blended Rationale: This is a non-voting item.										
7		Amend the Level of the Fixed Annual fee for Supervisory Board Members	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant board regarding this remuneration proposal.	ed, since there	is no evider	nce of exces	siveness on t	the part of the	supervisory				
		Blended Rationale: A vote FOR is warranted, s regarding this remuneration proposal.	ince there is n	o evidence o	f excessiven	ess on the p	art of the supe	ervisory boar	rd			
8.A.1		Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo- volume and duration.	sal is warrante	ed because it	is in line wi	th commonly	used safegua	rds regardin	g			
		Blended Rationale: A vote FOR this proposal is volume and duration.	warranted be	cause it is in	line with co	mmonly used	d safeguards re	egarding				
8.A.2		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo- volume and duration.	sal is warrante	ed because it	is in line wi	th commonly	used safegua	rds regardin	g			
		Blended Rationale: A vote FOR this proposal is volume and duration.	warranted be	cause it is in	line with co	mmonly used	d safeguards re	egarding				

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NN Group NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
8.B		Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this proposition and duration.	posal is warrante	ed because it	is in line w	ith commonly	vused safegua	rds regardii	ng				
		Blended Rationale: A vote FOR this proposal volume and duration.	l is warranted be	cause it is in	line with c	ommonly used	d safeguards r	egarding					
9		Authorize Repurchase of Shares	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow NN Group to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase. Blended Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding											
		Blended Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow NN Group to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.											
10		Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.											
		Blended Rationale: A vote FOR is warranted	because the car	ncellation of s	shares is in	shareholders	' interests.						
11		Close Meeting	Mgmt	No									
		Voting Policy Rationale: No vote is required for this item.											
		Blended Rationale: No vote is required for the	his item.										

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		33,959	33,959
Sustainable balanced, unussigned			05/08/2023	05/08/2023			
					Total Shares:	33,959	33,959

CRH Plc

Meeting Date: 06/08/2023		Ticker: CRH Proxy Level: N/A								
Record Date: 06/04/2023 Meeting Type: Special				D: 1750164	4					
Primary Security ID: G25508105 Primary CUSIP: G25508105				SIN: IE000	1827041		Primary SEI	OOL: 01827	'04	
Earliest Cutoff Date: 06/02/2023 Total Ballots: 1				Voting Policy: Sustainability Additional Policy:						
Votable Shares: 7,489	*Shares on Loan: 0		Shares Ins	tructed: 7,48	489 Shares Voted: 7,489					
Proposal Significant	Personal	Votable	Mgmt	TEC Das	Additional Policy	Voting Policy	Vote	Vote Against	Vote Against	Vote Against

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Approve Transfer of the Company's Primary Listing of Ordinary Shares to the New York Stock Exchange	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this Iter to seek a primary listing on the NYSE.	m is warranted a	s the Compa	ny has prov	vided a compe	elling rationale	for the deci	ision			
		Blended Rationale: A vote FOR this Item is a seek a primary listing on the NYSE.	warranted as the	Company ha	as provided	a compelling	rationale for t	he decision	to			

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CRH Plc

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: In line with recommend (see Item 1), a vote FOR this item is considered		r the substa	ntive propos	al of seeking	a primary listi	ing in the US	•			
		Blended Rationale: In line with recommended s Item 1), a vote FOR this item is considered war		substantive	proposal of	seeking a pr	imary listing in	the US (see	•			
3		Adopt New Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: In line with recommend (see Item 1), a vote FOR this item is considered		r the substa	ntive propos	al of seeking	a primary listi	ing in the US				
		Blended Rationale: In line with recommended s Item 1), a vote FOR this item is considered war		substantive	proposal of	seeking a pr	imary listing in	the US (see	•			
4		Authorise Market Purchase and Overseas Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut recommended limits.	ion is warrante	ed because t	the proposed	l amount and	d duration are	within				
		Blended Rationale: A vote FOR this resolution is recommended limits.	warranted be	ecause the pi	roposed amo	ount and dur	ation are withi	in				
5		Authorise Reissuance of Treasury Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut Ireland, and no concerns have been identified.	ion is warrante	ed because t	his is a routi	ine item for d	companies inco	orporated in				
		Blended Rationale: A vote FOR this resolution is and no concerns have been identified.	warranted be	ecause this is	a routine it	em for comp	anies incorpor	ated in Irelai	nd,			
6		Amend Articles of Association Re: Article 4A	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this Item is	warranted as	no specific d	concerns hav	e been ideni	tified.					
		Blended Rationale: A vote FOR this Item is war	ranted as no s	pecific conce	erns have be	en identified	!					

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		7,489	7,489
Sustamable balanceu, unassigneu			05/23/2023	05/23/2023			
					Total Shares:	7,489	7,489

CRH Plc

Meeting Date: 06/08/2023	Country: Ireland		Ticker: CR	RH			Proxy Level	: N/A		
Record Date: 06/04/2023 Meeting Type: Court			Meeting I	D: 1757629)					
Primary Security ID: G25508105	Primary CUSIP: G25508105		Primary I	SIN: IE000	1827041		Primary SED	OL: 01827	'04	
Earliest Cutoff Date: 06/02/2023	Total Ballots: 1	Voting Poli	cy: Sustainab	ility		Additional Pol	licy:			
Votable Shares: 7,489	*Shares on Loan: 0		Shares Instr		39		Shares Voted:	7,489		
Proposal Significant Number Vote Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS

Court Meeting Mgmt No

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CRH Plc

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Approve Scheme of Arrangement	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposal is warranted. Refer to Sustainability Advisory Services analysis of the special meeting.										
		Blended Rationale: A vote FOR this proposal is meeting.	warranted. Re	fer to Susta	inability Adv	isory Service.	s analysis of ti	he special				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		7,489	7,489
Susumusic Suluncca, anassigned			05/23/2023	05/23/2023			
					Total Shares:	7,489	7,489

Caterpillar Inc.

Record D	Date: 06/14/2 rate: 04/17/20 Security ID:	023	Country: USA Meeting Type: Annua Primary CUSIP: 149			_	ID: 1755428 ISIN: US149			Proxy Level		201	
Earliest Cu	itoff Date: 06/1	13/2023	Total Ballots: 1			Voting Po	licy: Sustainal	oility		Additional Po	licy:		
Votable Sh	nares: 1,807		*Shares on Loan: 0			Shares In	structed: 1,80	07		Shares Voted	: 1,807		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1.1		Elect Director Kelly A	A. Ayotte	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Ayotte, is warranted in	le: A vote AGAINST the because the company is FOR the remaining dire	not aligned with	h investor ex	pectations of						-	
		warranted because th	vote AGAINST the incui he company is not aligne ing director nominees is	ed with investor		,		,	, ,	,			
1.2		Elect Director David	L. Calhoun	Mgmt	Yes	For	For		For	For	No	No	No
		Ayotte, is warranted in	le: A vote AGAINST the because the company is FOR the remaining dire	not aligned with	h investor ex	epectations of						-	
		warranted because th	vote AGAINST the incui he company is not aligne ing director nominees is	ed with investor						•		-	
1.3		Elect Director Daniel	M. Dickinson	Mgmt	Yes	For	For		For	For	No	No	No
		Ayotte, is warranted in	le: A vote AGAINST the because the company is FOR the remaining dire	not aligned with	h investor ex	pectations of						-	
		warranted because th	vote AGAINST the incur he company is not aligne ing director nominees is	ed with investor						•		-	

Caterpillar Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.4		Elect Director James C. Fish, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Ayotte, is warranted because the company is n commitments. A vote FOR the remaining direct	ot aligned with	h investor ex	-							
		Blended Rationale: A vote AGAINST the incumb warranted because the company is not aligned vote FOR the remaining director nominees is w	with investor		-				, is			
1.5		Elect Director Gerald Johnson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Ayotte, is warranted because the company is n commitments. A vote FOR the remaining direct	ot aligned with	h investor ex				. ,				
		Blended Rationale: A vote AGAINST the incumb warranted because the company is not aligned vote FOR the remaining director nominees is w	with investor						, is			
1.6		Elect Director David W. MacLennan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Ayotte, is warranted because the company is n commitments. A vote FOR the remaining direct	ot aligned with	h investor ex	-							
		Blended Rationale: A vote AGAINST the incumb warranted because the company is not aligned vote FOR the remaining director nominees is w	with investor		-				, is			
1.7		Elect Director Judith F. Marks	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Ayotte, is warranted because the company is n commitments. A vote FOR the remaining direct	ot aligned with	h investor ex				- ,				
		Blended Rationale: A vote AGAINST the incumb warranted because the company is not aligned vote FOR the remaining director nominees is w	with investor		-				, is			
1.8		Elect Director Debra L. Reed-Klages	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Ayotte, is warranted because the company is n commitments. A vote FOR the remaining direct	ot aligned with	h investor ex								
		Blended Rationale: A vote AGAINST the incumb warranted because the company is not aligned vote FOR the remaining director nominees is w	with investor		-				, is			
1.9		Elect Director Susan C. Schwab	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Ayotte, is warranted because the company is n commitments. A vote FOR the remaining direct	ot aligned with	h investor ex								
		Blended Rationale: A vote AGAINST the incumb warranted because the company is not aligned vote FOR the remaining director nominees is w	with investor		-				, is			
1.10		Elect Director D. James Umpleby, III	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Ayotte, is warranted because the company is n commitments. A vote FOR the remaining direct	ot aligned with	h investor ex	,			J , ,				
		Blended Rationale: A vote AGAINST the incumb warranted because the company is not aligned vote FOR the remaining director nominees is w	with investor		-				, is			

Caterpillar Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.11		Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Ayotte, is warranted because the company is no commitments. A vote FOR the remaining direct	ot aligned with	h investor ex	-							
		Blended Rationale: A vote AGAINST the incumb warranted because the company is not aligned vote FOR the remaining director nominees is we	with investor		•				e, is			
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al to ratify the	e auditor is w	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warrai	nted.							
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos NEOs, the annual incentives are primarily based performance-based and utilize a multi-year per	d on pre-set fil	nancial metri				•	the			
		Blended Rationale: A vote FOR this proposal is NEOs, the annual incentives are primarily based performance-based and utilize a multi-year per	d on pre-set fil	nancial metri		_						
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					-	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho	-					y votes are				
5		Approve Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Based on the Equity Pla	an Scorecard e	evaluation (E	FPSC), a vote	FOR this pro	oposal is warra	anted.				
		Blended Rationale: Based on the Equity Plan Sc	corecard evalu	ation (EPSC)	, a vote FOF	R this propose	al is warranted	1.				
6		Report on Climate Lobbying	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propos activities, gaps remain regarding how the comp Agreement goals and steps it would take when the company supporting organizations at cross	oany assesses significant mi	its trade ass salignment is	ociation part found. This	tners' lobbyin	ng activities vis	s-à-vis Paris				
		Blended Rationale: A vote FOR this proposal is activities, gaps remain regarding how the compagreement goals and steps it would take when the company supporting organizations at cross	any assesses significant mi	its trade ass salignment is	ociation part found. This	tners' lobbyin	ng activities vis	, s-à-vis Paris	of			
7		Report on Lobbying Payments and Policy	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propos and indirect lobbying payments.	al is warrante	d as the com	npany has ro	om to impro	ve on its disclo	osure of direc	ct			
		Blended Rationale: A vote FOR this proposal is indirect lobbying payments.	warranted as	the company	/ has room t	o improve or	its disclosure	of direct an	d			

Caterpillar Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8		Report on Due Diligence Process of Doing Business in Conflict Affected Areas	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this propolicies, processes, and oversight mechanisms and business activities.	•									
		Blended Rationale: A vote AGAINST this propos policies, processes, and oversight mechanisms and business activities.		-					15			
9		Report on Civil Rights and Non-Discrimination Audit	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this re adequate information for shareholders to detern discrimination effect.										
		Blended Rationale: A vote AGAINST this resolut adequate information for shareholders to deter- discrimination effect.						•	erse			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,807	1,807
Sustainable Suidirectly United Signed			06/02/2023	06/02/2023			
					= Total Shares:	1,807	1,807

Target Corporation

Meeting Date: 06/14/2023	Country: USA	Ticker: TGT	Proxy Level: 3
Record Date: 04/17/2023	Meeting Type: Annual	Meeting ID: 1754831	
Primary Security ID: 87612E106	Primary CUSIP: 87612E106	Primary ISIN: US87612E1064	Primary SEDOL: 2259101
Earliest Cutoff Date: 06/13/2023	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,438	*Shares on Loan: 0	Shares Instructed: 1,438	Shares Voted: 1,438

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director David P. Abney	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1b		Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1c		Elect Director George S. Barrett	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								

Target Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director Gail K. Boudreaux	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1e		Elect Director Brian C. Cornell	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1f		Elect Director Robert L. Edwards	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1g		Elect Director Donald R. Knauss	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1h		Elect Director Christine A. Leahy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1i		Elect Director Monica C. Lozano	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1j		Elect Director Grace Puma	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1k		Elect Director Derica W. Rice	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
11		Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al to ratify the	e auditor is v	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.							
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are primarily, and long-term incentives are entirely, performance-based.										
		Blended Rationale: A vote FOR this proposal is incentives are primarily, and long-term incentiv				e reasonably	aligned at this	s time. Annua	al			

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Target Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.										
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho			,			y votes are				
5		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propos	sal is warranted	d given the i	mportance o	of having an i	independent b	oard chair.				
		Blended Rationale: A vote FOR this proposal is	warranted give	en the impoi	rtance of hav	ving an indep	endent board	chair.				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,438	1,438
Sustainable Balancea, andsorginea			05/24/2023	05/24/2023			
					Total Shares:	1,438	1,438

Deutsche Wohnen SE

Meeting Date: 06/15/2023

Record D	oate: 05/24/20	023	Meeting Type: Annu	al		Meeting	ID: 1710352	2					
Primary	Security ID:	D2046U176	Primary CUSIP: D20)46U176		Primary	ISIN: DE00	0A0HN5C6		Primary SEI	OOL: BOYZO)Z5	
Earliest Co	itoff Date: 06/0	05/2023	Total Ballots: 1			Voting Po	licy: Sustainal	bility		Additional Po	licy:		
Votable Si	nares: 12,100		*Shares on Loan: 0			Shares In	structed: 12,	100		Shares Voted	: 12,100		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Management Propos	sals	Mgmt	No								
1		Receive Financial Sta Statutory Reports fo (Non-Voting)		Mgmt	No								
		Voting Policy Rationa	ale: This is a non-voting	item.									

For

For

For

For

No

No

No

Ticker: DWNI

Proxy Level: N/A

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Mgmt

Yes

Country: Germany

Blended Rationale: This is a non-voting item.

Voting Policy Rationale: A vote FOR this resolution is warranted.

Blended Rationale: A vote FOR this resolution is warranted.

Approve Allocation of Income and

Dividends of EUR 0.04 per Share

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these proportheir fiduciary duties in the year under review. irrefutable evidence of wrongdoing by member agreement, the conduct of the boards in the conditional fiduciary responsibilities.	However, this s of the manag antext of Vono	is not withou gement and : via's takeove	it concerns: supervisory er raises legi	* While thei boards in coi timate conce	re is currently innection with	no clear and the loan	s			
		Blended Rationale: Votes FOR these proposals fiduciary duties in the year under review. Howe irrefutable evidence of wrongdoing by member agreement, the conduct of the boards in the confinerest and breach of fiduciary responsibilities.	ever, this is not s of the manag antext of Vono	t without con gement and : via's takeove	ncerns: * Wi supervisory er raises legi	hile there is c boards in col timate conce	currently no cle nnection with	ear and the loan	5			
4		Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these proportheir fiduciary duties in the year under review. irrefutable evidence of wrongdoing by member agreement, the conduct of the boards in the conduct of interest and breach of fiduciary responsibilities.	However, this s of the manag antext of Vono	is not withou gement and : via's takeove	it concerns: supervisory er raises legi	* While thei boards in coi timate conce	re is currently innection with	no clear and the loan	5			
		Blended Rationale: Votes FOR these proposals fiduciary duties in the year under review. Howe irrefutable evidence of wrongdoing by member agreement, the conduct of the boards in the confinerest and breach of fiduciary responsibilities.	ever, this is not s of the manag antext of Vono	t without con gement and : via's takeove	ncerns: * Wi supervisory er raises legi	hile there is c boards in col timate conce	currently no cle nnection with	ear and the loan	5			
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 and the First Quarter of 2024	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST this pr						· .	7.			
		Blended Rationale: A vote AGAINST this propos	sal is warrante	d because th	e auditor is	being chang	ed without exp	olanation.				
6		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut line with best practice standards in Germany ar several positive steps to improve its remunerati	nd no significai	nt concerns i	vere identif	•	•	•				
		Blended Rationale: A vote FOR this resolution is with best practice standards in Germany and no positive steps to improve its remuneration repo	o significant co	ncerns were			-	-	al			
7.1		Elect Peter Hohlbein to the Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote AGAINST non-inc the company has failed to establish a sufficient warranted.	dependent aud	lit committee	e member C	hristoph Sch	auerte is warra	anted because				
		Blended Rationale: A vote AGAINST incumbent on the board. A vote AGAINST non-independen company has failed to establish a sufficiently in warranted.	nt audit commi	ttee member	Christoph .	Schauerte is	warranted bed	ause the	ity			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7.2		Elect Christoph Schauerte to the Supervisory Board	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote AGAINST non-in- the company has failed to establish a sufficient warranted.	dependent aud	dit committee	e member (Christoph Sch	auerte is warra	anted becaus				
		Blended Rationale: A vote AGAINST incumben on the board. A vote AGAINST non-independe company has failed to establish a sufficiently in warranted.	nt audit commi	ittee membe	r Christoph	Schauerte is	warranted bed	ause the	sity			
		Shareholder Proposal Submitted by Vonovia SE	Mgmt	No								
7.3		Elect Catrin Coners to the Supervisory Board	SH	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote AGAINST non-in- the company has failed to establish a sufficient warranted.	dependent aud	dit committee	e member (Christoph Sch	auerte is warra	anted becaus				
		Blended Rationale: A vote AGAINST incumben on the board. A vote AGAINST non-independe company has failed to establish a sufficiently in warranted.	nt audit commi	ittee membe	r Christoph	Schauerte is	warranted bed	ause the	•		-	
		Management Proposals	Mgmt	No								
8		Amend Article Re: Location of Annual Meeting	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the propos	ed amendment	's are warrar	ted due to	a lack of con	cerns.					
		Blended Rationale: Votes FOR the proposed ar	mendments are	warranted o	due to a lac	k of concerns	5.					
9		Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST the p virtual-only shareholder meetings for the next the circumstances under which virtual-only me	five years, whi	ich is conside					on			
		Blended Rationale: A vote AGAINST the propos shareholder meetings for the next five years, v circumstances under which virtual-only meetin	which is conside	ered excessi				-				
10		Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the propos	ed amendment	's are warrar	ted due to	a lack of con	cerns.					
		Blended Rationale: Votes FOR the proposed ar	mendments are	warranted o	due to a lac	k of concerns	5.					
11		Amend Articles Re: Remove the Names of First Supervisory Board After the Change of Corporate Form to Societas Europaea (SE)	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the propose	ed amendment	's are warrar	ted due to	a lack of con	cerns.					
		Blended Rationale: Votes FOR the proposed ar	mendments are	warranted o	due to a lac	k of concerns	5.					

Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Approve Creation of EUR 120 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR the propos	sed authorization	ons are warra	anted.							
	Blended Rationale: Votes FOR the proposed a	uthorizations a	re warrantea	!.							
	Approve Cancellation of Conditional Capitals 2014/III, 2015, 2017 and 2018/I	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolu	ution is warrant	ed.								
	Blended Rationale: A vote FOR this resolution	is warranted.									
	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the propo	sed share repu	rchase progr	am is warra	nted.						
	Blended Rationale: A vote FOR the proposed s	share repurchas	se program i	s warranted							
	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this propo	osal is warrante	d.							_	
	Blended Rationale: A vote FOR this proposal is	s warranted.									
	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 120 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR the propos	sed authorization	ns are warra	anted.							
	Blended Rationale: Votes FOR the proposed a	uthorizations a	re warrantea	!.							
	Approve Affiliation Agreement with Rhein Pfalz Wohnen GmbH	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this propo	osal is warrante	d.								
	Blended Rationale: A vote FOR this proposal is	s warranted.									
	Shareholder Proposal Submitted by Cornwall (Luxembourg) S.a r.l.	Mgmt	No								
	Appoint Jochen Jahn as Special Auditor in Connection with Loan Agreement with Vonovia SE	SH	Yes	Against	For		For	For	Yes	No	No
	whether the granting of a loan to the companing the best interest of the company. * While the management and supervisory boards in the supervisory boards in the context of Vonovia's breach of fiduciary responsibilities. * An independent of the merit support. Blended Rationale: A vote FOR the special auwhether the granting of a loan to the companing the best interest of the company. * While the management and supervisory boards in the supervisory boards in the context of Vonovia's superviso	y's majority sha here is currently connection with a takeover raise pendent investig dit resolution is y's majority sha here is currently connection with a takeover raise	areholder con y no clear ar the loan agre s legitimate nation into the warranted be areholder con y no clear ar the loan agre s legitimate	nstitutes and irrefutable ement, the concerns abuses matters execuse: * Testitutes and irrefutable ement, the concerns abuse concerns abuse irrefutable ement, the concerns abuse irrefutable ement.	unlawful fina e evidence of conduct of to out potential by a third-po- ine special au unlawful fina e evidence of conduct of to out potential	nncial aid and v f wrongdoing b he manageme I conflicts of in. arty special au udits would inv nncial aid and v f wrongdoing b he manageme I conflicts of in.	whether it w. by members nt and terest and ditor is restigate whether it w. by members nt and terest and	as of as			
	Vote	Approve Creation of EUR 120 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights Voting Policy Rationale: Votes FOR the proposed at Approve Cancellation of Conditional Capitals 2014/III, 2015, 2017 and 2018/I Voting Policy Rationale: A vote FOR this resolution Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares Voting Policy Rationale: A vote FOR the proposed states and the proposed of Repurchased Shares Voting Policy Rationale: A vote FOR the proposed states when Repurchasing Shares Voting Policy Rationale: A vote FOR the proposed states when Repurchasing Shares Voting Policy Rationale: A vote FOR this proposal is 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 120 Million Pool of Capital to Guarantee Conversion Rights Voting Policy Rationale: Votes FOR the proposed at Approve Affiliation Agreement with Rhein Pfalz Wohnen GmbH Voting Policy Rationale: A vote FOR this proposal is Shareholder Proposal Submitted by Cornwall (Luxembourg) S.a.r.l. Appoint Jochen Jahn as Special Auditor in Connection with Loan Agreement with Vonovia's Shareholder Proposal is the context of Vonovia's breach of fiduciary responsibilities. * An indeptonsided Rationale: A vote FOR the special auditor in the best interest of the company. * While the management and supervisory boards in considered to merit support. Blended Rationale: A vote FOR the special auditor in the best interest of the company. * While the management and supervisory boards in considered to merit support. Blended Rationale: A vote FOR the special auditor in the best interest of the company. * While the management and supervisory boards in the context of Vonovia's breach of fiduciary responsibilities. * An indeptonsible of fiduciary responsibilities. * An indeptonsible proposals in the context of Vonovia's breach of fiduciary responsibilities. * An indeptonsible propo	Approve Creation of EUR 120 Million Mgmt Pool of Authorized Capital with or without Exclusion of Preemptive Rights Voting Policy Rationale: Votes FOR the proposed authorizations at Approve Cancellation of Conditional Capitals 2014/III, 2015, 2017 and 2018/I Voting Policy Rationale: A vote FOR this resolution is warranted. Blended Rationale: A vote FOR this resolution is warranted. Authorize Share Repurchase Program Mgmt and Reissuance or Cancellation of Repurchased Shares Voting Policy Rationale: A vote FOR the proposed share repurchased Shares Voting Policy Rationale: A vote FOR the proposed share repurchased Shares Voting Policy Rationale: A vote FOR the proposed share repurchased Shares Voting Policy Rationale: A vote FOR this proposal is warranted. Authorize Use of Financial Derivatives Mgmt when Repurchasing Shares Voting Policy Rationale: A vote FOR this proposal is warranted. Blended Rationale: A vote FOR this proposal is warranted. 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Blended Rationale: A vote FOR the special audit resolution is whether the granting	Approve Creation of EUR 120 Million Mgmt Yes Pool of Authorized Capital with or without Exclusion of Preemptive Rights Voting Policy Rationale: Votes FOR the proposed authorizations are warranted Blended Rationale: Votes FOR the proposed authorizations are warranted Approve Cancellation of Conditional Mgmt Yes Capitals 2014/III, 2015, 2017 and 2018/I Voting Policy Rationale: A vote FOR this resolution is warranted. Blended Rationale: A vote FOR this resolution is warranted. Blended Rationale: A vote FOR this resolution is warranted. 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Blended Rationale: A vote FOR this proposal is warranted. Shareholder Proposal Submitted by Mgmt No Cornwall (Luxembourg) S.a r.l. Appoint Jochen Jahn as Special Auditor SH Yes in Connection with Loan Agreement with Vonovia's takeover raises legitimate breach of fiduciary responsibilities.* A nindependent investigation into the considered to ment support. Blended Rationale: A vote FOR the special audit resolution is warranted to whether the granting of a loan to the company's majority shareholder con in the b	Approve Creation of EUR 120 Million Mgmt Yes For Pool of Authorized Capital with or without Exclusion of Preemptive Rights Voting Policy Rationale: Votes FOR the proposed authorizations are warranted. Blended Rationale: Votes FOR the proposed authorizations are warranted. Approve Cancellation of Conditional Mgmt Yes For Capitals 2014/III, 2015, 2017 and 2018/I Voting Policy Rationale: A vote FOR this resolution is warranted. 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Blended Rationale: A vote FOR the special audit resolution is warranted because whether the granting of a loan to the company's majority shareholder constitutes an in the best interest of the company. *Wh	Approve Creation of EUR 120 Million Mgmt Yes For For without Exclusion of Preemptive Rights Voting Policy Rationale: Votes FOR the proposed authorizations are warranted. Blended Rationale: Votes FOR the proposed authorizations are warranted. Approve Cancellation of Conditional Mgmt Yes For For Capitals 2014/III, 2015, 2017 and 2018/I Voting Policy Rationale: A vote FOR this resolution is warranted. Blended Rationale: A vote FOR this resolution is warranted. Blended Rationale: A vote FOR this resolution is warranted. Blended Rationale: A vote FOR this resolution is warranted. Authorize Share Repurchase Program Mgmt Yes For For and Reissuance or Cancellation of Repurchase Program is warranted. Blended Rationale: A vote FOR the proposed share repurchase program is warranted. 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Authorize Share Repurchase Program Mgmt Yes For For and Resissance or Cancellation of Repurchased Shares Voting Policy Rationale: A vote FOR the proposed share repurchase program is warranted. Blended Rationale: A vote FOR the proposed share repurchase program is warranted. Blended Rationale: A vote FOR the proposed share repurchase program is warranted. Authorize Use of Financial Derivatives Mgmt Yes For For when Repurchasing Shares Voting Policy Rationale: A vote FOR this proposal is warranted. Blended Rationale: A vote FOR this proposal is warranted. Blended Rationale: A vote FOR this proposal is warranted. Blended Rationale: A vote FOR this proposal is warranted. Blended Rationale: Votes FOR the proposed authorizations are warranted. Blended Rationale: Votes FOR the proposed authorizations are warranted. Blended Rationale: Votes FOR the proposed authorizations are warranted. Blended Rationale: Votes FOR the proposed authorizations are warranted. Blended Rationale: A vote FOR this proposal is warranted. Blended Rationale: A vote FOR the special audit resolution is warranted whether the granting of a loan to the company's majority shareholder constitutes an unlawful financial aid and in the best interest of the company. ** While there is currently no clear and irrelatable evidence of wrongology is the management with Vonovia SE Voting Policy Rationale: A vote FOR the special audit resolution is warranted because: **	Approve Creation of EUR 120 Million Mgmt Yes For For For For Por without Exclusion of Preemptive Rights Vetory Policy Patientale: Votes FOR the proposed authorizations are warranted. Blended Rationale: Votes FOR the proposed authorizations are warranted. Approve Cancellation of Conditional Mgmt Yes For For For For Coptal 2014/III, 2015, 2017 and 2014/III. 2014/III.	Approve Creation of EUR 120 Million Mgmt Yes For For For For For For For Por Without Exclusion of Presengive Bights Working Palicy Rationale: Votes FOR the proposed authorizations are warranted. Biended Rationale: Votes FOR the proposed authorizations are warranted. Approve Cancellation of Conditional Mgmt Yes For For For For For For Por 2018/11. Approve Cancellation of Conditional Mgmt Yes For For For For For For For Applications are warranted. Biended Rationale: A vote FOR this resolution is warranted. Biended Rationale: A vote FOR this resolution is warranted. Biended Rationale: A vote FOR this resolution is warranted. Authorize Share Repurchase Program Mgmt Yes For For For For For For Repurchase Program and Resourched Shares Woring Palicy Rationale: A vote FOR the proposed share repurchase program is warranted. Biended Rationale: A vote FOR the proposed share repurchase program is warranted. Biended Rationale: A vote FOR the proposed share repurchase program is warranted. 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Biended Rationale: Votes FOR the proposed warranteed wa	Approve Creation of EUR. 120 Million Mgmit Yes For For For For For No No Peol of Authorized Capital with or without Evolusion of Premptive Bights to Million And Follows Authorized Capital with or without Evolusion of Premptive Bights to Million And Follows Authorized States was also as the Capital Authorized States and Capital States (1997). Part of Por For For No Capitals 2014/117, 2012, 2017 and 2010/11. Verify Policy Nationale: A vice FOR the proposed authorized size warranted. Approve Cancellation of Conditional Mgmit Yes For For For For For No Capitals 2014/117, 2012, 2017 and 2010/11. Verify Policy Nationale: A vice FOR this resolution is warranted. Biended Rationale: A vice FOR the proposed share repurchase program is warranted. 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Biended Rationale: A vice FOR the proposed authorizations are warranted. Biended Rationale: A vice FOR the proposed authorizations are warranted. Biended Rationale: A vice FOR the proposed authorizations are warranted. Biended Rationale: A vice FOR the proposed authorizations are w	Approve Creation of EUR 120 Million Paid of Authorized Capital with or without Exclusion of Precipitor Rights Victory Publicy Mildsonale: Votes FOR the proposed authorizations are warranted. Blended Rationale: Votes FOR the proposed authorizations are warranted. Blended Rationale: Votes FOR the proposed authorizations are warranted. Approve Consolidation of Conditional Capitals 2014/TIL, 2015, 2017 and 2018/II Votes FOR Victorials: A vote FOR the resolution is warranted. Blended Rationale: A vote FOR the resolution is warranted. Blended Rationale: A vote FOR the resolution is warranted. Blended Rationale: A vote FOR the proposed share repurchase program is warranted. 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^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		12,100	12,100
Sustainable Balanced, unassigned			05/28/2023	05/28/2023			
					Total Shares:	12,100	12,100

NVIDIA Corporation

Meeting Date: 06/22/2023 **Record Date:** 04/24/2023

Country: USA Meeting Type: Annual Ticker: NVDA **Meeting ID:** 1757305 Proxy Level: 3

Primary Security ID: 67066G104

Primary CUSIP: 67066G104

Primary ISIN: US67066G1040

Primary SEDOL: 2379504

Earliest Cutoff Date: 06/21/2023 Votable Shares: 10,556

Total Ballots: 1 *Shares on Loan: 0 Voting Policy: Sustainability Shares Instructed: 10,556

Additional Policy: Shares Voted: 10,556

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Robert K. Burgess	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	ranted.								
1b		Elect Director Tench Coxe	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	ranted.								
1c		Elect Director John O. Dabiri	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	ranted.								
1d		Elect Director Persis S. Drell	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	ranted.							-	
1e		Elect Director Jen-Hsun Huang	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	ranted.								
1f		Elect Director Dawn Hudson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	ranted.							-	
1g		Elect Director Harvey C. Jones	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	ranted.								
1h		Elect Director Michael G. McCaffery	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	ranted.								

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

NVIDIA Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1i		Elect Director Stephen C. Neal	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	ninees is warra	anted.								
1j		Elect Director Mark L. Perry	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1k		Elect Director A. Brooke Seawell	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
11		Elect Director Aarti Shah	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1m		Elect Director Mark A. Stevens	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos	al is warranted	d as pay and	performanc	e are aligned	for the year i	in review.				
		Blended Rationale: A vote FOR the proposal is	warranted as p	pay and perf	formance are	aligned for	the year in rev	riew.				
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					•	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho	,					y votes are				
4		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	auditor is w	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		10,556	10,556
Susualiusic sulunced, unassigned			06/07/2023	06/07/2023			
					= Total Shares:	10,556	10,556

DSM-Firmenich AG

Primary Security ID: H0245V108

Meeting Date: 06/29/2023

Country: Switzerland

Ticker: DSFIR Meeting ID: 1763854 Proxy Level: N/A

Record Date:

Meeting Type: Extraordinary

Shareholders

Primary CUSIP: H0245V108

Primary ISIN: CH1216478797

Primary SEDOL: BPCPSD6

Earliest Cutoff Date: 06/23/2023

Votable Shares: 1,356

Total Ballots: 1 *Shares on Loan: 0 Voting Policy: Sustainability **Shares Instructed:** 1,356

Additional Policy: Shares Voted: 1,356

	1,550	5.1a. 55 5.1 25a 5			J.141 05 21				J 05 1 0 1 0 1 0 1	1,550		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports for the Period from Jan. 1, 2023 to May 8, 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolu	ıtion is warrant	ted.							-	
		Blended Rationale: A vote FOR this resolution	is warranted.								-	
2		Approve Dividends of EUR 1.60 per Share from Capital Contribution Reserves	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolu	ıtion is warrant	ted due to a	lack of cond	cerns.						
		Blended Rationale: A vote FOR this resolution	is warranted d	lue to a lack	of concerns	;						
3.1		Approve Remuneration of Directors in the Amount of EUR 3.6 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolu	ıtion is warranı	ted because	the propose	ed amount is i	in line with ma	arket practic	e.		-	
		Blended Rationale: A vote FOR this resolution	is warranted b	ecause the p	proposed an	nount is in line	e with market	practice.				
3.2		Approve Remuneration of Executive Committee in the Amount of EUR 37.9 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is not considered excessive at this time.	is warranted be	ecause the p	roposal app	ears to be in	line with mark	et practice a	and		-	
		Blended Rationale: A vote FOR this item is was considered excessive at this time.	rranted becaus	se the propo.	sal appears	to be in line v	with market pr	ractice and is	s not		-	
4.1		Amend Articles Re: Consultative Vote for High Value Transactions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the propos	ed article ame	ndments are	warranted.							
		Blended Rationale: Votes FOR the proposed a	rticle amendme	ents are war	ranted.						-	
4.2		Amend Articles Re: Information on the Identity of Shareholders	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the propos	ed article ame	ndments are	warranted.							
		Blended Rationale: Votes FOR the proposed a	rticle amendme	ents are war	ranted.							
5		Transact Other Business (Voting)	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST is was shareholder to the proxy in case new voting it board of directors; and * The content of these shareholders' best interest to vote against this	ems or counter new items or	rproposals a counterprop	re introduce osals is not	d at the meet	ting by shareh	olders or the	2		_	
		Blended Rationale: A vote AGAINST is warrant the proxy in case new voting items or counter directors; and * The content of these new item best interest to vote against this item on a pre	proposals are i ns or counterp	introduced a roposals is r	t the meetin	ng by shareho	olders or the bo	oard of			_	
B-II-4 P :												

Institutional Account Detail	Custodian						
(IA Name, IA Number)	Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

DSM-Firmenich AG

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,356	1,356
Susumusic sulunced, unassigned			06/12/2023	06/12/2023			
					Total Shares:	1,356	1,356

Koninklijke Ahold Delhaize NV

Meeting Date: 07/05/2023 Country: Netherlands Ticker: AD Proxy Level: N/A

Record Date: 06/07/2023 Meeting Type: Extraordinary Meeting ID: 1763052

Shareholders

 Primary Security ID: N0074E105
 Primary CUSIP: N0074E105
 Primary ISIN: NL0011794037
 Primary SEDOL: BD0Q398

Earliest Cutoff Date: 06/27/2023 Total Ballots: 1 Voting Policy: Sustainability Additional Policy:

Votable Shares: 54,195 *Shares on Loan: 0 Shares Instructed: 54,195 Shares Voted: 54,195

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Extraordinary Meeting Agenda	Mgmt	No								
1		Open Meeting	Mgmt	No								
		Voting Policy Rationale: No vote is required for	this item.									
		Blended Rationale: No vote is required for this	item.									
2		Elect Jolanda Poots-Bijl to Management Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this election years; * The candidate appears to possess the controversy concerning the candidate.						-	our			
		Blended Rationale: A vote FOR this election is vears; * The candidate appears to possess the controversy concerning the candidate.										
3		Close Meeting	Mgmt	No								
		Voting Policy Rationale: No vote is required for	this item.									
		Blended Rationale: No vote is required for this	item.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved	Issuer Confirmed	54,195	54,195
Sustainable Sulanced, andssigned			05/31/2023	05/31/2023	_		
					Total Shares:	54,195	54,195

Industria de Diseno Textil SA

Meeting Date: 07/11/2023 Country: Spain Ticker: ITX Proxy Level: N/A

Record Date: 07/06/2023 Meeting Type: Annual Meeting ID: 1768943

 Primary Security ID: E62823125
 Primary CUSIP: E62823125
 Primary ISIN: ES0148396007
 Primary SEDOL: BP9DL90

Industria de Diseno Textil SA

 Earliest Cutoff Date: 07/06/2023
 Total Ballots: 1
 Voting Policy: Sustainability
 Additional Policy:

 Votable Shares: 7,036
 *Shares on Loan: 0
 Shares Instructed: 7,036
 Shares Voted: 7,036

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.a		Approve Standalone Financial Statements	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this it procedures used.	em is warranted de	ue to a lack o	of concerns	regarding the	e accounts pre	sented or a	udit		_	
		Blended Rationale: A vote FOR this item is procedures used.	s warranted due to	a lack of col	ncerns rega	arding the acc	counts presente	ed or audit				
1.b		Approve Discharge of Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this renot fulfilled their fiduciary duties.	esolution is warran	ted as there	is no evide	nce that the L	board or the m	anagement	have			
		Blended Rationale: A vote FOR this resolu fulfilled their fiduciary duties.	tion is warranted a	s there is no	evidence t	hat the board	or the manag	ement have	e not		-	
2		Approve Consolidated Financial Statements	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this it procedures used.	em is warranted do	ue to a lack o	of concerns	regarding the	e accounts pre	sented or a	udit			
		Blended Rationale: A vote FOR this item is procedures used.	s warranted due to	a lack of col	ncerns rega	arding the acc	counts presente	ed or audit			-	
3		Approve Non-Financial Information Statement	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this it reported by the company.	em is warranted de	ue to a lack o	of specific c	concerns abou	ıt the non-finar	ncial inform	ation		-	
		Blended Rationale: A vote FOR this item is reported by the company.	s warranted due to	a lack of spe	ecific conce	erns about the	non-financial	information	1		-	
4		Approve Allocation of Income and Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this in proposed dividend.	ncome allocation pr	roposal is wa	rranted due	e to a lack of	controversy su	rrounding t	the		-	
		Blended Rationale: A vote FOR this incomproposed dividend.	e allocation propos	al is warrant	ed due to a	a lack of contr	roversy surrour	nding the			-	
5.a		Fix Number of Directors at 10	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this re limit as per local code of best practice.	esolution is warran	ted as the pr	roposed boo	ard size would	d remain within	the 15-dir	ector		-	
		Blended Rationale: A vote FOR this resolu limit as per local code of best practice.	tion is warranted a	s the propos	ed board s	ize would rem	nain within the	15-director	-		-	
5.b		Reelect Amancio Ortega Gaona as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR Item vote FOR Item 5.b is warranted, as the bocontrolled companies and there are no oti	pard meets the one	third indepe	endence gu	ideline applica	able to Span-in				-	
		Blended Rationale: A vote FOR Item 5.c is FOR Item 5.b is warranted, as the board is controlled companies and there are no oti	meets the one third	d independen	nce guidelin	e applicable t	to Span-incorpo		vote			

Industria de Diseno Textil SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
5.c		Reelect Jose Luis Duran Schulz as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR Item 5.c is vote FOR Item 5.b is warranted, as the board controlled companies and there are no other co	meets the one	third indepe	ndence gui	deline applica	able to Span-in		2. A				
		Blended Rationale: A vote FOR Item 5.c is war FOR Item 5.b is warranted, as the board meet controlled companies and there are no other of	s the one thira	l independen	ce guideline	e applicable to	o Span-incorpo		ote				
6		Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this item is company's remuneration policy.	s warranted du	ie to a lack o	of concerns	about the pro	pposed amendi	ments to the					
		Blended Rationale: A vote FOR this item is war company's remuneration policy.	ranted due to	a lack of con	ncerns abou	t the propose	ed amendment	s to the					
7		Approve Long-Term Incentive Plan	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this item is However, the company has not disclosed the p typically discloses LTIP targets in the remunera unchallenging objectives.	erformance ta	rgets under	the first cyc	le 2023-2025	5. Mitigating, th	ne company	ic.				
		Blended Rationale: A vote FOR this item is wan However, the company has not disclosed the p typically discloses LTIP targets in the remunera unchallenging objectives.	erformance ta	rgets under	the first cyc	le 2023-2025	5. Mitigating, th	ne company					
8		Authorize Share Repurchase Program	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the share repurchase mandate is warranted as the volume and duration provisions are within recommended limits and there are no concerns over the company's use of past mandates.											
		Blended Rationale: A vote FOR the share reput recommended limits and there are no concerns					ration provisio	ns are withir	,				
9		Advisory Vote on Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this item is remuneration practices and reporting in FY und		ie to a lack o	of material c	roncerns abou	ıt the compan	v's					
		Blended Rationale: A vote FOR this item is war practices and reporting in FY under review.	ranted due to	a lack of ma	terial conce	rns about the	e company's re	muneration					
10		Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this stands the agreements validly adopted by the general		is warranted	as it provia	es the board	with the mean	ns to carry ou	ıt				
		Blended Rationale: A vote FOR this standard re agreements validly adopted by the general me		rranted as it	provides th	e board with	the means to	carry out the	?				
11		Receive Amendments to Board of Directors Regulations	Mgmt	No									
		Voting Policy Rationale: This is a non-voting its	em.								-		
		Blended Rationale: This is a non-voting item.											

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		7,036	7,036
busumusic bulances, anassigned			06/23/2023	06/23/2023			
					Total Shares:	7,036	7,036

Industria de Diseno Textil SA

Prosus NV

Ticker: PRX Meeting Date: 08/23/2023 Country: Netherlands Proxy Level: N/A Record Date: 07/26/2023 Meeting Type: Annual Meeting ID: 1712111 Primary Security ID: N7163R103 Primary CUSIP: N7163R103 Primary ISIN: NL0013654783 Primary SEDOL: BJDS7L3 Earliest Cutoff Date: 08/15/2023 **Total Ballots: 1** Voting Policy: Sustainability Additional Policy: *Shares on Loan: 0 Votable Shares: 3.607 Shares Instructed: 3.607 Shares Voted: 3.607 Additional Voting Vote Vote Vote Significant Votable Proposal Mamt Policy Policy Vote Against Against Against Proposal Text ISS Rec Number Vote Proponent **Proposal** Rec Rec Rec Instruction Mgmt Policy ISS Annual Meeting Agenda No Mgmt Receive Annual Report (Non-Voting) Mgmt No Voting Policy Rationale: No vote is required for this item. Blended Rationale: No vote is required for this item. For 2 Approve Remuneration Report Mamt Yes Against Against Against Yes Nο Nο Voting Policy Rationale: A vote AGAINST is warranted because: * The quantum of total pay package is high, particularly the vested value of LTI awards with a large portion not subject to performance conditions. * The quantum of the overall realized package for FY 2022/2023 is considered excessive (USD 61.5 million) where this is mainly driven by the SAR plan that is not sufficiently transparent and share options which are not tied to separate performance conditions. * A substantial part of the LTI awards vest before the third anniversary in deviation of best practice recommendations. * The quantum of discount linked short term incentive awarded is considered excessive. The CEO received a USD 3.4 million bonus for reducing the perceived valuation discount to NAV, but which appears to be mainly resolved by selling off Tencent shares and repurchasing company stock, without it necessarily being linked to company performance. This is not without noting the improved disclosure on the ex-post targets and achievements under the STI, further providing transparency on the link between pay and performance. Blended Rationale: A vote AGAINST is warranted because: * The quantum of total pay package is high, particularly the vested value of LTI awards with a large portion not subject to performance conditions. * The quantum of the overall realized package for FY 2022/2023 is considered excessive (USD 61.5 million) where this is mainly driven by the SAR plan that is not sufficiently transparent and share options which are not tied to separate performance conditions. * A substantial part of the LTI awards vest before the third anniversary in deviation of best practice recommendations. * The quantum of discount linked short term incentive awarded is considered excessive. The CEO received a USD 3.4 million bonus for reducing the perceived valuation discount to NAV, but which appears to be mainly resolved by selling off Tencent shares and repurchasing company stock, without it necessarily being linked to company performance. This is not without noting the improved disclosure on the ex-post targets and achievements under the STI, further providing transparency on the link between pay and performance. Adopt Financial Statements 3 Mamt Yes For For For For Nο Nο Nο Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors. Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors. Approve Allocation of Income Mgmt Yes For For For For Nο Nο Nο Voting Policy Rationale: A vote FOR the allocation of income proposal is warranted. Although the company proposes to grant less than 30 percent of the earnings per share, the company gives adequate explanation why this is consistent with the company's dividend policy. Blended Rationale: A vote FOR the allocation of income proposal is warranted. Although the company proposes to grant less than 30 percent of the earnings per share, the company gives adequate explanation why this is consistent with the company's dividend policy. Approve Discharge of Executive Mgmt For For No No No Directors Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties. Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.

Prosus NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6		Approve Discharge of Non-Executive Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the board is not fulfilling its			of any infor	mation abou	t significant ar	nd compelling	7			
		Blended Rationale: A vote FOR is warranted be controversies that the board is not fulfilling its			ny informatio	on about sigr	nificant and co	mpelling				
7		Approve Remuneration of Non-Executive Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR is the fees are not increased in this year. However						osed fees and	1			
		Blended Rationale: A qualified vote FOR is ward fees are not increased in this year. However, the			-			fees and the				
8.1		Reelect Manisha Girotra as Non-Executive Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum on the board. Votes FOR the remaining nomine		_		hel Jafta is w	arranted for la	ock of diversit	ty			
		Blended Rationale: A vote AGAINST incumbent the board. Votes FOR the remaining nominees	_			afta is warrar	nted for lack of	f diversity on				
8.2		Reelect Rachel Jafta as Non-Executive Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incumon the board. Votes FOR the remaining nomine		_		hel Jafta is w	arranted for la	ock of diversi	ty			
		Blended Rationale: A vote AGAINST incumbent the board. Votes FOR the remaining nominees	_			afta is warrar	nted for lack of	f diversity on				
8.3		Reelect Mark Sorour as Non-Executive Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum on the board. Votes FOR the remaining nomine		_		hel Jafta is w	arranted for la	ock of diversit	ty			
		Blended Rationale: A vote AGAINST incumbent the board. Votes FOR the remaining nominees	_			afta is warrar	nted for lack of	f diversity on				
8.4		Reelect Ying Xu as Non-Executive Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum on the board. Votes FOR the remaining nomine		-		hel Jafta is w	arranted for la	ock of diversi	ty			
		Blended Rationale: A vote AGAINST incumbent the board. Votes FOR the remaining nominees	-			afta is warrar	nted for lack of	f diversity on				
9		Ratify Deloitte Accountants B.V. as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed because the	ere are no co	ncerns rega	rding this pro	oposal.					
		Blended Rationale: A vote FOR is warranted be	cause there ar	re no concer	ns regarding	this proposa	al.					

