

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	68	
Meetings Voted	62	91.18%
Meetings with One or More Votes Against Management	32	47.06%
Votable Ballots	71	
Ballots Voted	64	90.14%

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.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	967		48		1015	
Proposals Voted	895	92.55%	48	100.00%	943	92.91%
FOR Votes	850	87.90%	30	62.50%	880	86.70%
AGAINST Votes	33	3.41%	18	37.50%	51	5.02%
ABSTAIN Votes	0	0.00%	0	0.00%	0	0.00%
WITHHOLD Votes	1	0.10%	0	0.00%	1	0.10%
Votes WITH Management	860	88.93%	19	39.58%	879	86.60%
Votes AGAINST Management	35	3.62%	29	60.42%	64	6.31%
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

	Votable Proposals		Proposals Voted		Management Proposals		Shareholder Proposals		Votes Against Management		Significant Votes	
	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
Audit Related	52	5.12%	41	4.04%	52	5.12%	0	0.00%	1	0.10%	0	0.00%
Capitalization	120	11.82%	120	11.82%	120	11.82%	0	0.00%	1	0.10%	0	0.00%
Company Articles	34	3.35%	33	3.25%	34	3.35%	0	0.00%	0	0.00%	0	0.00%
Compensation	143	14.09%	141	13.89%	139	13.69%	4	0.39%	11	1.08%	0	0.00%
Corporate Governance	1	0.10%	1	0.10%	0	0.00%	1	0.10%	1	0.10%	0	0.00%
Director Election	402	39.61%	377	37.14%	401	39.51%	1	0.10%	20	1.97%	0	0.00%
Director Related	114	11.23%	89	8.77%	111	10.94%	3	0.30%	4	0.39%	0	0.00%
E&S Blended	9	0.89%	9	0.89%	0	0.00%	9	0.89%	0	0.00%	0	0.00%
Environmental	10	0.99%	10	0.99%	2	0.20%	8	0.79%	7	0.69%	0	0.00%
Miscellaneous	2	0.20%	2	0.20%	1	0.10%	1	0.10%	1	0.10%	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	4	0.39%	4	0.39%	4	0.39%	0	0.00%	0	0.00%	0	0.00%
Routine Business	94	9.26%	86	8.47%	94	9.26%	0	0.00%	3	0.30%	0	0.00%
Social	22	2.17%	22	2.17%	1	0.10%	21	2.07%	15	1.48%	0	0.00%
Strategic Transactions	3	0.30%	3	0.30%	3	0.30%	0	0.00%	0	0.00%	0	0.00%
Takeover Related	5	0.49%	5	0.49%	5	0.49%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>1015</b>	<b>100.00%</b>	<b>943</b>	<b>92.91%</b>	<b>967</b>	<b>95.27%</b>	<b>48</b>	<b>4.73%</b>	<b>64</b>	<b>6.31%</b>	<b>0</b>	<b>0.00%</b>

# Warehouses De Pauw SCA

<b>Meeting Date:</b> 02/02/2023	<b>Country:</b> Belgium	<b>Ticker:</b> WDP	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 01/19/2023	<b>Meeting Type:</b> Extraordinary Shareholders	<b>Meeting ID:</b> 1707954	
<b>Primary Security ID:</b> B9T59Z100	<b>Primary CUSIP:</b> B9T59Z100	<b>Primary ISIN:</b> BE0974349814	<b>Primary SEDOL:</b> BK8VQD9
<b>Earliest Cutoff Date:</b> 01/25/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 2,450	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,450	<b>Shares Voted:</b> 2,450

Proposal Number	Significant Vote	Proposal Text	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 Shareholders' Meeting Agenda	Mgmt	No								
A.1		Receive Special Board Report Re: Renewal of Authorized Capital	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										
A.2.I		Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital With Preemptive Rights by Cash Contributions	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>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.</i>										
A2II		Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital by Optional Dividend	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>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.</i>										
A2III		Authorize Increase in Share Capital of up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Means	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>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.</i>										

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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
B		Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
C		Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 01/10/2023	Auto-Approved 01/10/2023		2,450	2,450
<b>Total Shares:</b>						<b>2,450</b>	<b>2,450</b>

## ABB Ltd.

<b>Meeting Date:</b> 03/23/2023	<b>Country:</b> Switzerland	<b>Ticker:</b> ABBN	<b>Proxy Level:</b> N/A
<b>Record Date:</b>	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1704809	<b>Primary SEDOL:</b> 7108899
<b>Primary Security ID:</b> H0010V101	<b>Primary CUSIP:</b> H0010V101	<b>Primary ISIN:</b> CH0012221716	
<b>Earliest Cutoff Date:</b> 03/14/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 4,883	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 4,883	<b>Shares Voted:</b> 4,883