Prosus NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
10		Amend Articles of Association and Grant Board Authority to Issue Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is that was implemented in 2021 and created uncompany to avoid buyback restrictions under to open-ended repurchase program; * Given the selling parts of its Tencent stake, there was a continuation of the buyback financed by selling concerns for the continued poor construct for I and voting control at Prosus (i.e. Naspers will I ca. 72 percent).	due complexity the South Africa company's and reduction in the g Tencent is un management a	or; * The remo an Companie nouncements nouncements no holding col nocountability	oval of the operations of the	cross-holding ensures the c n-ended repu ount, which fo holders. Howe naintenance o	structure wou company can courchase progra curther indicate ever, this is no of disparity bet	uld enable the continue its on the graduates that the twithout ween econory	e ally mic			
		Blended Rationale: A vote FOR this item is war was implemented in 2021 and created undue company to avoid buyback restrictions under to open-ended repurchase program; * Given the selling parts of its Tencent stake, there was a continuation of the buyback financed by selling concerns for the continued poor construct for and voting control at Prosus (i.e. Naspers will I ca. 72 percent).	complexity; * 1 the South Africa company's and reduction in the g Tencent is un management a	The removal of the re	of the cross s Act, and e s of the ope mpany disce e for shareh with the m	s-holding structions structions are structional structions of the control of the	cture would ei company can c irchase progra urther indicate ever, this is no of disparity bet	nable the ontinue its om by gradua os that the ot without ween econol	ally mic			
11		Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposed volume and duration.							9			
		Blended Rationale: A vote FOR this proposal is volume and duration.	warranted bed	cause it is in	line with co	ommonly used	d safeguards r	egarding				
12		Authorize Repurchase of Shares	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST is was regarding volume.	rranted becaus	se the propos	sal is not in	line with con	nmonly used s	afeguards				
		Blended Rationale: A vote AGAINST is warrants volume.	red because the	e proposal is	not in line	with common	nly used safegu	uards regard	ing			
13		Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed because the	e cancellation	of shares	is in sharehol	ders' interests	•				
		Blended Rationale: A vote FOR is warranted be	ecause the can	cellation of s	hares is in s	shareholders'	' interests.					
14		Discuss Voting Results	Mgmt	No								
		Voting Policy Rationale: No vote is required for	r this item.									
		Blended Rationale: No vote is required for this	item.									
15		Close Meeting	Mgmt	No								
		Voting Policy Rationale: No vote is required for	r this item.									
		Blended Rationale: No vote is required for this	item.									
Ballot Deta	ails											
T		Controlling										

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved	Issuer Confirmed	3,607	3,607
			08/01/2023	08/01/2023			
					Total Shares:	3,607	3,607

Prosus NV

Meeting Date: 10/10/2023

The Procter & Gamble Company

Country: USA

Record Date: 08/11/2023 Meeting Type: Annual Meeting ID: 1785009 Primary Security ID: 742718109 **Primary CUSIP: 742718109** Primary ISIN: US7427181091 Primary SEDOL: 2704407 Earliest Cutoff Date: 10/09/2023 **Total Ballots: 1** Voting Policy: Sustainability Additional Policy: Votable Shares: 1.644 *Shares on Loan: 0 Shares Instructed: 1.644 Shares Voted: 1.644 Additional Voting Vote Vote Significant Votable Proposal Mamt Policy Policy Vote Against Against Against ISS Rec Number Vote Proposal Text Proponent **Proposal** Rec Rec Rec Instruction Mgmt Policy ISS Elect Director B. Marc Allen Mamt Yes For For For For No No 1a No Voting Policy Rationale: Votes AGAINST CEO and Board Chair Jon Moeller, Lead Director Joseph Jimenez, chair of the Governance and Public Responsibility Committee Angela Braly, and longest tenured board member Patricia Woertz are warranted due to the board's insufficient actions to adopt adequate no-deforestation commitments. Votes FOR the remaining director nominees are warranted at this time. Blended Rationale: Votes AGAINST CEO and Board Chair Jon Moeller, Lead Director Joseph Jimenez, chair of the Governance and Public Responsibility Committee Angela Braly, and longest tenured board member Patricia Woertz are warranted due to the board's insufficient actions to adopt adequate no-deforestation commitments. Votes FOR the remaining director nominees are 1b Elect Director Brett Biggs Mamt Yes For For For For No No No Voting Policy Rationale: Votes AGAINST CEO and Board Chair Jon Moeller, Lead Director Joseph Jimenez, chair of the Governance and Public Responsibility Committee Angela Braly, and longest tenured board member Patricia Woertz are warranted due to the board's insufficient actions to adopt adequate no-deforestation commitments. Votes FOR the remaining director nominees are warranted at this time. Blended Rationale: Votes AGAINST CEO and Board Chair Jon Moeller, Lead Director Joseph Jimenez, chair of the Governance and Public Responsibility Committee Angela Braly, and longest tenured board member Patricia Woertz are warranted due to the board's insufficient actions to adopt adequate no-deforestation commitments. Votes FOR the remaining director nominees are warranted at this time. Elect Director Sheila Bonini 1c Mgmt Yes For For For For Nο Nο Nο Voting Policy Rationale: Votes AGAINST CEO and Board Chair Jon Moeller, Lead Director Joseph Jimenez, chair of the Governance and Public Responsibility Committee Angela Braly, and longest tenured board member Patricia Woertz are warranted due to the board's insufficient actions to adopt adequate no-deforestation commitments. Votes FOR the remaining director nominees are warranted at this time. Blended Rationale: Votes AGAINST CEO and Board Chair Jon Moeller, Lead Director Joseph Jimenez, chair of the Governance and Public Responsibility Committee Angela Braly, and longest tenured board member Patricia Woertz are warranted due to the board's insufficient actions to adopt adequate no-deforestation commitments. Votes FOR the remaining director nominees are warranted at this time. 1d Elect Director Angela F. Braly Mgmt Yes For For Against Yes Nο Yes Against Voting Policy Rationale: Votes AGAINST CEO and Board Chair Jon Moeller, Lead Director Joseph Jimenez, chair of the Governance and Public Responsibility Committee Angela Braly, and longest tenured board member Patricia Woertz are warranted due to the board's insufficient actions to adopt adequate no-deforestation commitments. Votes FOR the remaining director nominees are warranted at this time. Blended Rationale: Votes AGAINST CEO and Board Chair Jon Moeller, Lead Director Joseph Jimenez, chair of the Governance and Public Responsibility Committee Angela Braly, and longest tenured board member Patricia Woertz are warranted due to the board's insufficient actions to adopt adequate no-deforestation commitments. Votes FOR the remaining director nominees are warranted at this time. Elect Director Amy L. Chang Mgmt For For No No 1e Yes For For No Voting Policy Rationale: Votes AGAINST CEO and Board Chair Jon Moeller, Lead Director Joseph Jimenez, chair of the Governance and Public Responsibility Committee Angela Braly, and longest tenured board member Patricia Woertz are warranted due to the board's insufficient actions to adopt adequate no-deforestation commitments. Votes FOR the remaining director nominees are warranted at this time. Blended Rationale: Votes AGAINST CEO and Board Chair Jon Moeller, Lead Director Joseph Jimenez, chair of the Governance and Public Responsibility Committee Angela Braly, and longest tenured board member Patricia Woertz are warranted due to the board's insufficient actions to adopt adequate no-deforestation commitments. Votes FOR the remaining director nominees are warranted at this time.

Ticker: PG

Proxy Level: 3

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

The Procter & Gamble Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f		Elect Director Joseph Jimenez	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: Votes AGAINST CEO a Governance and Public Responsibility Committ warranted due to the board's insufficient actio director nominees are warranted at this time.	ee Angela Bral	y, and longe.	st tenured i	board membe	r Patricia Woe	rtz are	g		-	
		Blended Rationale: Votes AGAINST CEO and B and Public Responsibility Committee Angela Bi board's insufficient actions to adopt adequate warranted at this time.	raly, and longes	st tenured bo	oard memb	er Patricia Wo	ertz are warra	anted due to	the		_	
1g		Elect Director Christopher Kempczinski	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST CEO a Governance and Public Responsibility Committ warranted due to the board's insufficient actio director nominees are warranted at this time.	ee Angela Bral	y, and longe.	st tenured i	board membe	r Patricia Woe	rtz are	g		_	
		Blended Rationale: Votes AGAINST CEO and B and Public Responsibility Committee Angela Bi board's insufficient actions to adopt adequate warranted at this time.	raly, and longes	st tenured bo	oard memb	er Patricia Wo	ertz are warra	anted due to	the			
1h		Elect Director Debra L. Lee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST CEO a Governance and Public Responsibility Committ warranted due to the board's insufficient actio director nominees are warranted at this time.	ee Angela Bral	y, and longe.	st tenured i	board membe	r Patricia Woe	rtz are	g		-	
		Blended Rationale: Votes AGAINST CEO and B and Public Responsibility Committee Angela Bu board's insufficient actions to adopt adequate warranted at this time.	raly, and longes	st tenured bo	oard memb	er Patricia Wo	ertz are warra	anted due to	the			
1i		Elect Director Terry J. Lundgren	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST CEO a Governance and Public Responsibility Committ warranted due to the board's insufficient actio director nominees are warranted at this time.	ee Angela Bral	y, and longe.	st tenured i	board membe	r Patricia Woe	rtz are	g		_	
		Blended Rationale: Votes AGAINST CEO and B and Public Responsibility Committee Angela Bu board's insufficient actions to adopt adequate warranted at this time.	raly, and longes	st tenured bo	oard memb	er Patricia Wo	ertz are warra	anted due to	the		-	
1j		Elect Director Christine M. McCarthy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST CEO a Governance and Public Responsibility Committ warranted due to the board's insufficient actio director nominees are warranted at this time.	ee Angela Bral	y, and longe.	st tenured i	board membe	r Patricia Woe	rtz are	g		_	
		Blended Rationale: Votes AGAINST CEO and B and Public Responsibility Committee Angela Bu board's insufficient actions to adopt adequate warranted at this time.	raly, and longes	st tenured bo	oard memb	er Patricia Wo	ertz are warra	anted due to	the		-	
1k		Elect Director Jon R. Moeller	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: Votes AGAINST CEO a Governance and Public Responsibility Committ warranted due to the board's insufficient actio director nominees are warranted at this time.	ee Angela Bral	y, and longe.	st tenured i	board membe	r Patricia Woe	rtz are	g		-	
		Blended Rationale: Votes AGAINST CEO and B and Public Responsibility Committee Angela Bi board's insufficient actions to adopt adequate warranted at this time.	raly, and longes	st tenured bo	oard memb	er Patricia Wo	ertz are warra	anted due to	the		-	

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The Procter & Gamble Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11		Elect Director Robert J. Portman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST CEO at Governance and Public Responsibility Committe warranted due to the board's insufficient action director nominees are warranted at this time.	ee Angela Bral)	y, and longes	st tenured be	oard membe	r Patricia Woe	rtz are	7			
		Blended Rationale: Votes AGAINST CEO and Bo and Public Responsibility Committee Angela Bra board's insufficient actions to adopt adequate of warranted at this time.	aly, and longes	st tenured bo	oard membe	r Patricia Wo	ertz are warra	nted due to	the			
1m		Elect Director Rajesh Subramaniam	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST CEO at Governance and Public Responsibility Committe warranted due to the board's insufficient action director nominees are warranted at this time.	ee Angela Bral	y, and longes	st tenured b	oard membe	r Patricia Woe	rtz are	7			
		Blended Rationale: Votes AGAINST CEO and Bo and Public Responsibility Committee Angela Bra board's insufficient actions to adopt adequate a warranted at this time.	aly, and longes	st tenured bo	oard membe	r Patricia Wo	ertz are warra	nted due to	the			
1n		Elect Director Patricia A. Woertz	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: Votes AGAINST CEO at Governance and Public Responsibility Committee warranted due to the board's insufficient action director nominees are warranted at this time.	ee Angela Bral)	y, and longes	st tenured b	oard membe	r Patricia Woe	rtz are	7			
		Blended Rationale: Votes AGAINST CEO and Bo and Public Responsibility Committee Angela Bra board's insufficient actions to adopt adequate a warranted at this time.	aly, and longes	st tenured bo	oard membe	r Patricia Wo	ertz are warra	nted due to	the			
2		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	e auditor is w	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warrai	nted.							
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposactual results, bonus payouts are commensura are performance-conditioned, and PSUs are medisclosed.	te with financia	al performan	ce. In additi	on, half of th	he long-term e	quity awards				
		Blended Rationale: A vote FOR this proposal is actual results, bonus payouts are commensura. are performance-conditioned, and PSUs are medisclosed.	te with financia	al performan	ce. In additi	on, half of th	he long-term e	quity awards	5			
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote FOR the adoption considered a best practice as they give shareholder.					-	n-pay votes	are			
		Blended Rationale: A vote FOR the adoption of considered a best practice as they give shareho			•			votes are				

The Procter & Gamble Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Report on Third-Party Civil Rights Audit of Reverse Discrimination	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this radequate information for shareholders to dete. Indigenous and people of color) and non-Latin	rmine whether	its policies a					ide			
		Blended Rationale: A vote AGAINST this resolution adequate information for shareholders to determine the state of the shareholders and people of color) and non-Lating the shareholders are shareholders.	rmine whether	its policies a		•						
6		Report on Risks Related to Operations in China	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this p sufficient disclosure to understand to what ext	•	-			rovide shareho	olders with				
		Blended Rationale: A vote AGAINST this propo disclosure to understand to what extent corpor		-		ears to provid	le shareholders	s with suffici	ient			
7		Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propo problematic advance notice provisions in the C unilateral adoption only of highly restrictive pro	ode of Regulat	tions, the pro	oposal is con	nsidered to b	e narrowly tail	•	rent			
		Blended Rationale: A vote FOR this proposal is advance notice provisions in the Code of Regu adoption only of highly restrictive provisions to	lations, the pro	oposal is con	sidered to b	e narrowly to	ailored to previ		n/			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,644	1,644
Sustainable balancea, anassignea			09/22/2023	09/22/2023			
					Total Shares:	1,644	1,644

Brambles Limited

Meeting Date: 10/12/2023Country: AustraliaRecord Date: 10/10/2023Meeting Type: Annua			al		Ticker: BXB Meeting ID: 1788094				Proxy Level: N/A				
Primary Security ID: Q6634U106 Primary CUSIP: Q6634U106 Primary ISIN:					ISIN: AU00	0000BXB1		Primary SEDOL: B1FJ0C0					
Earliest Cutoff Date: 10/06/2023 Total Ba			Total Ballots: 1			Voting Po	olicy: Sustainability Additional Policy:						
Votable Sh	nares: 18,990		*Shares on Loan: 0			Shares Instructed: 18,990			Shares Voted	Shares Voted: 18,990			
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Approve Remunera	tion Report	Mgmt	Yes	For	For		For	For	No	No	No

Brambles Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
		Voting Policy Rationale: A vote FOR the remuneration report is warranted. No material disconnect between pay and performance and shareholder outcomes has been identified. * There were no changes to the structures of the STI and LTI in FY23. * STI bonuses were near maximum and the year-on-year uplift in STI bonuses is reasonably aligned with improved financial performance. * Partial LTI vesting is sufficiently in line with shareholder returns over the period. Some concerns continue to be identified in the following: * Lack of sufficient disclosure of non-financial targets and hurdles; * The three-year performance period for the LTI is now shared compared with larger companies in the ASX50.											
		Blended Rationale: A vote FOR the remuneration and shareholder outcomes has been identified bonuses were near maximum and the year-on-performance. * Partial LTI vesting is sufficient identified in the following: * Lack of sufficient period for the LTI is now shared compared with the sufficient with the sufficient of the LTI is now shared compared with the sufficient with the sufficient with the sufficient of the LTI is now shared compared with the sufficient wit	. * There were -year uplift in S ly in line with s disclosure of n	no changes STI bonuses chareholder r on-financial i	to the struc is reasonabl eturns over targets and l	tures of the . v aligned wit the period. S	STI and LTI in th improved fin Some concerns	FY23. * STI ancial continue to	be				
3		Elect Priya Rajagopalan as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the election of Priya Rajagopalan (Item 3) and the re-election of Kenneth McCall (Item 4), John Mullen (Item 5), and Nora Scheinkestel (Item 6) is warranted. No material concerns have been identified in respect of board and committee composition resulting from these nominations, nor any wider corporate governance issues.											
		Blended Rationale: A vote FOR the election of Mullen (Item 5), and Nora Scheinkestel (Item and committee composition resulting from the	6) is warranted	d. No materia	al concerns f	ave been ide	entified in resp						
4		Elect Ken McCall as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the election John Mullen (Item 5), and Nora Scheinkestel (Loard and committee composition resulting from	Item 6) is warı	ranted. No m	aterial conc	erns have be	een identified in	respect of					
		Blended Rationale: A vote FOR the election of Mullen (Item 5), and Nora Scheinkestel (Item and committee composition resulting from the	6) is warranted	d. No materia	al concerns l	ave been ide	entified in resp						
5		Elect John Mullen as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		John Mullen (Item 5), and Nora Scheinkestel (Voting Policy Rationale: A vote FOR the election of Priya Rajagopalan (Item 3) and the re-election of Kenneth McCall (Item 4), John Mullen (Item 5), and Nora Scheinkestel (Item 6) is warranted. No material concerns have been identified in respect of board and committee composition resulting from these nominations, nor any wider corporate governance issues.										
		Blended Rationale: A vote FOR the election of Mullen (Item 5), and Nora Scheinkestel (Item of and committee composition resulting from the	6) is warranted	d. No materia	al concerns l	ave been ide	entified in resp						
6		Elect Nora Scheinkestel as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the election John Mullen (Item 5), and Nora Scheinkestel (board and committee composition resulting from	Item 6) is warı	ranted. No m	aterial conc	erns have be	een identified in	respect of					
		Blended Rationale: A vote FOR the election of Mullen (Item 5), and Nora Scheinkestel (Item of and committee composition resulting from the	6) is warranted	d. No materia	al concerns l	ave been ide	entified in resp						

Brambles Limited

Chipchase in the Performance Share

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	:
7		Approve Participation of Graham	Mamt	Yes	For	For		For	For	No	No	No	_

Voting Policy Rationale: A qualified vote FOR the participation of CEO and Executive Director Graham Chipchase in the Performance Share Plan (Item 7) is warranted. * The Plan structure is unchanged from the prior year and is in line with market. * The STI rights represent an appropriate two-year deferral of 50 percent of the FY23 STI bonus which was determined based on board determination of satisfying STI performance hurdles. The qualification is raised to highlight the following concerns: * The CEO's maximum LTI opportunity was increased by 25 percent, which has led to the quantum of his grant being above the median of the company's market capitalisation (ASX 26-50) and industry peers. In mitigating concerns, the company has disclosed that this increase will be accompanied by a base salary freeze for two years. * The increase in maximum opportunity has not been appropriately accompanied by an increase in the rigour of the performance targets and hurdles set. * The three-year performance periods of four or more years. A vote FOR the participation of CFO Nessa O'Sullivan in the Performance Share Plan and MyShare Plan (Items 8 & 9) is warranted. She will not receive a FY24 LTI award given her retirement, and the STI rights represent an appropriate two-year deferral of 50 percent of the FY23 STI bonus.

Blended Rationale: A qualified vote FOR the participation of CEO and Executive Director Graham Chipchase in the Performance Share Plan (Item 7) is warranted. * The Plan structure is unchanged from the prior year and is in line with market. * The STI rights represent an appropriate two-year deferral of 50 percent of the FY23 STI bonus which was determined based on board determination of satisfying STI performance hurdles. The qualification is raised to highlight the following concerns: * The CEO's maximum LTI opportunity was increased by 25 percent, which has led to the quantum of his grant being above the median of the company's market capitalisation (ASX 26-50) and industry peers. In mitigating concerns, the company has disclosed that this increase will be accompanied by a base salary freeze for two years. * The increase in maximum opportunity has not been appropriately accompanied by an increase in the rigour of the performance targets and hurdles set. * The three-year performance period lags better market practices amongst large-listed companies in the ASX50, which are moving towards performance periods of four or more years. A vote FOR the participation of CFO Nessa O'Sullivan in the Performance Share Plan and MyShare Plan (Items 8 & 9) is warranted. She will not receive a FY24 LTI award given her retirement, and the STI rights represent an appropriate two-year deferral of 50 percent of the FY23 STI bonus.

Approve Participation of Nessa Mgmt Yes For For For For No No No O'Sullivan in the Performance Share

Voting Policy Rationale: A qualified vote FOR the participation of CEO and Executive Director Graham Chipchase in the Performance Share Plan (Item 7) is warranted. * The Plan structure is unchanged from the prior year and is in line with market. * The STI rights represent an appropriate two-year deferral of 50 percent of the FY23 STI bonus which was determined based on board determination of satisfying STI performance hurdles. The qualification is raised to highlight the following concerns: * The CEO's maximum LTI opportunity was increased by 25 percent, which has led to the quantum of his grant being above the median of the company's market capitalisation (ASX 26-50) and industry peers. In mitigating concerns, the company has disclosed that this increase will be accompanied by a base salary freeze for two years. * The increase in maximum opportunity has not been appropriately accompanied by an increase in the rigour of the performance targets and hurdles set. * The three-year performance period lags better market practices amongst large-listed companies in the ASX50, which are moving towards performance periods of four or more years. A vote FOR the participation of CFO Nessa O'Sullivan in the Performance Share Plan and MyShare Plan (Items 8 & 9) is warranted. She will not receive a FY24 LTI award given her retirement, and the STI rights represent an appropriate two-year deferral of 50 percent of the FY23 STI bonus.

Blended Rationale: A qualified vote FOR the participation of CEO and Executive Director Graham Chipchase in the Performance Share Plan (Item 7) is warranted. * The Plan structure is unchanged from the prior year and is in line with market. * The STI rights represent an appropriate two-year deferral of 50 percent of the FY23 STI bonus which was determined based on board determination of satisfying STI performance hurdles. The qualification is raised to highlight the following concerns: * The CEO's maximum LTI opportunity was increased by 25 percent, which has led to the quantum of his grant being above the median of the company's market capitalisation (ASX 26-50) and industry peers. In mitigating concerns, the company has disclosed that this increase will be accompanied by a base salary freeze for two years. * The increase in maximum opportunity has not been appropriately accompanied by an increase in the rigour of the performance targets and hurdles set. * The three-year performance period lags better market practices amongst large-listed companies in the ASX50, which are moving towards performance periods of four or more years. A vote FOR the participation of CFO Nessa O'Sullivan in the Performance Share Plan and MyShare Plan (Items 8 & 9) is warranted. She will not receive a FY24 LTI award given her retirement, and the STI rights represent an appropriate two-year deferral of 50 percent of the FY23 STI bonus.

Brambles Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
9		Approve Participation of Nessa O'Sullivan in the MyShare Plan	Mgmt	Yes	For	For		For	For	No	No	No

Additional

Voting Policy Rationale: A qualified vote FOR the participation of CEO and Executive Director Graham Chipchase in the Performance Share Plan (Item 7) is warranted. * The Plan structure is unchanged from the prior year and is in line with market. * The STI rights represent an appropriate two-year deferral of 50 percent of the FY23 STI bonus which was determined based on board determination of satisfying STI performance hurdles. The qualification is raised to highlight the following concerns: * The CEO's maximum LTI opportunity was increased by 25 percent, which has led to the quantum of his grant being above the median of the company's market capitalisation (ASX 26-50) and industry peers. In mitigating concerns, the company has disclosed that this increase will be accompanied by a base salary freeze for two years. * The increase in maximum opportunity has not been appropriately accompanied by an increase in the rigour of the performance targets and hurdles set. * The three-year performance periods of four or more years. A vote FOR the participation of CFO Nessa O'Sullivan in the Performance Share Plan and MyShare Plan (Items 8 & 9) is warranted. She will not receive a FY24 LTI award given her retirement, and the STI rights represent an appropriate two-year deferral of 50 percent of the FY23 STI bonus.

Blended Rationale: A qualified vote FOR the participation of CEO and Executive Director Graham Chipchase in the Performance Share Plan (Item 7) is warranted. * The Plan structure is unchanged from the prior year and is in line with market. * The STI rights represent an appropriate two-year deferral of 50 percent of the FY23 STI bonus which was determined based on board determination of satisfying STI performance hurdles. The qualification is raised to highlight the following concerns: * The CEO's maximum LTI opportunity was increased by 25 percent, which has led to the quantum of his grant being above the median of the company's market capitalisation (ASX 26-50) and industry peers. In mitigating concerns, the company has disclosed that this increase will be accompanied by a base salary freeze for two years. * The increase in maximum opportunity has not been appropriately accompanied by an increase in the rigour of the performance targets and hurdles set. * The three-year performance period lags better market practices amongst large-listed companies in the ASX50, which are moving towards performance periods of four or more years. A vote FOR the participation of CFO Nessa O'Sullivan in the Performance Share Plan and MyShare Plan (Items 8 & 9) is warranted. She will not receive a FY24 LTI award given her retirement, and the STI rights represent an appropriate two-year deferral of 50 percent of the FY23 STI bonus.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		18,990	18,990
Sastamasic Salarices, anassigned			09/20/2023	09/20/2023			
					Total Shares:	18,990	18,990

iShares IV plc - iShares MSCI EM SRI UCITS ETF

 Meeting Date: 10/13/2023
 Country: Ireland
 Ticker: SUES
 Proxy Level: N/A

 Record Date: 10/12/2023
 Meeting Type: Annual
 Meeting ID: 1786592

Primary Security ID: G4955M655 Primary CUSIP: G4955M655 Primary ISIN: IE00BYVJRP78 Primary SEDOL: BYVJRP7

 Earliest Cutoff Date: 09/29/2023
 Total Ballots: 2
 Voting Policy: Sustainability
 Additional Policy:

 Votable Shares: 7,482,222
 *Shares on Loan: 0
 Shares Instructed: 7,482,222
 Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No

Voting Policy Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.

Blended Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.

iShares IV plc - iShares MSCI EM SRI UCITS ETF

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item is	s warranted as	no significa	nt concerns	have been id	dentified.					
		Blended Rationale: A vote FOR this item is war	rranted as no s	significant co	ncerns have	been identii	fied.					
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted be	ecause there	are no conc	erns regardi	ing this proposa	a/.				
		Blended Rationale: A vote FOR this item is war	ranted becaus	se there are i	no concerns	regarding th	nis proposal.					
4		Re-elect Ros O'Shea as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR because no significant concerns have been identificant concerns have been identificant for lack of diversity on the board. It without concern because: * A potential independent Board in fulfilling its duties as management Mitigating, the main reason for support is: * The board structure.	ntified. Item 7 em 8 A vote Fo ndence issue f t engagement	"A vote AGA. "OR the elect has been ide committee,	INST nomination of Peter ntified and I which is not	ating commit Vivian is wai he may partio in line with	ttee chair Willia rranted, althou cipate in the m recommended	nm McKechn gh it is not eetings held best practic	ie is by e.		-	
		Blended Rationale: Items 4-6 A vote FOR the rebecause no significant concerns have been idea warranted for lack of diversity on the board. It without concern because: *A potential independent because in fulfilling its duties as management Mitigating, the main reason for support is: *The board structure.	ntified. Item 7 em 8 A vote F ndence issue l t engagement	A vote AGA. OR the election has been iden committee,	INST nomination of Peter ntified and h which is not	ating commit Vivian is wai he may partion in line with	ttee chair Willia rranted, althou cipate in the m recommended	nm McKechn gh it is not eetings held best practic	by e.			
5		Re-elect Padraig Kenny as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR because no significant concerns have been identificant diversity on the board. It without concern because: *A potential independent Board in fulfilling its duties as management Mitigating, the main reason for support is: *The board structure.	ntified. Item 7 em 8 A vote Fo ndence issue I t engagement	A vote AGA. OR the elect has been ide committee,	INST nomination of Peter ntified and h which is not	ating commit Vivian is wai he may partio in line with	ttee chair Willia rranted, althou cipate in the m recommended	nm McKechn gh it is not eetings held best practic	ie is by e.		-	
		Blended Rationale: Items 4-6 A vote FOR the rebecause no significant concerns have been idea warranted for lack of diversity on the board. It without concern because: *A potential independent because in fulfilling its duties as management Mitigating, the main reason for support is: *The board structure.	ntified. Item 7 em 8 A vote Fo ndence issue I t engagement	A vote AGA. OR the election has been idea committee,	INST nomination of Peter ntified and h which is not	ating commit Vivian is wai he may partion in line with	ttee chair Willia rranted, althou cipate in the m recommended	nm McKechn gh it is not eetings held best practic	by e.		-	
6		Re-elect Deirdre Somers as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR because no significant concerns have been idea warranted for lack of diversity on the board. It without concern because: * A potential independent because its duties as management Mitigating, the main reason for support is: * The board structure.	ntified. Item 7 em 8 A vote Fo ndence issue f t engagement	A vote AGA. OR the election has been idea of committee,	INST nomination of Peter ntified and h which is not	ating commit Vivian is wai he may partio in line with	ttee chair Willia rranted, althou cipate in the m recommended	nm McKechn gh it is not eetings held best practic	ie is by e.		-	
		Blended Rationale: Items 4-6 A vote FOR the rebecause no significant concerns have been idea warranted for lack of diversity on the board. It without concern because: *A potential independent because it is a management. Mitigating, the main reason for support is: *The board structure.	ntified. Item 7 em 8 A vote Fo ndence issue I t engagement	A vote AGA. OR the elect has been ide committee,	INST nomination of Peter ntified and h which is not	ating commit Vivian is wai he may partion in line with	ttee chair Willia rranted, althou cipate in the m recommended	nm McKechn gh it is not eetings held best practic	by e.			

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
7		Re-elect William McKechnie as Director	Mgmt	Yes	For	For		Against	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR because no significant concerns have been id	lentified. Item 7	A vote AGA	INST nomin	ating commit	tee chair Willi	am McKechn				

warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: * A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional

Blended Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: * A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure.

Elect Peter Vivian as Director

Mgmt

For

Additional

Do Not

Vote

Nο

Nο

Voting Policy Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: * A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional

Blended Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: * A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional hoard structure.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	AutoApproved	Auto-Instructed	Auto-Approved		6,112,222	0
,			09/20/2023	09/20/2023			
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	AutoApproved	Auto-Instructed	Auto-Approved		1,370,000	0
Sustainable balanced, anassigned			09/20/2023	09/20/2023			
					Total Shares:	7,482,222	0

iShares IV plc - iShares MSCI USA SRI UCITS ETF

Meeting Date: 10/13/2023 **Record Date:** 10/12/2023

Country: Ireland

Ticker: SUAS

Proxy Level: N/A

Primary Security ID: G4955M671

Meeting Type: Annual

Meeting ID: 1786609

Primary SEDOL: BYVJRR9

Primary CUSIP: G4955M671

Primary ISIN: IE00BYVJRR92

iShares IV plc - iShares MSCI USA SRI UCITS ETF

Earliest Cutoff Date: 10/06/2023

Total Ballots: 2

Voting Policy: Sustainability

Votable Shares: 6,894,388

*Shares on Loan: 0

Shares Instructed: 6,894,388

Additional Policy: Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the Compa warranted because no significant concerns have			the directors	s' report and	financial state	ments is				
		Blended Rationale: A vote FOR the Company's because no significant concerns have been identificant concerns have been identificant.		ssion of the a	directors' rep	ort and finar	ncial statement	ts is warrante	ed			
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted as	no significar	nt concerns l	have been ide	entified.					
		Blended Rationale: A vote FOR this item is warn	ranted as no s	ignificant coi	ncerns have	been identifi	ied.					
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted be	cause there	are no conce	erns regardin	g this proposa	<i>l.</i>				
		Blended Rationale: A vote FOR this item is warn	ranted because	e there are n	o concerns	regarding thi	s proposal.					
4		Re-elect Ros O'Shea as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		warranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as mana practice. Mitigating, the main reason for support conventional board structure.	the board. Ite I independence agement engag	m 8 A vote F e issue has b gement comi	FOR the elec een identifie mittee, which	tion of Peter ed and he ma h is not in lin	Vivian is warra ny participate in ne with recomm	anted, althoun the meeting mended best	ıgh gs			
		Blended Rationale: Items 4-6 A vote FOR the rewarranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: *A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure.	e been identifi the board. Ite I independence agement engag	ed. Item 7 A m 8 A vote F e issue has b gement comi	vote AGAIN FOR the elec een identifie mittee, which	IST nomination tion of Peter and he ma h is not in lin	ng committee Vivian is warra ny participate in ne with recomm	chair William anted, althoun the meeting mended best	ıgh gs			
5		Re-elect Padraig Kenny as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR a warranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: *A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure. Blended Rationale: Items 4-6 A vote FOR the rewarranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: *A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure.	e been identifithe board. Ite I independence agement engaget is: * The Co e-election/elece been identifithe board. Ite I independence agement engagement engagement engagement	ed. Item 7 A m 8 A vote F e issue has b gement comi mpany is an tion of Ros C ed. Item 7 A m 8 A vote F e issue has b gement comi	vote AGAIN FOR the electory een identifie mittee, which open-ended D'Shea, Padri vote AGAIN FOR the electory mittee, which mittee, which	IST nomination of Peter and he math is not in lin lin lin lin lin lin lin lin lin	ng committee of Vivian is warrang participate in the with recommend of the not always and Deirdre Sonn g committee of Vivian is warrang participate in the with recommend to w	chair William anted, althou n the meetin nended best s adopt a mers is chair William anted, althou n the meetin nended best	ugh gs n ugh gs			

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6		Re-elect Deirdre Somers as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR to warranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure.	e been identifie the board. Itel independence ngement engag	ed. Item 7 A m 8 A vote F e issue has b gement com	vote AGAIN. OR the elect een identifie mittee, which	ST nominating Sion of Peter Ind and he ma In is not in lind	ng committee o Vivian is warra y participate ii e with recomn	chair William anted, althou n the meeting nended best	gh			
		Blended Rationale: Items 4-6 A vote FOR the rewarranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure.	e been identific the board. Ite independence gement engag	ed. Item 7 A m 8 A vote F e issue has b gement comi	vote AGAIN OR the elect een identifie mittee, which	ST nominatin tion of Peter d and he ma n is not in lind	ng committee o Vivian is warra y participate in e with recomn	chair William anted, althou n the meeting nended best	gh			
7		Re-elect William McKechnie as Director	Mgmt	Yes	For	For		Against	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR to warranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure.	e been identifie the board. Itel independence gement engag	ed. Item 7 A m 8 A vote F e issue has b gement comi	vote AGAIN OR the elect een identifie mittee, which	ST nominatin tion of Peter d and he ma n is not in lind	ng committee o Vivian is warra y participate in e with recomn	chair William anted, althou n the meeting nended best	gh			
		Blended Rationale: Items 4-6 A vote FOR the re warranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as mana practice. Mitigating, the main reason for suppor conventional board structure.	e been identifie the board. Itel independence gement engag	ed. Item 7 A m 8 A vote F e issue has b gement comi	vote AGAIN OR the elect een identifie mittee, which	ST nominatir tion of Peter d and he ma n is not in lind	ng committee o Vivian is warra y participate in e with recomn	chair William anted, althou n the meeting nended best	gh			
8		Elect Peter Vivian as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR to warranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure.	e been identifi the board. Itel independence gement engag	ed. Item 7 A m 8 A vote F e issue has b gement comi	vote AGAIN OR the elect een identifie mittee, which	ST nominatir tion of Peter d and he ma n is not in lind	ng committee o Vivian is warra y participate in e with recomn	chair William anted, althou n the meeting nended best	gh			
		Blended Rationale: Items 4-6 A vote FOR the rewarranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: *A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure.	e been identifie the board. Itel independence gement engag	ed. Item 7 A m 8 A vote F e issue has b gement comm	vote AGAIN OR the elect een identifie mittee, which	ST nominatir tion of Peter d and he ma n is not in lind	ng committee o Vivian is warra y participate in e with recomn	chair William anted, althou n the meeting nended best	gh			
Ballot Deta	nils											
Institutional (IA Name, I	Account Detail A Number)	Custodian Account Number Ballot Status	Instructed	I	Approved		Ballot Voting	Status	Votable Sh	nares	Shares V	oted (

*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Confirmed

Confirmed

Auto-Instructed

Auto-Instructed

09/22/2023

09/22/2023

Protea Fund - Orcadia Global

Protea Fund - Orcadia Global

Sustainable Balanced, unassigned

Sustainable Balanced, unassigned

283124.001

283124.001

Auto-Approved

09/22/2023

Auto-Approved

09/22/2023

100,000

6,794,388

6,894,388

Total Shares:

0

0

iShares IV plc - iShares MSCI USA SRI UCITS ETF

iShares MSCI Japan SRI UCITS ETF

Meeting Date: 10/13/2023 Record Date: 10/12/2023 Country: Ireland
Meeting Type: Annual

Ticker: SUJP
Meeting ID: 1786605

Proxy Level: N/A

Primary Security ID: G4955M812

Primary CUSIP: G4955M812

Primary ISIN: IE00BYX8XC17

Primary SEDOL: BYM9WJ5

Vote

Vote

Vote

Earliest Cutoff Date: 09/29/2023

Votable Shares: 2.093,263

Total Ballots: 2

*Shares on Loan: 0

Voting Policy: Sustainability
Shares Instructed: 2.093.263

Additional

Votina

Additional Policy: Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Agains ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the Conwarranted because no significant concerns h	, ,		the directo	ors' report and	d financial state	ements is				
		Blended Rationale: A vote FOR the Company because no significant concerns have been in		ission of the	directors' r	eport and fina	ancial statemer	nts is warrai	nted			
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item	n is warranted as	s no significa	nt concerns	s have been id	dentified.					
		Blended Rationale: A vote FOR this item is v	varranted as no s	significant co	ncerns hav	e been identii	fied.					
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item	n is warranted be	ecause there	are no con	cerns regardi	ing this propos	al.				
		Blended Rationale: A vote FOR this item is v	varranted becaus	se there are i	no concern	s regarding th	nis proposal.					
4		Re-elect Ros O'Shea as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FC	R the re-election	of Ros O'Sh	nea, Padrai	g Kenny, and	Deirdre Somer	s is warrant	ted			

Voting Policy Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: *A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: *The Company is an open-ended fund, which does not always adopt a conventional board structure.

Blended Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: * A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure.

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Re-elect Padraig Kenny as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR the because no significant concerns have been identificant for lack of diversity on the board. Ite without concern because: *A potential independ the Board in fulfilling its duties as management Mitigating, the main reason for support is: * The board structure.	tified. Item 7 . em 8 A vote FC edence issue h engagement c	A vote AGAI OR the election as been iden committee, v	NST nomination of Peter Vitified and he which is not i	ting committ Vivian is warr In may partici In line with re	ee chair Willian anted, althoug ipate in the me ecommended l	m McKechnie h it is not eetings held i best practice	e is by			
		Blended Rationale: Items 4-6 A vote FOR the re- because no significant concerns have been iden warranted for lack of diversity on the board. Ite without concern because: * A potential indepen the Board in fulfilling its duties as management Mitigating, the main reason for support is: * The board structure.	tified. Item 7 . em 8 A vote FC edence issue h engagement c	A vote AGAI OR the election as been iden committee, v	NST nomination of Peter V notified and he which is not i	ting committ Vivian is warr e may partici in line with re	ee chair Willian anted, althoug ipate in the me ecommended l	m McKechnie hh it is not eetings held i best practice	by			
6		Re-elect Deirdre Somers as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: * A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure.										
		Blended Rationale: Items 4-6 A vote FOR the rebecause no significant concerns have been iden warranted for lack of diversity on the board. Ite without concern because: *A potential indepenting the Board in fulfilling its duties as management Mitigating, the main reason for support is: *The board structure.	ntified. Item 7 . om 8 A vote FC odence issue h engagement o	A vote AGAI OR the election as been iden committee, v	NST nomination of Peter V notified and he which is not i	ting committ (ivian is warr e may partici in line with re	ee chair Willian anted, althoug ipate in the me ecommended l	m McKechnie hh it is not eetings held i best practice	by			
7		Re-elect William McKechnie as Director	Mgmt	Yes	For	For		Against	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR to because no significant concerns have been iden warranted for lack of diversity on the board. Ite without concern because: *A potential indepent the Board in fulfilling its duties as management Mitigating, the main reason for support is: *The board structure.	ntified. Item 7 . om 8 A vote FC odence issue h engagement c	A vote AGAI OR the election as been iden committee, v	NST nomination of Peter V Stified and he Which is not I	ting committ Vivian is warr e may partici in line with re	ee chair Willian ranted, althoug ipate in the me ecommended l	m McKechnie hh it is not eetings held i best practice	e is by o.			
		Blended Rationale: Items 4-6 A vote FOR the rebecause no significant concerns have been iden warranted for lack of diversity on the board. Ite without concern because: *A potential indepenthe Board in fulfilling its duties as management Mitigating, the main reason for support is: *The board structure.	tified. Item 7 . em 8 A vote FC edence issue h engagement c	A vote AGAI OR the election as been iden committee, v	NST nomination of Peter Vitified and he which is not i	, ting committ (ivian is warr e may partici in line with re	ee chair Willian anted, althoug ipate in the me ecommended l	m McKechnie h it is not eetings held i best practice	by			

iShares MSCI Japan SRI UCITS ETF

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
8		Elect Peter Vivian as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No

Additional

Voting Policy Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: *A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: *The Company is an open-ended fund, which does not always adopt a conventional board structure.

Blended Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: * A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,986,763	0
Sustainable buildiced, difussigned			10/11/2023	10/11/2023			
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		106,500	0
Sustainable balanced, unassigned			10/11/2023	10/11/2023			
					Total Shares:	2,093,263	0

Newcrest Mining Ltd.

Meeting Date: 10/13/2023	Country: Australia	Ticker: NCM	Proxy Level: N/A
Record Date: 10/11/2023	Meeting Type: Court	Meeting ID: 1759133	

Primary Security ID: Q6651B114 Primary CUSIP: Q6651B114 Primary ISIN: AU000000NCM7 Primary SEDOL: 6637101

 Earliest Cutoff Date: 10/09/2023
 Total Ballots: 1
 Voting Policy: Sustainability
 Additional Policy:

 Votable Shares: 17,960
 *Shares on Loan: 0
 Shares Instructed: 17,960
 Shares Voted: 17,960

Votable Si	nares: 17,960	*Shares on Loan: 0			Shares I	nstructed: 1/,	960		Shares Voted	I: 17,960		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Court-Ordered Meeting	Mgmt	No								
1		Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Newmont Overseas Holdings Pty Ltd, A Wholly Owned Indirect Subsidiary of Newmont Corporation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Pationals: The strategic ration	ala annoare rose	onable ac th	ha cambina	d company ic	avpacted to a	norsto			-	

Voting Policy Rationale: The strategic rationale appears reasonable, as the combined company is expected to generate significant cash flow and achieve cost synergies within 24 months of closing. Moreover, shareholders are receiving a premium to the unaffected price, and NCM shares have outperformed since the unaffected date, which implies downside risk of non-approval. As such, support FOR the proposed transaction is warranted.

Blended Rationale: The strategic rationale appears reasonable, as the combined company is expected to generate significant cash flow and achieve cost synergies within 24 months of closing. Moreover, shareholders are receiving a premium to the unaffected price, and NCM shares have outperformed since the unaffected date, which implies downside risk of non-approval. As such, support FOR the proposed transaction is warranted.

Newcrest Mining Ltd.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		17,960	17,960
Sustainable Sulanced, andsolghed			09/27/2023	09/27/2023			
					Total Shares:	17,960	17,960

ASX Limited

Votable Shares: 4,085

Meeting Date: 10/19/2023 Record Date: 10/17/2023 Primary Security ID: Q0604U105 Country: Australia Meeting Type: Annual Primary CUSIP: Q0604U105

Ticker: ASX
Meeting ID: 1709527

Primary SEDOL: 6129222

Proxy Level: N/A

Earliest Cutoff Date: 10/13/2023

Total Ballots: 1

*Shares on Loan: 0

Voting Policy: Sustainability
Shares Instructed: 4,085

Primary ISIN: AU000000ASX7

Additional Policy: Shares Voted: 4,085

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Approve Remuneration Report	Mgmt	Yes	For	Against		Against	Against	Yes	No	No

Voting Policy Rationale: A vote AGAINST the remuneration report is warranted. The following concerns continue to be identified: * Poor, inferior and absent disclosure of quantified and specific performance targets in the STVR performance targets, weightings and outcomes, which shareholders would typically expect for justifying bonus determinations and to understand target rigor. * Use of 'underlying NPAT' in determining bonuses, noting the FY23 Underlying NPAT did not appear to recognize the pausing of the CHESS replacement project and the significant impact on profitability of the derecognition charge, being misaligned with the company's performance and shareholder expectations. * Bonus opportunities have been increased substantially, being inconsistent with the company's performance and shareholder returns, including, * A decrease in the FY24 STI opportunity appears more than offset by a material increase in the CEO's FY24 LTI. * Other executives which were previously ineligible for LTVR awards, are now being granted LTVR opportunities from FY24, significantly increasing remuneration. In this regard, the company has provided no explanation of the LTIs being offered, while there is no disclosure of a reduction in STI opportunities. * The rigour of the Underlying ROE measure in the FY24 LTV grant may be questioned given the company's disclosure of underlying ROE of 13.1 to 14.0 percent in the period between FY20-FY23, being well within the FY24 LTI underlying ROE target range of 13.0 to 14.5 percent.

Blended Rationale: A vote AGAINST the remuneration report is warranted. The following concerns continue to be identified: *
Poor, inferior and absent disclosure of quantified and specific performance targets in the STVR performance targets, weightings
and outcomes, which shareholders would typically expect for justifying bonus determinations and to understand target rigor. *
Use of 'underlying NPAT' in determining bonuses, noting the FY23 Underlying NPAT did not appear to recognize the pausing of
the CHESS replacement project and the significant impact on profitability of the derecognition charge, being misaligned with
the company's performance and shareholder expectations. * Bonus opportunities have been increased substantially, being
inconsistent with the company's performance and shareholder returns, including, * A decrease in the FY24 STI opportunity
appears more than offset by a material increase in the CEO's FY24 LTI. * Other executives which were previously ineligible for
LTVR awards, are now being granted LTVR opportunities from FY24, significantly increasing remuneration. In this regard, the
company has provided no explanation of the LTIs being offered, while there is no disclosure of a reduction in STI opportunities.
* The rigour of the Underlying ROE measure in the FY24 LTVR grant may be questioned given the company's disclosure of
underlying ROE of 13.1 to 14.0 percent in the period between FY20-FY23, being well within the FY24 LTI underlying ROE target
range of 13.0 to 14.5 percent.