Proposal Number	Significant Vote	Proposal Text	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
<p><i>Voting Policy Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p>												
2		Approve Remuneration Report (Non-Binding)	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

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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 Board and Senior Management	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the formal discharge of the board of directors and senior management is warranted because: * On Dec. 2, 2022, ABB was charged for an unprecedented third time for violations of the Foreign Corrupt Practices Act (FCPA), and ordered to pay \$460 million total to US authorities to settle criminal and civil charges. The SEC found that, from 2015 through 2017, ABB executives in Switzerland and South Africa colluded with a high-ranking South African government official to funnel bribes in return for a \$160 million contract to provide cabling and installation work in South Africa. * While ABB may be applauded for self-reporting and bringing the bribery and corruption to light, concerns are raised with respect to the fact that a culture existed within this company which led to not just the most recent bribery case, but represents the third such case in the last 20 years – making ABB the first company worldwide to be charged under the FCPA for a third time – to the detriment of the company and its shareholders. While no specific member of the company's board or senior management has thus far been found guilty of misconduct or negligence, the fact remains that for many years, there existed a corporate culture that allowed for the described facts to happen, leading to significant reputational and financial damage. * Due to the symbolic nature of the discharge vote in Switzerland and the historical nature of the bribery case, and because the discharge resolution is currently bundled, which does not allow shareholders to target individuals of both bodies who may have been accountable for failures of due diligence from 2015 until 2017, a vote AGAINST is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the formal discharge of the board of directors and senior management is warranted because: * On Dec. 2, 2022, ABB was charged for an unprecedented third time for violations of the Foreign Corrupt Practices Act (FCPA), and ordered to pay \$460 million total to US authorities to settle criminal and civil charges. The SEC found that, from 2015 through 2017, ABB executives in Switzerland and South Africa colluded with a high-ranking South African government official to funnel bribes in return for a \$160 million contract to provide cabling and installation work in South Africa. * While ABB may be applauded for self-reporting and bringing the bribery and corruption to light, concerns are raised with respect to the fact that a culture existed within this company which led to not just the most recent bribery case, but represents the third such case in the last 20 years – making ABB the first company worldwide to be charged under the FCPA for a third time – to the detriment of the company and its shareholders. While no specific member of the company's board or senior management has thus far been found guilty of misconduct or negligence, the fact remains that for many years, there existed a corporate culture that allowed for the described facts to happen, leading to significant reputational and financial damage. * Due to the symbolic nature of the discharge vote in Switzerland and the historical nature of the bribery case, and because the discharge resolution is currently bundled, which does not allow shareholders to target individuals of both bodies who may have been accountable for failures of due diligence from 2015 until 2017, a vote AGAINST is warranted.</i></p>												
4		Approve Allocation of Income and Dividends of CHF 0.84 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted.</i></p>												
5.1		Amend Articles Re: Shares and Share Register	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed article amendments are warranted due to a lack of concerns.</i></p>												
5.2		Amend Articles Re: Restriction on Registration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed article amendments are warranted due to a lack of concerns.</i></p>												
5.3		Amend Articles Re: General Meeting	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed article amendments are warranted due to a lack of concerns.</i></p>												

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5.4		Approve Virtual-Only Shareholder Meetings	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, although it is not without concerns: * It would allow for virtual-only shareholder meetings on a permanent basis and the company does not elaborate on the circumstances under which virtual-only meetings would be held. The main reasons for support are: * The company is holding an in-person AGM this year and states that it does not intend to hold virtual-only meetings, but is rather seeking the necessary legal basis in its articles. * If virtual-only meetings would be held, shareholders' participation rights would be protected (in line with Swiss law).</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted, although it is not without concerns: * It would allow for virtual-only shareholder meetings on a permanent basis and the company does not elaborate on the circumstances under which virtual-only meetings would be held. The main reasons for support are: * The company is holding an in-person AGM this year and states that it does not intend to hold virtual-only meetings, but is rather seeking the necessary legal basis in its articles. * If virtual-only meetings would be held, shareholders' participation rights would be protected (in line with Swiss law).</i></p>												
5.5		Amend Articles Re: Board of Directors and Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed article amendments are warranted due to a lack of concerns.</i></p>												
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
<p><i>Voting Policy Rationale: A vote FOR the proposed authorization is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the proposed authorization is warranted.</i></p>												
7.1		Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i></p>												
7.2		Approve Remuneration of Executive Committee in the Amount of CHF 43.9 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.</i></p>												
8.1		Reelect Gunnar Brock as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
8.2		Reelect David Constable as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
8.3		Reelect Frederico Curado as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												