ASX Limited

ASA	Lillincea						Additional	Voting		Vote	Vote	Vote
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
4		Approve Grant of Performance Rights to Helen Lofthouse	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR the structure of the LTI is sufficiently consistent with underlying ROE, and * There is a 4-year perform 'underlying ROE' may exclude costs or involve a vesting with company performance and sharehot target range; * Dividends on unvested shares; a fixed remuneration to 100 percent (or \$1 million presently not matched by the company's performance.	h market. * Ti mance period. discretionary older expectati and * The sign of providing a	here are two The qualific board asses ions; * Conc nificant incre substantial I	n performance ation is to hi sment which erns are note ase in the Co increase in th	e measures l ghlight conce n may result i ed for the rig EO's LTI oppo	based on relations for: * The in a misalignm for of the unde ortunity from :	ive TSR and e use of ent of LTI erlying ROE 50 percent of	f			
		Blended Rationale: A qualified vote FOR the gra- of the LTI is sufficiently consistent with market. ROE, and * There is a 4-year performance perio may exclude costs or involve a discretionary boa company performance and shareholder expectal Dividends on unvested shares; and * The signifi- remuneration to 100 percent (or \$1 million) pro- not matched by the company's performance and	* There are t ad. The qualificand assessmentions; * Conce icant increase viding a subst	wo performa cation is to I of which may erns are note in the CEO's antial increa	ance measura nighlight cond result in a red of for the rig LTI opportu	es based on i cerns for: * T misalignment or of the und unity from 50	relative TSR an The use of 'und t of LTI vesting derlying ROE to D percent of fix	nd underlying derlying ROE g with arget range; red	g - ' *			
5a		Elect Damian Roche as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR the independent non-executive chairman of the committee composition. However, a qualification the CHESS replacement and certain pay practice shareholders. A vote FOR the election of Vicki Coubsequent to the 2022 AGM, and no material is board and committee composition. A vote AGAIN warranted, given the company has disclosed the appointment would not satisfy the overall skills a	npany, and no n is raised to l es which rema arter and Luko ssues have be NST election o at the board h	material go highlight cen in inconsiste e Randell (It en identified of the non-be as carefully	vernance contain regulato ent with marnems 5b-c) is regarding to pard endorse	ncerns are ra ry and perfor ket and the e warranted. These director and nominee F	nised in regard rmance matter expectations of Their election in nominees in i Philip Galvin (It	to board and rs in regard to many in FY23 was respect of tem 6) is				
		Blended Rationale: A qualified vote FOR the re- non-executive chairman of the company, and no composition. However, a qualification is raised to replacement and certain pay practices which re- vote FOR the election of Vicki Carter and Luke Ra 2022 AGM, and no material issues have been ide composition. A vote AGAINST election of the no- company has disclosed that the board has caref- satisfy the overall skills and experience threshold	o material gov o highlight ce, main inconsist Randell (Items entified regard n-board endo, fully considere	ernance con rtain regulat ent with ma 5b-c) is wan ding these d rsed nomine	cerns are rail ory and perfirket and the tranted. The director nominal e Philip Galv	ised in regard formance mat expectations ir election in thees in respe in (Item 6) is	d to board and tters in regard s of many shar FY23 was sub cct of board an s warranted, g	to the CHES cholders. A sequent to the d committee iven the	he			
5b		Elect Vicki Carter as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR the independent non-executive chairman of the concommittee composition. However, a qualification the CHESS replacement and certain pay practice shareholders. A vote FOR the election of Vicki Consubsequent to the 2022 AGM, and no material is board and committee composition. A vote AGAI warranted, given the company has disclosed the appointment would not satisfy the overall skills of the satisfy the o	npany, and no n is raised to I es which rema arter and Luke ssues have be NST election o at the board h	material go highlight cen in inconsiste e Randell (It en identified of the non-bo as carefully	vernance contain regulato ent with marnems 5b-c) is regarding to pard endorse	ncerns are ra ry and perfor ket and the e warranted. These director and nominee F	nised in regard rmance matter expectations of Their election in nominees in i Philip Galvin (It	to board and rs in regard to many in FY23 was respect of tem 6) is				
		Blended Rationale: A qualified vote FOR the re-enon-executive chairman of the company, and not composition. However, a qualification is raised to replacement and certain pay practices which revote FOR the election of Vicki Carter and Luke Results 2022 AGM, and no material issues have been ideal composition. A vote AGAINST election of the not company has disclosed that the board has careful skills and experience thresholds.	o material gov o highlight ce, main inconsist Randell (Items entified regard n-board endo, fully considere	ernance con rtain regulat ent with ma 5b-c) is wan ding these d rsed nomine	cerns are rai ory and perforket and the cranted. The irector nomin e Philip Galv	ised in regard formance mat expectations ir election in nees in respe in (Item 6) is	d to board and tters in regard s of many shar FY23 was sub cct of board an s warranted, g	to the CHES whether to the CHES whether to the committee whether the the whether the	he			

ASX Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
5c		Elect Luke Randell as Director	Mgmt	Yes	For	For		For	For	No	No	No

Voting Policy Rationale: A qualified vote FOR the re-election of Damian Roche (Item 5a) is warranted given he is an independent non-executive chairman of the company, and no material governance concerns are raised in regard to board and committee composition. However, a qualification is raised to highlight certain regulatory and performance matters in regard to the CHESS replacement and certain pay practices which remain inconsistent with market and the expectations of many shareholders. A vote FOR the election of Vicki Carter and Luke Randell (Items 5b-c) is warranted. Their election in FY23 was subsequent to the 2022 AGM, and no material issues have been identified regarding these director nominees in respect of board and committee composition. A vote AGAINST election of the non-board endorsed nominee Philip Galvin (Item 6) is warranted, given the company has disclosed that the board has carefully considered hiss nomination and believes that his appointment would not satisfy the overall skills and experience threshold.

Blended Rationale: A qualified vote FOR the re-election of Damian Roche (Item 5a) is warranted given he is an independent non-executive chairman of the company, and no material governance concerns are raised in regard to board and committee composition. However, a qualification is raised to highlight certain regulatory and performance matters in regard to the CHESS replacement and certain pay practices which remain inconsistent with market and the expectations of many shareholders. A vote FOR the election of Vicki Carter and Luke Randell (Items 5b-c) is warranted. Their election in FY23 was subsequent to the 2022 AGM, and no material issues have been identified regarding these director nominees in respect of board and committee composition. A vote AGAINST election of the non-board endorsed nominee Philip Galvin (Item 6) is warranted, given the company has disclosed that the board has carefully considered hiss nomination and believes that his appointment would not satisfy the overall skills and experience threshold.

Elect Philip Galvin as Director SH Yes Against Against Against Against No No No

Voting Policy Rationale: A qualified vote FOR the re-election of Damian Roche (Item 5a) is warranted given he is an independent non-executive chairman of the company, and no material governance concerns are raised in regard to board and committee composition. However, a qualification is raised to highlight certain regulatory and performance matters in regard to the CHESS replacement and certain pay practices which remain inconsistent with market and the expectations of many shareholders. A vote FOR the election of Vicki Carter and Luke Randell (Items 5b-c) is warranted. Their election in FY23 was subsequent to the 2022 AGM, and no material issues have been identified regarding these director nominees in respect of board and committee composition. A vote AGAINST election of the non-board endorsed nominee Philip Galvin (Item 6) is warranted, given the company has disclosed that the board has carefully considered hiss nomination and believes that his appointment would not satisfy the overall skills and experience threshold.

Blended Rationale: A qualified vote FOR the re-election of Damian Roche (Item 5a) is warranted given he is an independent non-executive chairman of the company, and no material governance concerns are raised in regard to board and committee composition. However, a qualification is raised to highlight certain regulatory and performance matters in regard to the CHESS replacement and certain pay practices which remain inconsistent with market and the expectations of many shareholders. A vote FOR the election of Vicki Carter and Luke Randell (Items 5b-c) is warranted. Their election in FY23 was subsequent to the 2022 AGM, and no material issues have been identified regarding these director nominees in respect of board and committee composition. A vote AGAINST election of the non-board endorsed nominee Philip Galvin (Item 6) is warranted, given the company has disclosed that the board has carefully considered hiss nomination and believes that his appointment would not satisfy the overall skills and experience threshold.

Approve the Spill Resolution Mgmt Yes Against Against Against Against No No N

Voting Policy Rationale: A qualified vote AGAINST this resolution it warranted given that a spill of the entire board is presently not considered to be in the best interests of investors, noting that 45 percent of directors were appointed in the last two years. Shareholders are given the opportunity to express their concerns, should they wish to do so in voting on the re-election of Chair of the board Damian Roche at this AGM. The company has * made some changes to the structure of executive variable remuneration in response to the 'first strike' and feedback from shareholders, * applied downward discretion to adjust incentive outcomes in FY23, and * appropriately cancelled all LTI awards for the former CEO and Deputy CEO under malus provisions. The qualification is raised to highlight persisting concerns and completeness of the board's response to the first strike.

Blended Rationale: A qualified vote AGAINST this resolution it warranted given that a spill of the entire board is presently not considered to be in the best interests of investors, noting that 45 percent of directors were appointed in the last two years. Shareholders are given the opportunity to express their concerns, should they wish to do so in voting on the re-election of Chair of the board Damian Roche at this AGM. The company has * made some changes to the structure of executive variable remuneration in response to the 'first strike' and feedback from shareholders, * applied downward discretion to adjust incentive outcomes in FY23, and * appropriately cancelled all LTI awards for the former CEO and Deputy CEO under malus provisions. The qualification is raised to highlight persisting concerns and completeness of the board's response to the first strike.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		4,085	4,085
			10/03/2023	10/03/2023			

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Shares:	4,085	4,085

Transurban Group

Meeting Date: 10/19/2023 Country: Australia Ticker: TCL Proxy Level: N/A

Record Date: 10/17/2023 Meeting Type: Annual **Meeting ID:** 1771935 Primary Security ID: Q9194A106 Primary CUSIP: Q9194A106 Primary ISIN: AU000000TCL6 Primary SEDOL: 6200882

Earliest Cutoff Date: 10/13/2023 Total Ballots: 1 **Additional Policy:** Voting Policy: Sustainability

Votable Sh	nares: 54,500	*Shares on Loan: 0			Shares In	structed: 54,5	500		Shares Voted	: 54,500		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Resolutions for Transurban Holdings Limited (THL) and Transurban International Limited (TIL)	Mgmt	No								
2a		Elect Sarah Ryan as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election	n of all nomine	ees is warrar	nted as no m	naterial issues	s have been id	entified.				
		Blended Rationale: A vote FOR the election of a	all nominees is	warranted a	as no materi	ial issues hav	e been identifi	ied.				
2b		Elect Mark Birrell as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election	n of all nomine	ees is warrar	nted as no m	naterial issues	s have been id	entified.				
		Blended Rationale: A vote FOR the election of a	all nominees is	warranted a	as no materi	ial issues hav	e been identifi	ied.				
2c		Elect Patricia Cross as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election	n of all nomine	ees is warrar	nted as no m	naterial issues	s have been id	entified.				
		Blended Rationale: A vote FOR the election of	all nominees is	warranted a	as no materi	ial issues hav	e been identifi	ied.				
3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR the remuneration report is warranted. There was a lower level of LTI vesting at 35 percent in FY23 in line with longer term performance. The following concerns are noted which warrant qualification: * The CEO's total remuneration is high and gives right to a high concern for misalignment in quantitative pay for performance analysis, * STI bonuses for FY23 were high as a percentage of maximum, * There is poor, inferior and absent disclosure of specific or measurable targets in the STI, preventing investors from independently assessing if the high STI bonuses are justified and reasonable relative to peers and performance targets. * The percentage of non-financial performance measures increased from 20 percent in FY22 to 45 percent in FY23, increasing the risk of excessive board discretion and misalignment of STI bonuses with results.										
	Blended Rationale: A qualified vote FOR the remuneration report is warranted. There was a lower level of LTI vesting at 35 percent in FY23 in line with longer term performance. The following concerns are noted which warrant qualification: * The CEO's total remuneration is high and gives right to a high concern for misalignment in quantitative pay for performance analysis, * STI bonuses for FY23 were high as a percentage of maximum, * There is poor, inferior and absent disclosure of specific or measurable targets in the STI, preventing investors from independently assessing if the high STI bonuses are justified and reasonable relative to peers and performance targets. * The percentage of non-financial performance measures increased from 20 percent in FY22 to 45 percent in FY23, increasing the risk of excessive board discretion and misalignment of											

STI bonuses with results. Resolutions for Transurban Holdings Mgmt No Limited (THL), Transurban International Limited (TIL) and Transurban Holding Trust (THT)

None

For

For

For

No

No

No

Voting Policy Rationale: A vote FOR this resolution is warranted. The quantum of the increase is high however the last increase was in 2016 and no material governance issues have been identified.

Yes

Mgmt

Blended Rationale: A vote FOR this resolution is warranted. The quantum of the increase is high however the last increase was in 2016 and no material governance issues have been identified.

Approve Increase to the Non-Executive

Director Fee Pool

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Transurban Group

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Approve Grant of Performance Awards to Michelle Jablko	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolution is warranted: * the structure of the grant is aligned with improved shareholder outcomes, * two equally weighted performance measures apply, relative TSR and internal Free Cash Flow (FCF) growth, measured over a four-year performance period, and * discounting the share price for expected distributions has been removed in calculating the number of rights to be granted.										
		Blended Rationale: A vote FOR this resolution is outcomes, * two equally weighted performance measured over a four-year performance period.	e measures app	ply, relative	TSR and inte	ernal Free Ca	sh Flow (FCF)	growth,				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		54,500	54,500
Sustamable balanced, unassigned			10/02/2023	10/02/2023			
					Total Shares:	54,500	54,500

Coles Group Limited

in calculating the number of rights to be granted.

Meeting	• • • • • • • • • • • • • • • • • • • •		Country: Australia	•		Ticker: COL				Proxy Level: N/A				
Record D	Pate: 11/01/2	023	Meeting Type: Annua	l		Meeting	ID: 1791456	6						
Primary	Security ID:	Q26203408	Primary CUSIP: Q26	203408		Primary	ISIN: AU00	00030678		Primary SE	DOL: BYWR	OT5		
Earliest Co	utoff Date: 10/	30/2023	Total Ballots: 1			Voting P	olicy: Sustainal	bility		Additional Po	licy:			
Votable Si	hares: 16,700		*Shares on Loan: 0			Shares I	nstructed: 16,	700		Shares Voted	: 16,700			
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
2		Elect Wendy Stops a	as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		- '	nle: A vote FOR the re-ele ation in respect of board	,	•									
	Blended Rationale: A vote FOR the re-election of Wendy Stops is wan her nomination in respect of board and committee composition, nor a								tified regard	ling				
3		Approve Remunerati	ion Report	Mgmt	Yes	For	For		For	For	No	No	No	
		performance analysis CEO's fixed remunera maximum and there * Incomplete disclosi shareholders from inc	ale: A qualified vote FOR indicates no material mation was set below the li was partial LTI vesting in ure in the STI, and non-condependently assessing gorformance, while the RT Ider returns.	isalignment bet former CEO's le n line with longo disclosure of the pal rigour. * Th	ween pay, po vel in line wit er term share e Return on C e ROC measo	erformance th market p eholder resi Capital (RO ure was ass	and sharehol practice. * STI ults. The qual C) targets in t sessed as fully	lder outcomes. I bonuses were lification is rais the LTI preven v achieved des	* The new e well below ed to highlig ting pite years o	ght: f		-		
		analysis indicates no remuneration was se there was partial LTI disclosure in the STI, independently assess	qualified vote FOR the i material misalignment b et below the former CEO! vesting in line with long and non-disclosure of ti sing goal rigour. * The Ri the RTSR measure failed	etween pay, pe s level in line w er term shareho ne Return on Ca OC measure wa	orformance an ith market pro- colder results. apital (ROC) as assessed a	nd shareho ractice. * S The qualifi targets in ta as fully achi	lder outcomes TI bonuses wa Cation is raise the LTI prevent eved despite	s. * The new C ere well below ed to highlight. hting sharehold years of relativ	CEO's fixed maximum a * Incomple ders from vely flat ROO	and ete		-		

Coles Group Limited

	Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
-	4		Approve Short-term Incentive Grant of STI Shares to Leah Weckert	Mgmt	Yes	For	For		For	For	No	No	No

Additional

Voting Policy Rationale: A vote FOR the grant of STI shares to the CEO is warranted given this is the deferred component of the FY23 STI bonus. Such deferral is consistent with better market practice and shareholder expectations. A qualified vote FOR the grant of LTI performance rights to the CEO is warranted. The structure of the grant is broadly consistent with the prior year, the performance measures and performance period are sufficiently aligned with shareholder interests, and the quantum of the award for the new CEO Lean Weckert is in-line with the median of market capitalisation peers. The qualification is to highlight concerns for the following: *A three-year performance period is now seen as inferior and inadequate when compared to the company's peers, *Non-disclosure of the cumulative ROC target, and *Dividends on unvested shares disclosed as the payment of a dividends equivalent amount for rights that ultimately vest.

Blended Rationale: A vote FOR the grant of STI shares to the CEO is warranted given this is the deferred component of the FY23 STI bonus. Such deferral is consistent with better market practice and shareholder expectations. A qualified vote FOR the grant of LTI performance rights to the CEO is warranted. The structure of the grant is broadly consistent with the prior year, the performance measures and performance period are sufficiently aligned with shareholder interests, and the quantum of the award for the new CEO Lean Weckert is in-line with the median of market capitalisation peers. The qualification is to highlight concerns for the following: *A three-year performance period is now seen as inferior and inadequate when compared to the company's peers, *Non-disclosure of the cumulative ROC target, and *Dividends on unvested shares disclosed as the payment of a dividends equivalent amount for rights that ultimately vest.

Approve Long-term Incentive Grant of Mgmt Yes For For For For No No No Performance Rights to Leah Weckert

Voting Policy Rationale: A vote FOR the grant of STI shares to the CEO is warranted given this is the deferred component of the FY23 STI bonus. Such deferral is consistent with better market practice and shareholder expectations. A qualified vote FOR the grant of LTI performance rights to the CEO is warranted. The structure of the grant is broadly consistent with the prior year, the performance measures and performance period are sufficiently aligned with shareholder interests, and the quantum of the award for the new CEO Lean Weckert is in-line with the median of market capitalisation peers. The qualification is to highlight concerns for the following: *A three-year performance period is now seen as inferior and inadequate when compared to the company's peers, *Non-disclosure of the cumulative ROC target, and *Dividends on unvested shares disclosed as the payment of a dividends equivalent amount for rights that ultimately vest.

Blended Rationale: A vote FOR the grant of STI shares to the CEO is warranted given this is the deferred component of the FY23 STI bonus. Such deferral is consistent with better market practice and shareholder expectations. A qualified vote FOR the grant of LTI performance rights to the CEO is warranted. The structure of the grant is broadly consistent with the prior year, the performance measures and performance period are sufficiently aligned with shareholder interests, and the quantum of the award for the new CEO Lean Weckert is in-line with the median of market capitalisation peers. The qualification is to highlight concerns for the following: *A three-year performance period is now seen as inferior and inadequate when compared to the company's peers, *Non-disclosure of the cumulative ROC target, and * Dividends on unvested shares disclosed as the payment of a dividends equivalent amount for rights that ultimately vest.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		16,700	16,700
Susumasia sulunces, unassignes			10/16/2023	10/16/2023			
					Total Shares:	16,700	16,700

Lam Research Corporation

Meeting Date: 11/07/2023 Country: USA Ticker: LRCX Proxy Level: 3

Record Date: 09/08/2023 Meeting Type: Annual Meeting ID: 1793782

Lam Research Corporation

 Earliest Cutoff Date: 11/06/2023
 Total Ballots: 1
 Voting Policy: Sustainability
 Additional Policy:

 Votable Shares: 495
 *Shares on Loan: 0
 Shares Instructed: 495
 Shares Voted: 495

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Sohail U. Ahmed	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1b		Elect Director Timothy M. Archer	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1c		Elect Director Eric K. Brandt	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1d		Elect Director Michael R. Cannon	Mgmt	Yes	For	For		For	For	No	No	No
		oting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1e		Elect Director John M. Dineen	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1f		Elect Director Ho Kyu Kang	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1g		Elect Director Bethany J. Mayer	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1h		Elect Director Jyoti K. Mehra	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1 i		Elect Director Abhijit Y. Talwalkar	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1j		Elect Director Lih Shyng (Rick L.) Tsai	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								
1k		Elect Director Leslie F. Varon	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	ominees is warr	ranted.								

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Lam Research Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposincentive awards are majority performance base however, as half of the annual incentive is earn largely qualitative.	ed and utilize a	a multi-year	performance	e period. Son	ne concerns a	re identified;				
		Blended Rationale: A vote FOR this proposal is awards are majority performance based and ut half of the annual incentive is earned based on qualitative.	ilize a multi-ye	ar performa	nce period. S	Some concer	ns are identific	ed; however,				
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					,	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho	•		•			votes are				
4		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al to ratify the	auditor is w	arranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the audi	itor is warraı	nted.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		495	495
Subalitude Sulatices, analogices			10/12/2023	10/12/2023			
					Total Shares:	495	495

Automatic Data Processing, Inc.

Meeting Date: 11/08/2023	Country: USA	Ticker: ADP	Proxy Level: 3

Record Date: 09/11/2023 Meeting Type: Annual Meeting ID: 1792699

 Primary Security ID: 053015103
 Primary CUSIP: 053015103
 Primary ISIN: US0530151036
 Primary SEDOL: 2065308

 Earliest Cutoff Date: 11/07/2023
 Total Ballots: 1
 Voting Policy: Sustainability
 Additional Policy:

 Votable Shares: 1,428
 *Shares on Loan: 0
 Shares Instructed: 1,428
 Shares Voted: 1,428

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Peter Bisson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1b		Elect Director Maria Black	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1c		Elect Director David V. Goeckeler	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								

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Automatic Data Processing, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director Linnie M. Haynesworth	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
1e		Elect Director John P. Jones	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1f		Elect Director Francine S. Katsoudas	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1g		Elect Director Nazzic S. Keene	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1h		Elect Director Thomas J. Lynch	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1i		Elect Director Scott F. Powers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1j		Elect Director William J. Ready	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
1k		Elect Director Carlos A. Rodriguez	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
11		Elect Director Sandra S. Wijnberg	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos objective strategic goals, and a majority of equ				-						
		Blended Rationale: A vote FOR this proposal is objective strategic goals, and a majority of equ				-						
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give sharehold					-	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho						v votes are				

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Automatic Data Processing, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al to ratify the	e auditor is w	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,428	1,428
Susualitation Surfacedy analogical			10/05/2023	10/09/2023			
					Total Shares:	1,428	1,428

Ticker: GMG

Proxy Level: N/A

Goodman Group

Meeting Date: 11/14/2023

Record D	Pate: 11/12/20)23	Meeting Type: Annu	al		Meeting	ID: 1791682	2					
Primary	Security ID:	Q4229W132	Primary CUSIP: Q42	229W132		Primary	ISIN: AU00	0000GMG2		Primary SE	DOL: B03F	/Z4	
Earliest Cu	utoff Date: 11/	09/2023	Total Ballots: 1			Voting Po	licy: Sustainal	bility		Additional Po	olicy:		
Votable SI	hares: 29,030		*Shares on Loan: 0			Shares In	structed: 29,	030		Shares Voted	1: 29,030		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Appoint KPMG as Au Logistics (HK) Limite		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational been identified.	ale: A vote FOR this prop	oosal is warrante	ed given this	is a routine	item and no	significant con	cerns have			-	
		Blended Rationale: A identified.	A vote FOR this proposal	is warranted giv	ven this is a	routine item	and no signi	ificant concern.	s have been	1		-	
2a		Elect Stephen Johns Goodman Limited	s as Director of	Mgmt	Yes	For	For		For	For	No	No	No
		nominations regardii (Item 2a and 2b) an	ale: A vote FOR all nomi ng board and committee d Mark Johnson (Item 3 erns have been identifie	composition. A given they are	qualification chairman ai	is raised reg nd member o	garding the r	e-election of S	tephen Johr			-	
		nominations regardii (Item 2a and 2b) an	A vote FOR all nominees ng board and committee d Mark Johnson (Item 3 cerns have been identifie	composition. A) given they are	qualification chairman ai	is raised reg nd member o	garding the r	re-election of S	tephen Johr	วร		_	
2b		Elect Stephen Johns Goodman Logistics		Mgmt	Yes	For	For		For	For	No	No	No
		nominations regardii (Item 2a and 2b) an	ale: A vote FOR all noming board and committee d Mark Johnson (Item 3 cerns have been identifie	composition. A) given they are	qualification chairman ai	is raised reg nd member o	garding the r	e-election of S	tephen Johr			-	
		nominations regardii (Item 2a and 2b) an	A vote FOR all nominees ng board and committee nd Mark Johnson (Item 3 terns have been identifie	composition. A) given they are	qualification chairman ai	is raised reg nd member o	garding the r	re-election of S	tephen Johr	75			

Country: Australia

Goodman Group

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Elect Mark Johnson as Director of Goodman Limited	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomine nominations regarding board and committee of (Item 2a and 2b) and Mark Johnson (Item 3) of Committee and concerns have been identified	omposition. A daiven they are	qualification chairman an	is raised reg d member d	garding the re	e-election of St	ephen Johns				
		Blended Rationale: A vote FOR all nominees (It nominations regarding board and committee of (Item 2a and 2b) and Mark Johnson (Item 3) of Committee and concerns have been identified a	omposition. A daiven they are	qualification chairman an	is raised reg d member d	garding the re	e-election of St	ephen Johns	5			
4		Elect Belinda Robson as Director of Goodman Limited	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomine nominations regarding board and committee of (Item 2a and 2b) and Mark Johnson (Item 3) of Committee and concerns have been identified a	omposition. A daiven they are	qualification chairman an	is raised reg d member d	garding the re	e-election of St	ephen Johns				
		Blended Rationale: A vote FOR all nominees (It nominations regarding board and committee of (Item 2a and 2b) and Mark Johnson (Item 3) of Committee and concerns have been identified to	omposition. A daiven they are	qualification chairman an	is raised reg d member d	garding the re	e-election of St	ephen Johns	5			
5		Elect George Zoghbi as Director of Goodman Limited	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomine nominations regarding board and committee of (Item 2a and 2b) and Mark Johnson (Item 3) of Committee and concerns have been identified.	omposition. A daiven they are	qualification chairman an	is raised reg d member d	garding the re	e-election of St	ephen Johns				
		Blended Rationale: A vote FOR all nominees (In nominations regarding board and committee of (Item 2a and 2b) and Mark Johnson (Item 3) of Committee and concerns have been identified in	omposition. A daiven they are	qualification chairman an	is raised reg d member d	garding the re	e-election of St	ephen Johns	5			
6		Elect Kitty Chung as Director of Goodman Logistics (HK) Limited	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomine nominations regarding board and committee co (Item 2a and 2b) and Mark Johnson (Item 3) g Committee and concerns have been identified a	omposition. A d niven they are	qualification chairman an	is raised reg d member d	garding the re	e-election of St	ephen Johns				
		Blended Rationale: A vote FOR all nominees (In nominations regarding board and committee of (Item 2a and 2b) and Mark Johnson (Item 3) of Committee and concerns have been identified a	omposition. A caliven they are	qualification chairman an	is raised reg d member d	garding the re	e-election of St	ephen Johns	5			

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Goodman Group

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
7		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR fixed remuneration is relatively low and unche FY23 and FY24 LTI performance periods have mechanism to year ten, and * The EPS growth 9 percent in the FY21 LTI to 10 percent in the primary concern is that LTI quantum (and the market cap peers and ASX-listed industry peer at LTI grant levels of near \$18 million, this rebeing 5.1 times the median. The CEO's total in the ASX 1-25 group. Given the significant of been historically set at levels which are well by	anged for sever the performance the FY22 LTI and the FY22 LTI and the erefore total ren total ren total ren the excess the excess th	al years, with d from three target at the now at 11 pm nuneration q has been signtly above the pr FY23 apperns also exis.	h the LTI but to four year upper three ercent grow uantum) for inficantly ree median oars at 2.4 tr	eing the only ers and there eshold for ves eth in the FY2 r the CEO is a educed from a f the market imes the med	bonus opportuis a superior de sting has been no 23 and FY24 LT excessive relation proportuis from the FY22 LTI grapitalisation profilian of similar s	nity, * The eferral increased fro I grants. Th ive to ASX 1 rant. Howev eer group, ized compa	om ee -25 eer, nies		-	
		Blended Rationale: A qualified vote FOR the remuneration is relatively low and unchanged FY24 LTI performance periods have been inciden, and * The EPS growth performance targety LTI to 10 percent in the FY22 LTI and retained that LTI quantum (and therefore total remunand ASX-listed industry peers. The excess has of near \$18 million, this remains significantly median. The CEO's total remuneration for FY2 group. Given the significant quantum, concerset at levels which are well below reported according to the significant quantum, concersed at levels which are well below reported according to the significant quantum.	I for several year reased from threat at the upper now at 11 perce eration quantur, is been significal above the med 23 appears at 2 ns also exist for thievements.	ors, with the ee to four ye threshold for the GE of the CE of the CE of the man of the man of the rigor of the rigor of the rigor of	LTI being to ears and the r vesting ha the FY23 a TO is excess from the F arket capita median of S the EPS gro	he only bonusere is a super is been increase nd FY24 LTI give relative to Y22 LTI grant lisation peer g similar sized o	s opportunity, ior deferral me ased from 9 pe grants. The pri o ASX 1-25 ma t. However, at group, being 5 companies in ti	* The FY23 chanism to j rcent in the imary conce. rket cap pee LTI grant le 1 times the ne ASX 1-25 een historica	and vear m is ers vels	N	N-	N-
8		Approve Issuance of Performance Rights to Greg Goodman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR Support is on the basis that the EPS vesting r growth. This was increased since the FY22 gr FY21 LTI. Concerns are that * quantum remapeer group, and * the EPS target range may Blended Rationale: A qualified vote FOR the FS Support is on the basis that the EPS vesting r growth. This was increased since the FY22 gr FY21 LTI. Concerns are that * quantum remains."	ange has been ant which has a ins excessive re remain inadequ FY24 LTI grants ange has been ant which has a ins excessive re	made more of a range of 6- elative to ASX ate and lack to the CEO of made more of a range of 6- elative to ASX	challenging 10 percent X 1-25 mark rigor. and executi challenging 10 percent X 1-25 mark	and set at 6 growth and a ket cap peers ive directors i and set at 6 growth and a	percent to 11 page of the ASX-lift of the ASX-	percent ann ange in the sted industr this time. percent ann ange in the	y y ual		-	
9		Approve Issuance of Performance	Mgmt	Yes	For	For		For	For	No	No	No
		Rights to Danny Peeters Voting Policy Rationale: A qualified vote FOR Support is on the basis that the EPS vesting r growth. This was increased since the FY22 gr FY21 LTI. Concerns are that * quantum remapeer group, and * the EPS target range may be supported by the support of the property of the pro	ange has been ant which has a ins excessive re	made more of 6- elative to AS	challenging 10 percent X 1-25 mark	and set at 6 growth and a	percent to 11 p a 6-9 percent ra	percent ann ange in the	ual		-	
		Blended Rationale: A qualified vote FOR the F Support is on the basis that the EPS vesting r growth. This was increased since the FY22 gr FY21 LTI. Concerns are that * quantum rema peer group, and * the EPS target range may.	ange has been ant which has a ins excessive re	made more of 6- elative to AS	challenging 10 percent X 1-25 mark	and set at 6 growth and a	percent to 11 p a 6-9 percent ra	percent ann ange in the				
10		Approve Issuance of Performance Rights to Anthony Rozic	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR Support is on the basis that the EPS vesting r growth. This was increased since the FY22 gr FY21 LTI. Concerns are that * quantum remapeer group, and * the EPS target range may	ange has been ant which has a ins excessive re	made more of 6- elative to AS	challenging 10 percent X 1-25 mark	and set at 6 growth and a	percent to 11 p a 6-9 percent ra	percent ann ange in the	ual			
		Blended Rationale: A qualified vote FOR the F Support is on the basis that the EPS vesting r growth. This was increased since the FY22 gr FY21 LTI. Concerns are that * quantum rema peer group, and * the EPS target range may	ange has been ant which has a ins excessive re remain inadequ	made more of a range of 6- elative to ASX ate and lack	challenging 10 percent X 1-25 mark rigor.	and set at 6 growth and a ket cap peers	percent to 11 page 11 percent to 15 percent rail and the ASX-li	percent ann ange in the			-	

Goodman Group

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		29,030	29,030
Sustainable Sulanced, andsolghed			10/30/2023	10/30/2023			
					: Total Shares:	29,030	29,030

Fortescue Metals Group Ltd.

Meeting Date: 11/21/2023

Record Date: 11/19/2023

Primary Security ID: Q39360104

Country: Australia Meeting Type: Annual Primary CUSIP: Q39360104

Ticker: FMG Meeting ID: 1798510

Primary ISIN: AU000000FMG4 Primary SEDOL: 6086253

Proxy Level: N/A

Earliest Cutoff Date: 11/16/2023Total Ballots: 1Voting Policy: SustainabilityAdditional Policy:Votable Shares: 21,565*Shares on Loan: 0Shares Instructed: 21,565Shares Voted: 21,565

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Approve Remuneration Report	Mgmt	Yes	For	Against		Against	Against	Yes	No	No

Voting Policy Rationale: A vote AGAINST the remuneration report is warranted despite the three-year analysis of pay alignment with performance not identifying any significant misalignment. Financial measures declined further in FY23 offset by an increase in share price recovering most of the lost ground from the prior year. The main remuneration practices that warrant concern include: * Board discretion has been exercised on several occasions in recent years and again in FY23 to award special recognition awards to three senior executives and one-off exertion payments to non-executive Director, previous CEO Elizabeth Gaines, * STI award assessments for KMPs in FY23 appear to be high at 85 and 89 percent of maximum in light of weaker financial results including declining Revenue, EBITDA, Net Profit, EBITDA margin, Return on equity and increased costs, * Inclusion of strategic measures in the STI and LTI has potential to duplicate executive reward, and may involve excessive board discretion, * Granting STI rights at the beginning of the annual performance year; and * One third of the LTI award for Fortescue Allows executives to potentially gain from share price growth during of the year, and * One third of the LTI award for Fortescue Metals and 60 percent of the Fortescue Energy LTI award is allocated to achieving strategic objectives. This represents an excessive weighting to undisclosed, non-financial and potentially discretionary performance measures and lacks transparency for shareholders.

Blended Rationale: A vote AGAINST the remuneration report is warranted despite the three-year analysis of pay alignment with performance not identifying any significant misalignment. Financial measures declined further in FY23 offset by an increase in share price recovering most of the lost ground from the prior year. The main remuneration practices that warrant concern include: * Board discretion has been exercised on several occasions in recent years and again in FY23 to award special recognition awards to three senior executives and one-off exertion payments to non-executive Director, previous CEO Elizabeth Gaines, * STI award assessments for KMPs in FY23 appear to be high at 85 and 89 percent of maximum in light of weaker financial results including declining Revenue, EBITDA, Net Profit, EBITDA margin, Return on equity and increased costs, * Inclusion of strategic measures in the STI and LTI has potential to duplicate executive reward, and may involve excessive board discretion, * Granting STI rights at the beginning of the annual performance year, and * One third of the LTI award for Fortescue Metals and 60 percent of the Fortescue Energy LTI award is allocated to achieving strategic objectives. This represents an excessive weighting to undisclosed, non-financial and potentially discretionary performance measures and lacks transparency for shareholders.

Fortescue Metals Group Ltd.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Elect Andrew Forrest as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election Barnaba is qualified. Some shareholders may charactices. He is classified as non-independent a which has granted substantial discretionary awa Director, Elizabeth Gaines. The vote FOR the reremuneration committee and problematic pay p ASX-listed Dexus which has had strikes against choose to vote against her re-election.	noose to vote a nd serves on h ards to senior a relection of Pe practices are n	against his re key Board co executives, in enny Binghan oted. She is a	e-election du mmittees, in ncluding the n-Hall is qua also chair of	ne to poor ren ncluding the n previous CE palified. She is the remuner	muneration go remuneration o O and now Ex the chair of th ration committ	vernance committee ecutive ne ree at	ay			
		Blended Rationale: A vote FOR the election of a is qualified. Some shareholders may choose to vis classified as non-independent and serves on a substantial discretionary awards to senior executive vote FOR the re-election of Penny Bingham problematic pay practices are noted. She is also against the remuneration report in two of the latest problematic pay practices are noted.	vote against h key Board con Itives, includin I-Hall is qualifi Io chair of the r	is re-election nmittees, income g the previous ed. She is the remuneration	due to poo luding the re us CEO and e chair of th committee	r remuneration emuneration now Executiv e remunerati at ASX-listed	on governance committee wh ve Director, Eli ion committee I Dexus which	e practices. H ich has gran izabeth Gaind and has had strik	de ted es. kes			
3		Elect Mark Barnaba as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the election of all nominee Directors is warranted. The vote FOR the re-election of Mark Barnaba is qualified. Some shareholders may choose to vote against his re-election due to poor remuneration governance practices. He is classified as non-independent and serves on key Board committees, including the remuneration committee which has granted substantial discretionary awards to senior executives, including the previous CEO and now Executive Director, Elizabeth Gaines. The vote FOR the re-election of Penny Bingham-Hall is qualified. She is the chair of the remuneration committee and problematic pay practices are noted. She is also chair of the remuneration committee at ASX-listed Dexus which has had strikes against the remuneration report in two of the last three AGMs. Some shareholders may choose to vote against her re-election. Blended Rationale: A vote FOR the election of all nominee Directors is warranted. The vote FOR the re-election of Mark Barnaba is qualified. Some shareholders may choose to vote against his re-election due to poor remuneration governance practices. He is classified as non-independent and serves on key Board committees, including the remuneration committee which has granted substantial discretionary awards to senior executives, including the previous CEO and now Executive Director, Elizabeth Gaines. The vote FOR the re-election of Penny Bingham-Hall is qualified. She is the chair of the remuneration committee and											
		The vote FOR the re-election of Penny Bingham problematic pay practices are noted. She is also	-						vac			
		against the remuneration report in two of the la										
4		Elect Penny Bingham-Hall as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election Barnaba is qualified. Some shareholders may charactices. He is classified as non-independent awhich has granted substantial discretionary awa Director, Elizabeth Gaines. The vote FOR the reremuneration committee and problematic pay p ASX-listed Dexus which has had strikes against choose to vote against her re-election.	noose to vote a nd serves on h ards to senior a relection of Pe practices are n	against his re key Board co executives, in enny Binghan oted. She is a	e-election du mmittees, in ncluding the n-Hall is qua also chair of	ne to poor ren ncluding the n previous CE nlified. She is the remunen	muneration go remuneration o O and now Ex the chair of th ration committ	vernance committee ecutive ne ree at	ay			
		Blended Rationale: A vote FOR the election of a is qualified. Some shareholders may choose to vis classified as non-independent and serves on usubstantial discretionary awards to senior executive vote FOR the re-election of Penny Bingham problematic pay practices are noted. She is also against the remuneration report in two of the land	vote against h key Board con Itives, includin I-Hall is qualifi In chair of the r	is re-election nmittees, inco ng the previou ed. She is the remuneration	due to poo luding the re us CEO and e chair of th committee	r remuneration emuneration now Executiv ee remunerati at ASX-listed	on governance committee wh ve Director, Eli ion committee I Dexus which	e practices. H ich has gran izabeth Gaind and has had strik	de ted es. kes			

Fortescue Metals Group Ltd.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
5		Elect Larry Marshall as Director	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the election of all nominee Directors is warranted. The vote FOR the re-election of Mark Barnaba is qualified. Some shareholders may choose to vote against his re-election due to poor remuneration governance practices. He is classified as non-independent and serves on key Board committees, including the remuneration committee which has granted substantial discretionary awards to senior executives, including the previous CEO and now Executive Director, Elizabeth Gaines. The vote FOR the re-election of Penny Bingham-Hall is qualified. She is the chair of the remuneration committee and problematic pay practices are noted. She is also chair of the remuneration committee at ASX-listed Dexus which has had strikes against the remuneration report in two of the last three AGMs. Some shareholders may choose to vote against her re-election. Blended Rationale: A vote FOR the election of all nominee Directors is warranted. The vote FOR the re-election of Mark Barnaba is qualified. Some shareholders may choose to vote against his re-election due to poor remuneration governance practices. He												
			ion governance committee wh ive Director, Et tion committee d Dexus which	e practices. I nich has graf lizabeth Gair e and has had stri	He oted oes. ikes									
6		Approve the Change of Company Name to Fortescue Ltd	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR this resoluted identified.	tion is warrant	ed on the ba	sis that no	corporate go	vernance conc	erns have be	een					
		Blended Rationale: A vote FOR this resolution identified.	is warranted oi	n the basis ti	hat no corpo	orate governa	ance concerns	have been						
Ballot Deta	ails													

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		21,565	21,565
Sustainable Suidices, unassigned			10/31/2023	10/31/2023			
					Total Shares:	21,565	21,565

Cisco Systems, Inc.

Meeting Date: 12/06/2023

	Primary Security ID: 17275R102		·			_	ID: 1797911 ISIN: US172			Primary SEI	Primary SEDOL: 2198163			
	Farliest Cutoff Date: 12/05/2023 /otable Shares: 45,365		Total Ballots: 1 *Shares on Loan: 0		-	licy: Sustainab	,		Additional Policy: Shares Voted: 45,365					
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Wesler Voting Policy Rational	y G. Bush vle: A vote FOR the director	Mgmt or nominees is	Yes warranted.	For	For		For	For	No	No	No	
		Blended Rationale: A	vote FOR the director no.	minees is warr	anted.									
1b		Elect Director Michae	el D. Capellas	Mgmt	Yes	For	For		For	For	No	No	No	

Ticker: CSCO

Proxy Level: 3

Voting Policy Rationale: A vote FOR the director nominees is warranted. Blended Rationale: A vote FOR the director nominees is warranted.

Country: USA

Cisco Systems, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director Mark Garrett	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1d		Elect Director John D. Harris, II	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1e		Elect Director Kristina M. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1f		Elect Director Sarah Rae Murphy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1g		Elect Director Charles H. Robbins	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1h		Elect Director Daniel H. Schulman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1i		Elect Director Marianna Tessel	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
2		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Based on the Equity Pr	lan Scorecard e	evaluation (E	FPSC), a vote	e FOR this pr	roposal is warr	anted.				
		Blended Rationale: Based on the Equity Plan S	corecard evalu	ation (EPSC)), a vote FOI	R this propos	al is warranted	1.				
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propose the year in review. Although the CEO has a relepre-set financial metrics which appear to utilize performance-conditioned equity; however, a superformance. The special equity award to each to be rigorous. Continued monitoring of these	atively large ta e rigorous targo ignificant portion n NEO also utili	et goals. The on of the vestiges one-year	opportunity, e majority of sting percent r performand	the annual b the annual b tage is deteri	oonus was larg LTI program is mined based o	ely based on based on on one-year	7			
		Blended Rationale: A vote FOR the proposal is year in review. Although the CEO has a relative pre-set financial metrics which appear to utilize performance-conditioned equity; however, a superformance. The special equity award to each to be rigorous. Continued monitoring of these	ely large target e rigorous targe ignificant portion n NEO also utili	t bonus oppo et goals. The on of the ves izes one-yeal	ortunity, the e majority of sting percent r performand	annual bonu f the annual l tage is deteri	is was largely i LTI program is mined based o	based on based on on one-year				
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give sharehor					-	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareholder.						y votes are			-	

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Cisco Systems, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	auditor is w	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	itor is warraı	nted.							
6		Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this proposed company's transparency in communicating its to				ax Standard	would enhance	e the				
		Blended Rationale: A vote FOR this proposal is transparency in communicating its tax practice.			d GRI Tax St	andard woul	d enhance the	company's				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		45,365	45,365
			11/29/2023	11/29/2023			
					Total Shares:	45,365	45,365

Microsoft Corporation

Meeting Date: 12/07/2023	Country: USA	Ticker: MSFT	Proxy Level: 3
Record Date: 09/29/2023	Meeting Type: Annual	Meeting ID: 1798481	
Primary Security ID: 594918104	Primary CUSIP: 594918104	Primary ISIN: US5949181045	Primary SEDOL: 2588173
Earliest Cutoff Date: 12/06/2023	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Earliest Cutoff Date: 12/06/2023 Votable Shares: 5,894	Total Ballots: 1 *Shares on Loan: 0	Voting Policy: Sustainability Shares Instructed: 5,894	Additional Policy: Shares Voted: 5,894

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.01		Elect Director Reid G. Hoffman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	ranted.								
1.02		Elect Director Hugh F. Johnston	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	ranted.								
1.03		Elect Director Teri L. List	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	ranted.								
1.04		Elect Director Catherine MacGregor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no.	minees is warr	ranted.								

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.05		Elect Director Mark A. L. Mason	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1.06		Elect Director Satya Nadella	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1.07		Elect Director Sandra E. Peterson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1.08		Elect Director Penny S. Pritzker	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1.09		Elect Director Carlos A. Rodriguez	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1.10		Elect Director Charles W. Scharf	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1.11		Elect Director John W. Stanton	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1.12		Elect Director Emma N. Walmsley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos Annual incentives were primarily based on obje performance-conditioned. However, the CEO's long-term incentives rely primarily on annual primonitoring.	ective criteria a base salary an	and the CEO and STI payou	Is long-term i It opportuniti	awards were ies remained	e entirely I relatively larg	e and				
		Blended Rationale: A vote FOR this proposal is incentives were primarily based on objective or However, the CEO's base salary and STI payou on annual performance periods, which compen	riteria and the nt opportunities	CEO's long-t s remained r	erm awards elatively larg	were entirel, e and long-t	y performance	-conditioned				
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					-	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho						y votes are				

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Microsoft Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Ratify Deloitte and & Touche as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	auditor is w	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	itor is warrai	nted.							
5		Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this p for investors to be able to determine how the o	-									
		Blended Rationale: A vote AGAINST this propo- investors to be able to determine how the com-										
6		Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this p protect itself against risks related to discrimina					e taking appro	priate steps	to			
		Blended Rationale: A vote AGAINST this proposition protect itself against risks related to discrimina					ing appropriate	e steps to				
7		Report on Government Take Down Requests	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this p its policies and processes for removing content	-	ranted, as th	e company p	orovides suffi	icient informat	tion regarding	g			
		Blended Rationale: A vote AGAINST this propo- policies and processes for removing content.	sal is warrante	d, as the cor	mpany provi	des sufficient	t information r	egarding its				
8		Report on Risks of Weapons Development	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this resolute allowing them to better understand Microsoft's					-					
		Blended Rationale: A vote FOR this resolution is allowing them to better understand Microsoft's										
9		Report on Climate Risk in Retirement Plan Options	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this resolutivest more responsibly, it is unclear how well requested in the report would not only complet change, but also allow shareholders to better each	employees und ment and enha	derstand the ance the com	retirement p npany's exist	olans availab ing commitm	le to them. The nents regarding	e information g climate				
		Blended Rationale: A vote FOR this resolution invest more responsibly, it is unclear how well requested in the report would not only complechange, but also allow shareholders to better each of the shareholders are better to be a shareholders.	employees und ment and enha	derstand the ance the com	retirement p npany's exist	olans availab ing commitm	le to them. Th nents regarding	e information g climate	n			
10		Publish a Tax Transparency Report	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propose company's transparency in communicating its to				ax Standard	would enhance	e the				
		Blended Rationale: A vote FOR this proposal is transparency in communicating its tax practice.			d GRI Tax St	andard woul	d enhance the	company's				
11		Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propos how the company is managing human rights-re				enefit from ir	ncreased disclo	sure regardi	ing			
		Blended Rationale: A vote FOR this proposal is the company is managing human rights-related				t from increa	sed disclosure	regarding h	ow			

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Microsoft Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12		Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this proversee and manage any potential risks related control the accuracy of these associations' discu	to the compa						'e to			
		Blended Rationale: A vote AGAINST this propose and manage any potential risks related to the c the accuracy of these associations' disclosures.		•								
13		Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propose related to misinformation and disinformation, in business impacts and how the company is man	ncluding from g	generative A		-			S			
		Blended Rationale: A vote FOR this proposal is related to misinformation and disinformation, in business impacts and how the company is man	ncluding from g	generative A	-			-				

Rallot Details

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		5,894	5,894
			11/27/2023	11/27/2023			
					Total Shares:	5,894	5,894

Solvay SA

Meeting	rd Date: 11/24/2023 Meeting Type	Country: Belgium			Ticker:	SOLB			Proxy Level	: N/A			
Record D	ate: 11/24/20	023	Meeting Type: Extra Shareholders	ordinary		Meeting	ID: 180264	6					
Primary 9	Security ID:	B82095116	Primary CUSIP: B82	095116		Primary	ISIN: BE00	03470755		Primary SEI	OOL: 48211	00	
Earliest Cu	toff Date: 11/2	29/2023	Total Ballots: 1			Voting P	olicy: Sustaina	bility		Additional Po	licy:		
Votable Sh	nares: 22,005		*Shares on Loan: 0			Shares I	nstructed: 22,	.005		Shares Voted	: 22,005		
Proposal Number	·			Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Extraordinary Share Agenda	cholders' Meeting	Mgmt	No								
1		Receive Special Boa Report Re: Demerge		Mgmt	No								
		Voting Policy Rationa	ale: This is a non-voting	item.									
		Blended Rationale: 7	This is a non-voting item.										
2		Acknowledge Inform Significant Changes Liabilities of the Cor in the Demerger	in the Assets and	Mgmt	No								
	Voting Policy Rationale: This is a non-voting item		item.										

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Blended Rationale: This is a non-voting item.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Approve Demerger Proposal	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this propose Syensqo (specialty chemicals) is supported by a issue has been identified in this case; and * each shareholding in Solvay.	compelling ratio	onale and a	positive man	ket reaction;	* no governa	nce nor legal	,				
		Blended Rationale: A vote FOR this proposal is (specialty chemicals) is supported by compellin been identified in this case; and * each shareh Solvay.	g rationale and	d a positive i	narket reacti	on; * no gov	vernance nor le	egal issue ha	s				
4		Approve Reduction in Share Capital	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrants warrants support.	ed as these iter	ns are condi	itional on the	proposed de	emerger propo	sal, which					
		Blended Rationale: A vote FOR is warranted as support.	these items ar	re conditiona	on the prop	osed demer	ger proposal, i	which warrai	nts				
5		Amend Article 5 to Reflect Changes in Capital	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrante warrants support.	ed as these iter	ns are condi	itional on the	proposed de	emerger propo	sal, which					
		Blended Rationale: A vote FOR is warranted as support.	nts										
6		Receive Special Board Report Re: Article 7:199 Paragraph 2 of the Code of Companies and Associations	Mgmt	No									
		Voting Policy Rationale: This is a non-voting ite	em.										
		Blended Rationale: This is a non-voting item.											
7		Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrante be excessive (10 percent).	ed because the	potential in	crease witho	ut preemptiv	re rights is not	considered t	o				
		Blended Rationale: A vote FOR is warranted be excessive (10 percent).	cause the pote	ential increas	se without pr	eemptive rig	hts is not cons	idered to be					
8		Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Qualified support FOR these capital authorizations is warranted because: * The authorizations to issue and repurchase and reissue shares have limited efficacy as a result of installed safeguards (sunset provision of 24 months and special majority needed on the board to use the authorization); and * The board has committed not to renew the authorizations after expiration and is not purposed to stop a takeover, but instead encourage dialogue. This is however not without continued level of concern for the ability of the board to place shares with a strategic shareholder during a takeover situation and 'frustrate' the process. This concern is somewhat mitigated by Solvac holding 31 percent of capital and basically having a de facto control already.											
		Blended Rationale: Qualified support FOR these capital authorizations is warranted because: * The authorizations to issue and repurchase and reissue shares have limited efficacy as a result of installed safeguards (sunset provision of 24 months and special majority needed on the board to use the authorization); and * The board has committed not to renew the authorizations after expiration and is not purposed to stop a takeover, but instead encourage dialogue. This is however not without continued level of concern for the ability of the board to place shares with a strategic shareholder during a takeover situation and 'frustrate' the process. This concern is somewhat mitigated by Solvac holding 31 percent of capital and basically having a de facto control already.											

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9		Authorize Repurchase of Up to 10 Percent of Issued Share Capital and Amend Article 9 Accordingly	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante authorization would allow Solvay to repurchase					ly used safegue	ards; * The				
		Blended Rationale: A vote FOR is warranted be authorization would allow Solvay to repurchase				•	ed safeguards;	* The				
10		Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Qualified support FOR and repurchase and reissue shares have limited special majority needed on the board to use the authorizations after expiration and is not purpose without continued level of concern for the abilit situation and 'frustrate' the process. This concern having a de facto control already.	d efficacy as a e authorization sed to stop a ey of the board	result of ins n); and * Tho takeover, bu I to place sho	talled safegu e board has t instead en ares with a s	uards (sunsei committed ri courage dialo strategic shal	t provision of 2 not to renew th ogue. This is h reholder during	24 months an ne owever not g a takeover	nd .			
		Blended Rationale: Qualified support FOR these repurchase and reissue shares have limited effisecial majority needed on the board to use the authorizations after expiration and is not purpowithout continued level of concern for the ability situation and 'frustrate' the process. This concern having a de facto control already.	cacy as a result e authorization sed to stop a dry of the board	lt of installed n); and * The takeover, bu I to place she	d safeguards e board has t instead en ares with a s	s (sunset pro committed r courage dialo strategic shal	vision of 24 m not to renew th ogue. This is h reholder during	onths and e owever not g a takeover				
11		Authorize Reissuance of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante authorization would allow Solvay to repurchase					ly used safegue	ards; * The				
		Blended Rationale: A vote FOR is warranted be authorization would allow Solvay to repurchase				,	ed safeguards;	* The				
12		Authorize Board to Reissue Shares in the Event of a Serious and Imminent Harm	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Qualified support FOR and repurchase and reissue shares have limited special majority needed on the board to use the authorizations after expiration and is not purpowithout continued level of concern for the abilities situation and 'frustrate' the process. This concern having a de facto control already.	d efficacy as a e authorization sed to stop a by of the board	result of ins n); and * Tho takeover, bu I to place sho	talled safegu e board has t instead en ares with a s	uards (sunsei committed ri courage dialo strategic shai	t provision of 2 not to renew th ogue. This is h reholder during	24 months an ne owever not g a takeover	od .			
		Blended Rationale: Qualified support FOR these repurchase and reissue shares have limited effi special majority needed on the board to use the authorizations after expiration and is not purpowithout continued level of concern for the abilities situation and 'frustrate' the process. This concern having a de facto control already.	cacy as a result e authorization sed to stop a large ty of the board	ult of installed n); and * The takeover, bu I to place she	d safeguards e board has t instead en ares with a s	s (sunset pro committed r courage dialo strategic shal	vision of 24 m not to renew th ogue. This is h reholder during	onths and e owever not g a takeover				
13		Approve Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	d since the ca	ncellation of	repurchase	d shares ben	efit shareholde	ers.				
		Blended Rationale: A vote FOR is warranted sin	ce the cancell	ation of repu	ırchased sha	ares benefit s	shareholders.					

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
14		Change Date of the 2024 Ordinary Shareholders' Meeting	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ed, as this prop	posal does n	ot affect sh	areholders' in	terests.					
		Blended Rationale: A vote FOR is warranted, a	s this proposai	does not af	fect shareho	olders' interes	sts.					
15		Adopt New Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant shareholders' rights.	ed as the prop	osed amend	ments are n	ot considered	d to adversely	impact				
		Blended Rationale: A vote FOR is warranted as rights.	s the proposed	amendment	ts are not co	onsidered to a	adversely impa	ct sharehold	lers'			
16		Approve Change-in-Control Provision: Environmental Liabilities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proporegard to the significant environmental liabilitic assumptions, change-in-control provisions incliconsidered routine and in this case aimed to make the considered routine and in this case aimed to make the considered routine and in this case aimed to make the considered routine and in this case aimed to make the considered routine and in this case aimed to make the considered routine and in this case aimed to make the considered routine and in this case aimed to make the considered routine and the considered ro	es (approx. EU uded in contra	R 900 millior cts are subje	n combined) ect to sharel	and potentia holder approv	al uncertainties ral in Belgium a	on liability and generally	/			
		Blended Rationale: A vote FOR the proposed of the significant environmental liabilities (approx change-in-control provisions included in contra routine and in this case aimed to ring-fence lia	r. EUR 900 mill acts are subject	lion combined t to sharehol	d) and pote. Ider approva	ntial uncertail al in Belgium d	nties on liabilit and generally	y assumptio				
17		Approve Change-in-Control Provision related to U.S. Tax Matters	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposeregard to the significant environmental liabilities assumptions, change-in-control provisions included considered routine and in this case aimed to refer the proposers.	es (approx. EU uded in contra	R 900 millior cts are subje	n combined) ect to sharel	and potentia holder approv	al uncertainties val in Belgium a	on liability and generally	/			
		Blended Rationale: A vote FOR the proposed of the significant environmental liabilities (approx change-in-control provisions included in contra routine and in this case aimed to ring-fence lia	r. EUR 900 mill acts are subject	lion combined t to sharehol	d) and pote. Ider approva	ntial uncertail al in Belgium d	nties on liabilit and generally	y assumptio				
18		Approve Exceptional Bonus for the CEO	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST is wa with the proposed demerger proposal without conditions or longer term value creation follow aligned with longer-term interests of sharehold considered excessive; * The company already 2022, further raising questions on the appropri	being subject of ling the demenders. * The pro- granted an ope	to the succes ger; * The pa pposed bonus tion-award in	ssful comple roposed one s is substant n connection	etion of the de e-off award is tially above n n with the den	emerger, other in cash, and i narket practice merger propos	r performand not necessar s and ral in Octobe	ily			
		Blended Rationale: A vote AGAINST is warrant proposed demerger proposal without being su or longer term value creation following the dewith longer-term interests of shareholders. * The excessive; * The company already granted and raising questions on the appropriateness of an	bject to the su merger; * The The proposed b option-award b	ccessful com proposed on onus is subs in connection	pletion of the ne-off award netantially abo net with the d	he demerger, I is in cash, ai ove market pi lemerger prop	other perform nd not necessa ractices and co posal in Octobe	ance conditi arily aligned onsidered	ions			
19		Acknowledge Resignation of Directors	Mgmt	No								
		Voting Policy Rationale: No vote is required for	r this item.									
		Blended Rationale: No vote is required for this	item.									
20.1		Elect Thomas Aebischer as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted a	t this time.							
		Blended Rationale: A vote FOR the director no	minees is warr	anted at this	time.							

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Significant Number Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
20.2	Elect Thierry Bonnefous as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the director	r nominees is	warranted a	t this time.								
	Blended Rationale: A vote FOR the director nor	minees is warra	anted at this	time.								
20.3	Elect Yves Bonte as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the director	r nominees is	warranted a	t this time.								
	Blended Rationale: A vote FOR the director nor	minees is warra	anted at this	time.								
20.4	Elect Philippe Kehren as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the director	r nominees is	warranted a	t this time.								
	Blended Rationale: A vote FOR the director nor	minees is warra	anted at this	time.								
20.5	Elect Annette Stube as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the director	r nominees is	warranted a	t this time.								
	Blended Rationale: A vote FOR the director nor	minees is warra	anted at this	time.								
20.6	Elect Melchior de Vogue as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the director	r nominees is	warranted a	t this time.								
	Blended Rationale: A vote FOR the director nor	minees is warra	anted at this	time.								
21	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR is warrante the implementation of items approved by the s			ns a routine	legal proced	ure and will au	ithorize only					
Rallah Dahaila	Blended Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.											

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		22,005	22,005
Sustainable Sulanced, andonghed			11/20/2023	11/20/2023			
					Total Shares:	22,005	22,005

iShares VII plc - iShares MSCI USA Small Cap ESG Enhanced UCITS ETF

Meeting Date: 12/15/2023 Country: Ireland Ticker: CSUSS Proxy Level: N/A

Record Date: 12/14/2023 Meeting Type: Annual Meeting ID: 1800297

 Primary Security ID: G4955H342
 Primary CUSIP: G4955H342
 Primary ISIN: IE00B3VWM098
 Primary SEDOL: B53N420

iShares VII plc - iShares MSCI USA Small Cap ESG Enhanced UCITS ETF

Earliest Cutoff Date: 11/28/2023

Total Ballots: 1

Voting Policy: Sustainability

Votable Shares: 14,350

*Shares on Loan: 0

Shares Instructed: 14,350

Additional Policy: Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: A vote FOR the Compa warranted because no significant concerns have	-		the director	s' report and	financial state	ements is					
		Blended Rationale: A vote FOR the Company's because no significant concerns have been idea		ssion of the o	directors' rep	port and final	ncial statemen	ts is warrant	ed				
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: A vote FOR this item is	s warranted as	no significar	nt concerns	have been id	entified.						
		Blended Rationale: A vote FOR this item is war	ranted as no s	ignificant co	ncerns have	been identifi	ied.						
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: A vote FOR this item is	warranted be	cause there	are no signi	ficant concer	ns regarding ti	his proposal.					
		Blended Rationale: A vote FOR this item is war	ranted becaus	e there are r	o significan	t concerns re	garding this p	roposal.					
4		Re-elect Ros O'Shea as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: *A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: * The Company is an open-ended fund, which do not always adopt a conventional board structure.											
		conventional board structure. Blended Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: * A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: * The Company is an open-ended fund, which do not always adopt a conventional board structure.											
5		Re-elect Padraig Kenny as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: Items 4-6 A vote FOR warranted because no significant concerns hav McKechnie is warranted for lack of diversity on it is not without concern because: *A potential held by the Board in fulfilling its duties as man practice. Mitigating, the main reason for support conventional board structure. Blended Rationale: Items 4-6 A vote FOR the rewarranted because no significant concerns hav McKechnie is warranted for lack of diversity on it is not without concern because: *A potential held by the Board in fulfilling its duties as man practice. Mitigating, the main reason for support conventional board structure.	re been identifict the board. Ite foot the board is agement engager the control of the board. Ite foot the board is agement engager the board. Ite foot the board is agement engager the board in the bo	ied. Item 7 A m 8 A vote I e issue has b gement com. mpany is an tion of Ros C ied. Item 7 A m 8 A vote I e issue has b gement com.	vote AGAII FOR the electory for the elec	NST nomination of Petered and he math is not in liniting which are the same of the math is not in liniting of Petered and he math is not in linition of Petered and he math is not in linition of Interest and he math is not in linition of Petered and he math is not in liniting of Petered and he math is not in liniting of Petered and he math is not in liniting of Petered and he math is not in liniting of Petered and he math is not in liniting of Petered and he math is not in liniting of Petered and he mathematical and he ma	ng committee Vivian is warn by participate in the with recomment of on ot always and Deirdre Soin and Committee Vivian is warn by participate in the with recomment of with re	chair William anted, althou in the meetin mended best sadopt a mers is chair William anted, althou in the meetin mended best mended best	n ugh ngs n n ugh				

iShares VII plc - iShares MSCI USA Small Cap ESG Enhanced UCITS ETF

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS		
6		Re-elect Deirdre Somers as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No		
		Voting Policy Rationale: Items 4-6 A vote FOR a warranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as managractice. Mitigating, the main reason for suppose conventional board structure.	e been identif the board. Ite I independenc agement enga	ied. Item 7 A em 8 A vote I e issue has b gement com	Vote AGAI FOR the ele Deen identil Mittee, wh	NST nominati ection of Peter ied and he ma ich is not in lir	ing committee Vivian is warr ay participate i ne with recomm	chair Willian anted, altho in the meetir mended best	ugh ngs					
		Blended Rationale: Items 4-6 A vote FOR the rewarranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure.	e been identif the board. Ite I independenc agement enga	ied. Item 7 A em 8 A vote I e issue has b gement com	Vote AGAI FOR the ele Deen identil Mittee, wh	NST nominati ection of Peter ied and he ma ich is not in lir	ing committee Vivian is warn ay participate i ne with recomm	chair Willian anted, altho in the meetir mended best	ugh ngs					
7		Re-elect William McKechnie as Director	Mgmt	Yes	For	For		Against	Do Not Vote	No	No	No		
		Voting Policy Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: *A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: *The Company is an open-ended fund, which do not always adopt a conventional board structure.												
		Blended Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: * A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: * The Company is an open-ended fund, which do not always adopt a conventional board structure.												
8		Elect Peter Vivian as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No		
		Voting Policy Rationale: Items 4-6 A vote FOR a warranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure.	e been identif the board. Ite I independenc agement enga	ied. Item 7 A em 8 A vote I e issue has b gement com	Vote AGAI FOR the ele Deen identil Mittee, wh	NST nominati ection of Peter ied and he ma ich is not in lir	ing committee Vivian is warra ay participate in ne with recomm	chair Willian anted, altho in the meetir mended best	ugh ngs					
		Blended Rationale: Items 4-6 A vote FOR the rewarranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as manipractice. Mitigating, the main reason for support conventional board structure.	e been identif the board. Ite I independenc agement enga	ied. Item 7 A em 8 A vote I e issue has b gement com	Vote AGAI FOR the ele Deen identii mittee, wh	NST nominati ection of Peter ied and he ma ich is not in lir	ing committee Vivian is warr ay participate i ne with recomm	chair Willian anted, altho in the meetir mended best	ugh ngs					
Ballot Deta	ils													
Institutional	Account Detail	Custodian												

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	AutoApproved	Auto-Instructed	Auto-Approved		14,350	0
Sustainable Balancea, anabsigned			10/31/2023	10/31/2023			
					Total Shares:	14,350	0

UBS (Lux) Fund Solutions - MSCI EMU Socially Responsible UCITS ETF

Meeting Date: 12/22/2023 **Record Date:** 12/15/2023

Primary Security ID: L9398E651

Earliest Cutoff Date: 11/20/2023

Votable Shares: 53,486

Country: Luxembourg

Meeting Type: Extraordinary

Shareholders

*Shares on Loan: 0

Primary CUSIP: L9398E651

Ticker: UIMR

Meeting ID: 1804768

Proxy Level: N/A

Primary ISIN: LU0629460675

Total Ballots: $\boldsymbol{1}$ Voting Policy: Sustainability Primary SEDOL: B59RQP3

Additional Policy:

Shares Instructed: 53,486 Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Did Not	Vote Due t	o Ballot Shareblocking											
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1		Amend Article 2 Re: Transfer of Registered Office	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals					
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to				
2		Amend Article 5 Re: Creation of Sub-Funds and/or Share Classes	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals					
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to				
3		Amend Article 6 Re: Voting Rights of Shareholders and Split or Consolidation of any Share Classes	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals					
		Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.											
4		Amend Article 7 Re: Issue of Shares	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals					
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to				
5		Amend Article 8 Re: Redemption of Shares	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals					
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to				
6		Amend Article 9 Re: Restriction or Prevention of Ownership of Shares in the Company by a Non-Qualified Person	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals					
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to				
7		Amend Article 10 Re: Calculation of Net Asset Value per Share	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.											
	, , , , , ,	Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to				

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

UBS (Lux) Fund Solutions - MSCI EMU Socially Responsible UCITS ETF

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8		Amend Article 11 Re: Suspension of Determination and Publication of the Net Asset Value per Share	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeal	r to			
9		Amend Article 13 Re: Casting Vote for the Chairman of a Meeting of the Board	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeal	r to			
10		Amend Article 17 Re: Countries Approved to Issue or Guarantee Transferrable Securities the Company is Allowed to Invest In	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeal	r to			
11		Amend Article 18 Re: Conflict of Interest Provisions	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeal	r to			
12		Amend Article 22 Re: Convening of General Meetings of Shareholders and Suspension of Shareholder's Voting Rights	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appeal	r to			
13		Amend Article 23 Re: Notification Requirements in Relation to the Decision to Terminate a Sub-Fund or Share Classes	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appea	r to			
14		Amend Article 26 Re: Update of References to "Custodian" to "Depositary"	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to			

UBS (Lux) Fund Solutions - MSCI EMU Socially Responsible UCITS ETF

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
15		Amend Article 28 Re: Quorum Requirements	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.										
Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals apporalign the articles with common market practice and will not adversely affect shareholders' rights.									r to			
16		Amend Articles to Correct Typographical Errors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR is warranted as the proposed amendments to the articles of association are neutral in view of shareholders' interests.										
	Blended Rationale: A vote FOR is warranted as the proposed amendments to the articles of association are neutral in view of shareholders' interests.											
17		Amend Articles to Retain the English Version of the Articles Only	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR is warranted because the proposed amendments aim to be in line with Luxembourg laws and do not affect shareholders' value.										
	Blended Rationale: A vote FOR is warranted because the proposed amendments aim to be in line with Luxembourg laws and do not affect shareholders' value.											

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	AutoApproved	Auto-Instructed	Auto-Approved	Auto-Approved		0
Sustainable balanced, unassigned			11/17/2023	11/17/2023			
					Total Shares:	53,486	0

Earliest Cutoff Date: 12/08/2023Total Ballots: 1Voting Policy: SustainabilityAdditional Policy:Votable Shares: 58,971*Shares on Loan: 0Shares Instructed: 58,971Shares Voted: 58,971

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Amend Article 2 Re: Transfer of Registered Office	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.										
Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.												
2		Amend Article 5 Re: Creation of Sub-Funds and/or Share Classes	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.										
		Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.										
3		Amend Article 6 Re: Voting Rights of Shareholders and Split or Consolidation of any Share Classes	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.										
		Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Amend Article 7 Re: Issue of Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to			
5		Amend Article 8 Re: Redemption of Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to			
6		Amend Article 9 Re: Restriction or Prevention of Ownership of Shares in the Company by a Non-Qualified Person	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to			
7		Amend Article 10 Re: Calculation of Net Asset Value per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to			
8		Amend Article 11 Re: Suspension of Determination and Publication of the Net Asset Value per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to			
9		Amend Article 13 Re: Casting Vote for the Chairman of a Meeting of the Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to			
10		Amend Article 17 Re: Countries Approved to Issue or Guarantee Transferrable Securities the Company is Allowed to Invest In	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to			
11		Amend Article 18 Re: Conflict of Interest Provisions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to			
*Shares o	n loan data is	only provided for a select group of custodians. A	Please contact	vour ISS Clie	nt Service 7	Feam with an	v auestions					

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12		Amend Article 22 Re: Convening of General Meetings of Shareholders and Suspension of Shareholder's Voting Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					red as the prop	osals appeai	r to			
13		Amend Article 23 Re: Notification Requirements in Relation to the Decision to Terminate a Sub-Fund or Share Classes	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeai	r to			
14		Amend Article 26 Re: Update of References to "Custodian" to "Depositary"	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					red as the prop	osals appeai	r to			
15		Amend Article 28 Re: Quorum Requirements	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeai	r to			
16		Amend Articles to Correct Typographical Errors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrants of shareholders' interests.	ed as the prop	osed amend	ments to the	e articles of a	association are	neutral in vi	ew			
		Blended Rationale: A vote FOR is warranted as shareholders' interests.	the proposed	amendment	ts to the arti	icles of associ	iation are neut	tral in view o	f			
17		Amend Articles to Retain the English Version of the Articles Only	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant and do not affect shareholders' value.	ed because the	e proposed a	mendments	aim to be in	line with Luxe	embourg laws	5			
		Blended Rationale: A vote FOR is warranted be not affect shareholders' value.	ecause the pro	posed amen	dments aim	to be in line	with Luxembo	urg laws and	l do			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		58,971	58,971
Sustainable Balancea, anassigned			12/12/2023	12/12/2023			
					= Total Shares:	58,971	58,971

Meeting Date: 12/22/2023

Country: Luxembourg

Ticker: UEF5 Meeting ID: 1804764 Proxy Level: N/A

Record Date: 12/15/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: L9405A262

Primary CUSIP: L9405A262

Primary ISIN: LU1048313891

Primary SEDOL: BKXGZ98

Earliest Cutoff Date: 11/20/2023 Votable Shares: 58,000

Total Ballots: 3 *Shares on Loan: 0 Voting Policy: Sustainability Shares Instructed: 58,000

Additional Policy: Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Amend Article 2 Re: Transfer of Registered Office	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposa appear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed at align the articles with common market practice					ed as the prop	osals appeal	r to			
2		Amend Article 5 Re: Creation of Sub-Funds and/or Share Classes	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common marks						proposals				
		Blended Rationale: A vote FOR the proposed at align the articles with common market practice					ed as the prop	osals appeal	r to			
3		Amend Article 6 Re: Voting Rights of Shareholders and Split or Consolidation of any Share Classes	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common marks						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appea	r to			
4		Amend Article 7 Re: Issue of Shares	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed ar align the articles with common market practice					ed as the prop	osals appea	rto			
5		Amend Article 8 Re: Redemption of Shares	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appea	r to			
6		Amend Article 9 Re: Restriction or Prevention of Ownership of Shares in the Company by a Non-Qualified Person	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appea	r to			
7		Amend Article 10 Re: Calculation of Net Asset Value per Share	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appea	r to			

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8		Amend Article 11 Re: Suspension of Determination and Publication of the Net Asset Value per Share	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to			
9		Amend Article 13 Re: Casting Vote for the Chairman of a Meeting of the Board	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to			
10		Amend Article 17 Re: Countries Approved to Issue or Guarantee Transferrable Securities the Company is Allowed to Invest In	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to			
11		Amend Article 18 Re: Conflict of Interest Provisions	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeal	r to			
12		Amend Article 22 Re: Convening of General Meetings of Shareholders and Suspension of Shareholder's Voting Rights	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
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13		Amend Article 23 Re: Notification Requirements in Relation to the Decision to Terminate a Sub-Fund or Share Classes	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
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14		Amend Article 26 Re: Update of References to "Custodian" to "Depositary"	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeal	r to			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
15		Amend Article 28 Re: Quorum Requirements	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					red as the prop	osals appea	ar to			
16		Amend Articles to Correct Typographical Errors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR is warrants of shareholders' interests.	ed as the prope	osed amendi	ments to the	e articles of a	association are	neutral in v	view			
		Blended Rationale: A vote FOR is warranted as shareholders' interests.	the proposed	amendment	s to the arti	cles of associ	iation are neut	ral in view	of			
17		Amend Articles to Retain the English Version of the Articles Only	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR is warrants and do not affect shareholders' value.	ed because the	e proposed a	mendments	aim to be in	line with Luxe	embourg lav	VS			
		Blended Rationale: A vote FOR is warranted be not affect shareholders' value.	ecause the prop	posed amend	dments aim	to be in line	with Luxembo	urg laws an	d do			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	AutoApproved	Auto-Instructed	Auto-Approved		43,000	0
Sustamable Balanced, unlassigned			11/17/2023	11/17/2023			
Protea Fund - Orcadia Global	283124.001	AutoApproved	Auto-Instructed	Auto-Approved		12,250	0
Sustainable Balanced, unassigned			11/17/2023	11/17/2023			
Protea Fund - Orcadia Global	283124.001	AutoApproved	Auto-Instructed	Auto-Approved		2,750	0
Sustainable Balanced, unassigned			11/17/2023	11/17/2023			
					Total Shares:	58.000	0

Earliest Cu	itoff Date: 12/0	08/2023 Total Ballots: 3			Voting Po	licy: Sustainal	oility		Additional Po	licy:		
Votable SI	nares: 58,000	*Shares on Loan: 0			Shares In	structed: 58,	000		Shares Voted	: 58,000		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Amend Article 2 Re: Transfer of Registered Office	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the pro appear to align the articles with common n	•					proposals				
		Blended Rationale: A vote FOR the propose align the articles with common market practices.					ted as the prop	osals appea	or to			
2		Amend Article 5 Re: Creation of Sub-Funds and/or Share Classes	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the pro appear to align the articles with common n	•					proposals				
		Blended Rationale: A vote FOR the propose	ed amendments to	the articles	of associati	on is warrant	ed as the prop	osals appea	r to			

align the articles with common market practice and will not adversely affect shareholders' rights.

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Amend Article 6 Re: Voting Rights of Shareholders and Split or Consolidation of any Share Classes	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposi appear to align the articles with common market						proposals				
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5		Amend Article 8 Re: Redemption of Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propose appear to align the articles with common market						proposals				
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6		Amend Article 9 Re: Restriction or Prevention of Ownership of Shares in the Company by a Non-Qualified Person	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposi appear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed ar align the articles with common market practice					ed as the prop	osals appear	to			
7		Amend Article 10 Re: Calculation of Net Asset Value per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propose appear to align the articles with common market						proposals				
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		Voting Policy Rationale: A vote FOR the proposi appear to align the articles with common market						proposals				
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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
10		Amend Article 17 Re: Countries Approved to Issue or Guarantee Transferrable Securities the Company is Allowed to Invest In	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common marks						proposals				
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		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed at align the articles with common market practice					ed as the prop	osals appear	· to			
12		Amend Article 22 Re: Convening of General Meetings of Shareholders and Suspension of Shareholder's Voting Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed at align the articles with common market practice					ed as the prop	osals appear	to			
13		Amend Article 23 Re: Notification Requirements in Relation to the Decision to Terminate a Sub-Fund or Share Classes	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appear	· to			
14		Amend Article 26 Re: Update of References to "Custodian" to "Depositary"	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appear	to			
15		Amend Article 28 Re: Quorum Requirements	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appear	to			
16		Amend Articles to Correct Typographical Errors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante of shareholders' interests.	ed as the propo	osed amendr	ments to the	articles of as	ssociation are	neutral in vie	е <i>w</i>			
		Blended Rationale: A vote FOR is warranted as shareholders' interests.	the proposed	amendments	s to the artic	les of associa	ation are neut	ral in view oi	f			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
17		Amend Articles to Retain the English Version of the Articles Only	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warra and do not affect shareholders' value.	anted because th	e proposed a	amendment	s aim to be in	line with Luxe	embourg lav	VS			
		Blended Rationale: A vote FOR is warranted not affect shareholders' value.	d because the pro	posed amen	dments aim	to be in line	with Luxembo	ourg laws ar	d do			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		12,250	12,250
			12/09/2023	12/09/2023			
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,750	2,750
Sustainable balanced, unassigned			12/09/2023	12/09/2023			
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		43,000	43,000
Sustamable Balanceu, unassigneu			12/09/2023	12/09/2023			
					Total Shares:	58,000	58,000

UBS (Lux) Fund Solutions MSCI World Socially Responsible UCITS ETF

Meeting Date: 12/22/2023

Primary Security ID: L9398E560

Record Date: 12/15/2023

Country: Luxembourg

Meeting Type: Extraordinary

Shareholders

Primary CUSIP: L9398E560

Ticker: UIMM

Meeting ID: 1804788

Proxy Level: N/A

Primary ISIN: LU0629459743 Primary SEDOL: B4L9Y56

Earliest Cutoff Date: 11/20/2023 Votable Shares: 61,560 Total Ballots: 2
*Shares on Loan: 0

Voting Policy: Sustainability

Additional Policy:

Shares Instructed: 61,560 Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Amend Article 2 Re: Transfer of Registered Office	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the prop appear to align the articles with common ma						proposals				
		Blended Rationale: A vote FOR the proposed align the articles with common market practic					ted as the prop	osals appea	r to			
2		Amend Article 5 Re: Creation of Sub-Funds and/or Share Classes	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the prop appear to align the articles with common ma						proposals			•	
		Blended Rationale: A vote FOR the proposed align the articles with common market practic					ted as the prop	osals appea	r to			
3		Amend Article 6 Re: Voting Rights of Shareholders and Split or Consolidation of any Share Classes	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the prop appear to align the articles with common ma						proposals				
		Blended Rationale: A vote FOR the proposed align the articles with common market practic					ed as the prop	osals appea	r to			

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Amend Article 7 Re: Issue of Shares	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeai	r to			
5		Amend Article 8 Re: Redemption of Shares	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeai	r to			
6		Amend Article 9 Re: Restriction or Prevention of Ownership of Shares in the Company by a Non-Qualified Person	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appeal	r to			
7		Amend Article 10 Re: Calculation of Net Asset Value per Share	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeai	r to			
8		Amend Article 11 Re: Suspension of Determination and Publication of the Net Asset Value per Share	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeai	r to			
9		Amend Article 13 Re: Casting Vote for the Chairman of a Meeting of the Board	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appeal	r to			
10		Amend Article 17 Re: Countries Approved to Issue or Guarantee Transferrable Securities the Company is Allowed to Invest In	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appeai	r to			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11		Amend Article 18 Re: Conflict of Interest Provisions	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed at align the articles with common market practice					ed as the prop	osals appeal	r to			
12		Amend Article 22 Re: Convening of General Meetings of Shareholders and Suspension of Shareholder's Voting Rights	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common marks						proposals				
		Blended Rationale: A vote FOR the proposed at align the articles with common market practice					ed as the prop	osals appeal	r to			
13		Amend Article 23 Re: Notification Requirements in Relation to the Decision to Terminate a Sub-Fund or Share Classes	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common market						proposals				
14		Blended Rationale: A vote FOR the proposed at align the articles with common market practice					ed as the prop	osals appea	r to			
14		Amend Article 26 Re: Update of References to "Custodian" to "Depositary"	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed ar align the articles with common market practice					ed as the prop	osals appea	r to			
15		Amend Article 28 Re: Quorum Requirements	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appea	r to			
16		Amend Articles to Correct Typographical Errors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR is warrante of shareholders' interests.	d as the propo	osed amendi	ments to the	e articles of a	ssociation are	neutral in vi	iew			
		Blended Rationale: A vote FOR is warranted as shareholders' interests.	the proposed	amendment	s to the arti	cles of associ	iation are neut	tral in view o	of			
17		Amend Articles to Retain the English Version of the Articles Only	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR is warrante and do not affect shareholders' value.	d because the	e proposed a	mendments	aim to be in	line with Luxe	embourg law.	'S			
		Blended Rationale: A vote FOR is warranted be not affect shareholders' value.	cause the prop	posed amend	dments aim	to be in line	with Luxembo	urg laws and	d do			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	AutoApproved	Auto-Instructed	Auto-Approved		51,210	0
Sasamasic Salameed, unussigned			11/17/2023	11/17/2023			

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Ballot Details

Institutiona (IA Name, I	l Account Detail A Number)	Custodian Account Number	Ballot Status	Instructed	ı	Approve	ed	Ballot Voting	Status	Votable S	hares	Shares	Voted
	Orcadia Global alanced, unassigned	283124.001	AutoApproved	Auto-Instru	cted	Auto-App	proved			10,35	50	(0
				11/17/2023	1	11/17/20	23						
									Total Shares:	61,5	60	O)
	utoff Date: 12/0	•	sallots: 1 es on Loan: 0				licy: Sustainal structed: 20,4			Additional Po	-		
votable Si	nares: 20,455	· Silare	S OII LOAII: 0			Silares III	structeu: 20,	Additional	Voting	Silares voteu	Vote	Vote	Vote
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
1		Amend Article 2 Re: Transfer Registered Office	of	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vot appear to align the articles w	, ,						proposals				
		Blended Rationale: A vote FC align the articles with commo	, ,					ed as the prop	osals appear	to			
2		Amend Article 5 Re: Creation Sub-Funds and/or Share Class		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vot appear to align the articles w							proposals				
		Blended Rationale: A vote FO align the articles with commo						ed as the prop	osals appear	to			
3		Amend Article 6 Re: Voting R Shareholders and Split or Consolidation of any Share C		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vot appear to align the articles w							proposals				
		Blended Rationale: A vote FO align the articles with commo						ed as the prop	osals appear	to			
4		Amend Article 7 Re: Issue of	Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vot appear to align the articles w							proposals				
		Blended Rationale: A vote FO align the articles with commo	, ,					ed as the prop	osals appear	to			
5		Amend Article 8 Re: Redemp Shares	tion of	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vot appear to align the articles w							proposals				
		Blended Rationale: A vote FC align the articles with commo						ed as the prop	osals appear	to			
6		Amend Article 9 Re: Restricti Prevention of Ownership of S the Company by a Non-Quali Person	Shares in	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vot	te FOR the propose	ed amendmen	ts to the an	ticles of asso	ciation ic wa	rranted as the	proposals				

align the articles with common market practice and will not adversely affect shareholders' rights.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7		Amend Article 10 Re: Calculation of Net Asset Value per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					red as the prop	osals appeal	r to			
8		Amend Article 11 Re: Suspension of Determination and Publication of the Net Asset Value per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeai	r to			
9		Amend Article 13 Re: Casting Vote for the Chairman of a Meeting of the Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					red as the prop	osals appeal	r to			
10		Amend Article 17 Re: Countries Approved to Issue or Guarantee Transferrable Securities the Company is Allowed to Invest In	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeai	r to			
11		Amend Article 18 Re: Conflict of Interest Provisions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					red as the prop	osals appeal	r to			
12		Amend Article 22 Re: Convening of General Meetings of Shareholders and Suspension of Shareholder's Voting Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeai	r to			
13		Amend Article 23 Re: Notification Requirements in Relation to the Decision to Terminate a Sub-Fund or Share Classes	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					red as the prop	osals appeai	r to			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
14		Amend Article 26 Re: Update of References to "Custodian" to "Depositary"	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propappear to align the articles with common ma						proposals				
		Blended Rationale: A vote FOR the proposed align the articles with common market practices.					ted as the prop	osals appe	ar to			
15		Amend Article 28 Re: Quorum Requirements	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propappear to align the articles with common ma						proposals				
		Blended Rationale: A vote FOR the proposed align the articles with common market practi					ted as the prop	osals appe	ar to			
16		Amend Articles to Correct Typographical Errors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant of shareholders' interests.	nted as the prop	osed amend	ments to th	ne articles of a	association are	neutral in I	view			
		Blended Rationale: A vote FOR is warranted shareholders' interests.	as the proposed	l amendment	ts to the an	ticles of assoc	iation are neu	tral in view	of			
17		Amend Articles to Retain the English Version of the Articles Only	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrand do not affect shareholders' value.	nted because the	e proposed a	mendment	s aim to be in	line with Luxe	embourg lav	VS			
		Blended Rationale: A vote FOR is warranted not affect shareholders' value.	because the pro	posed amen	dments ain	n to be in line	with Luxembo	ourg laws ar	nd do			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		20,455	20,455
Sastamable balanced, anassigned			12/09/2023	12/09/2023			
					Total Shares:	20,455	20,455

UBS (Lux) Fund Solutions-MSCI Japan Socially Responsible UCITS ETF

 Meeting Date:
 12/22/2023
 Country:
 Luxembourg
 Ticker:
 FRCJ
 Proxy Level:
 N/A

Record Date: 12/15/2023 Meeting Type: Extraordinary Meeting ID: 1804774 Shareholders

Primary Security ID: L93979646 Primary CUSIP: L93979646 Primary ISIN: LU1230561679 Primary SEDOL: BYQDZ27

 Earliest Cutoff Date: 11/21/2023
 Total Ballots: 1
 Voting Policy: Sustainability
 Additional Policy:

 Votable Shares: 186,395
 *Shares on Loan: 0
 Shares Instructed: 186,395
 Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Amend Article 2 Re: Transfer of Registered Office	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Voting Policy Rationale: A vote FOR the propose appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to			
2		Amend Article 5 Re: Creation of Sub-Funds and/or Share Classes	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals			-	
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	oosals appea	r to		-	
3		Amend Article 6 Re: Voting Rights of Shareholders and Split or Consolidation of any Share Classes	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to		-	
4		Amend Article 7 Re: Issue of Shares	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	oosals appea	r to		-	
5		Amend Article 8 Re: Redemption of Shares	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	oosals appea	r to			
6		Amend Article 9 Re: Restriction or Prevention of Ownership of Shares in the Company by a Non-Qualified Person	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals			-	
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to			
7		Amend Article 10 Re: Calculation of Net Asset Value per Share	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals			-	
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to		-	
8		Amend Article 11 Re: Suspension of Determination and Publication of the Net Asset Value per Share	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propose appear to align the articles with common mark						proposals			-	
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice	mendments to	the articles	of association	on is warranto		oosals appea	er to		-	

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9		Amend Article 13 Re: Casting Vote for the Chairman of a Meeting of the Board	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to			
10		Amend Article 17 Re: Countries Approved to Issue or Guarantee Transferrable Securities the Company is Allowed to Invest In	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appea	r to			
11		Amend Article 18 Re: Conflict of Interest Provisions	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appea	r to			
12		Amend Article 22 Re: Convening of General Meetings of Shareholders and Suspension of Shareholder's Voting Rights	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appea	r to			
13		Amend Article 23 Re: Notification Requirements in Relation to the Decision to Terminate a Sub-Fund or Share Classes	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appea	r to			
14		Amend Article 26 Re: Update of References to "Custodian" to "Depositary"	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appea	r to			
15		Amend Article 28 Re: Quorum Requirements	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appea	r to			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
16		Amend Articles to Correct Typographical Errors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR is warrand of shareholders' interests.	nted as the prop	osed amend	ments to th	e articles of a	ssociation are	neutral in v	riew			
		Blended Rationale: A vote FOR is warranted shareholders' interests.	as the proposed	d amendmen	ts to the art	icles of assoc	iation are neut	tral in view	of			
17		Amend Articles to Retain the English Version of the Articles Only	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR is warran and do not affect shareholders' value.	nted because th	e proposed a	mendment	s aim to be in	line with Luxe	embourg lav	vs			
		Blended Rationale: A vote FOR is warranted not affect shareholders' value.	because the pro	pposed amen	dments aim	to be in line	with Luxembo	ourg laws an	d do			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	AutoApproved	Auto-Instructed	Auto-Approved		186,395	0
Sustainable balanced, unassigned			11/17/2023	11/17/2023			
					Total Shares:	186,395	0

 Earliest Cutoff Date: 12/11/2023
 Total Ballots: 1
 Voting Policy: Sustainability
 Additional Policy:

 Votable Shares: 186,395
 *Shares on Loan: 0
 Shares Instructed: 186,395
 Shares Voted: 186,395

Votable Silales: 100,393		"Silares on Loan: 0				Sildles Histractea: 100,393				Silales Voteu: 100,393			
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1		Amend Article 2 Re: Transfer of Registered Office	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.											
		Blended Rationale: A vote FOR the proposed align the articles with common market practices.					ted as the prop	oosals appe	ar to				
2		Amend Article 5 Re: Creation of Sub-Funds and/or Share Classes	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the propagate and align the articles with common me						proposals			-		
		Blended Rationale: A vote FOR the proposed align the articles with common market practices.					ted as the prop	oosals appe	ar to				
3		Amend Article 6 Re: Voting Rights of Shareholders and Split or Consolidation of any Share Classes	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the propagate and align the articles with common me						proposals					
		Blended Rationale: A vote FOR the proposed align the articles with common market practices.					ted as the prop	oosals appe	ar to				
4		Amend Article 7 Re: Issue of Shares	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.											
		Blended Rationale: A vote FOR the proposed	d amendments to	the articles	of associat	tion is warrant	ted as the prop	osals appe	ar to		-		

^{*}Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

align the articles with common market practice and will not adversely affect shareholders' rights.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
5		Amend Article 8 Re: Redemption of Shares	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.											
		Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.											
6		Amend Article 9 Re: Restriction or Prevention of Ownership of Shares in the Company by a Non-Qualified Person	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common marks						proposals					
	Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.												
7		Amend Article 10 Re: Calculation of Net Asset Value per Share	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.											
Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.									to				
8		Amend Article 11 Re: Suspension of Determination and Publication of the Net Asset Value per Share	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.											
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appear	to				
9		Amend Article 13 Re: Casting Vote for the Chairman of a Meeting of the Board	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.											
		Blended Rationale: A vote FOR the proposed at align the articles with common market practice					ed as the prop	osals appear	to				
10		Amend Article 17 Re: Countries Approved to Issue or Guarantee Transferrable Securities the Company is Allowed to Invest In	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common market						proposals					
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appear	to				
11		Amend Article 18 Re: Conflict of Interest Provisions	Mgmt	Yes	For	For		For	For	No	No	No	
Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.													
	Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.												

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
12		Amend Article 22 Re: Convening of General Meetings of Shareholders and Suspension of Shareholder's Voting Rights	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights. Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to												
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					red as the prop	osals appeai	r to					
13		Amend Article 23 Re: Notification Requirements in Relation to the Decision to Terminate a Sub-Fund or Share Classes	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.												
		Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.												
14		Amend Article 26 Re: Update of References to "Custodian" to "Depositary"	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.												
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					red as the prop	osals appeai	r to					
15		Amend Article 28 Re: Quorum Requirements	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals						
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeai	r to					
16		Amend Articles to Correct Typographical Errors	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR is warranted as the proposed amendments to the articles of association are neutral in view of shareholders' interests.												
		Blended Rationale: A vote FOR is warranted as shareholders' interests.	the proposed	amendment	ts to the arti	icles of associ	iation are neut	tral in view o	f					
17		Amend Articles to Retain the English Version of the Articles Only	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR is warrant and do not affect shareholders' value.	ed because the	e proposed a	mendments	aim to be in	line with Luxe	embourg laws	5					
		Blended Rationale: A vote FOR is warranted be not affect shareholders' value.	ecause the pro	posed amen	dments aim	to be in line	with Luxembo	urg laws and	l do					

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		186,395	186,395
Sustainable Balancea, anassignea			12/12/2023	12/12/2023			
					Total Shares:	186,395	186,395

PARAMETERS

Location(s): All Locations

Account Group(s): All Account Groups Institution Account(s): All Institution Accounts

Custodian Account(s): Protea Fund - Orcadia Global Sustainable Balanced

Additional Policy: None ADR Meetings: All Meetings Ballot Statuses: All Statuses Contrary Votes: All Votes Date Format: MM/DD/YYYY ESG Pillar: All Pillars

Header Display: Repeat Headers for Any Meeting Split by Multiple Pages

Markets: All Markets Meeting ID's: All Meeting ID's Meeting Types: All Meeting Types PoA Markets: All Markets Proposal Category: All Categories Proposal Proponents: All Proponents Proposal Subcategory: All Subcategories Rationale: All Rationale

Recommendations: All Recommendations Record Date Markets: All Markets

Reregistration Meetings: Include Reregistration Meetings Shareblocking Markets: All Markets

Significant Vote: None Sort Order: Meeting Date, Company Name

Vote Instructions: All Instructions

Voting Policies: All Policies Zero (0) Share Ballots: Exclude 0 Share Ballots Account Watchlist: None

Country Watchlist: None Issuer Watchlist: None Proposal Code Watchlist: None

Proposal Code Watchlist - Agenda Output: Include Exact Matches Only