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8.4		Reelect Lars Foerberg as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
8.5		Elect Denise Johnson as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
8.6		Reelect Jennifer Xin-Zhe Li as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
8.7		Reelect Geraldine Matchett as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
8.8		Reelect David Meline as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
8.9		Reelect Jacob Wallenberg as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
8.10		Reelect Peter Voser as Director and Board Chair	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
9.1		Reappoint David Constable as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
9.2		Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												

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# ABB 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
9.3		Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
10		Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i></p>												
11		Ratify KPMG AG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>												
12		Transact Other Business (Voting)	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		4,883	4,883
			03/10/2023	03/10/2023			
<b>Total Shares:</b>						<b>4,883</b>	<b>4,883</b>

# The Walt Disney Company

<b>Meeting Date:</b> 04/03/2023	<b>Country:</b> USA	<b>Ticker:</b> DIS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/08/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1713426	
<b>Primary Security ID:</b> 254687106	<b>Primary CUSIP:</b> 254687106	<b>Primary ISIN:</b> US2546871060	<b>Primary SEDOL:</b> 2270726
<b>Earliest Cutoff Date:</b> 03/31/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 3,100	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,100	<b>Shares Voted:</b> 3,100

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
1a		Elect Director Mary T. Barra	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

\*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
1b		Elect Director Safra A. Catz	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Amy L. Chang	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Francis A. deSouza	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Carolyn N. Everson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Michael B.G. Froman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Robert A. Iger	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Calvin R. McDonald	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Mark G. Parker	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Derica W. Rice	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

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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
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
5		Report on Risks Related to Operations in China	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
6		Report on Charitable Contributions	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
7		Report on Political Expenditures	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 03/13/2023	Auto-Approved 03/13/2023		3,100	3,100

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

The Bank of Nova Scotia

<b>Meeting Date:</b> 04/04/2023	<b>Country:</b> Canada	<b>Ticker:</b> BNS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/07/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1708085	
<b>Primary Security ID:</b> 064149107	<b>Primary CUSIP:</b> 064149107	<b>Primary ISIN:</b> CA0641491075	<b>Primary SEDOL:</b> 2076281
<b>Earliest Cutoff Date:</b> 03/30/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 3,475	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,475	<b>Shares Voted:</b> 3,475

Proposal Number	Significant Vote	Proposal Text	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
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.2		Elect Director Guillermo E. Babatz	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.3		Elect Director Scott B. Bonham	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.4		Elect Director Daniel (Don) H. Callahan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.5		Elect Director W. Dave Dowrich	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.6		Elect Director Lynn K. Patterson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.7		Elect Director Michael D. Penner	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.8		Elect Director Una M. Power	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.9		Elect Director Aaron W. Regent	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												

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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
1.10		Elect Director Calin Rovinescu	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.11		Elect Director L. Scott Thomson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.12		Elect Director Benita M. Warmbold	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (1 percent) were reasonable relative to total fees paid to the auditor.</i>										
		<i>Blended Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (1 percent) were reasonable relative to total fees paid to the auditor.</i>										
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR this non-binding advisory vote. The quantitative pay-for-performance screen identified a medium concern driven by the bank's relative degree of pay-and-performance alignment. While it appears that, on balance, the bank has demonstrated adequate stewardship of investor's interests regarding executive compensation, the medium concern has been maintained after qualitative review primarily due to underperformance of TSR as compared to its bank peers, insufficient disclosure regarding TSR threshold for PSU payout and one-time retention grants awarded to two NEOs with short two-year vesting period and no performance conditions.</i>										
		<i>Blended Rationale: Vote FOR this non-binding advisory vote. The quantitative pay-for-performance screen identified a medium concern driven by the bank's relative degree of pay-and-performance alignment. While it appears that, on balance, the bank has demonstrated adequate stewardship of investor's interests regarding executive compensation, the medium concern has been maintained after qualitative review primarily due to underperformance of TSR as compared to its bank peers, insufficient disclosure regarding TSR threshold for PSU payout and one-time retention grants awarded to two NEOs with short two-year vesting period and no performance conditions.</i>										
		Shareholder Proposals	Mgmt	No								
4		SP 1: Advisory Vote on Environmental Policies	SH	Yes	Against	Against		For	For	Yes	No	Yes
		<i>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 and it would allow shareholders to express their opinions on the climate risk management practices of the company.</i>										
		<i>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 and it would allow shareholders to express their opinions on the climate risk management practices of the company.</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
		<i>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.</i>										
		<i>Blended 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.</i>										

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## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 03/20/2023	Auto-Approved 03/20/2023		3,475	3,475
<b>Total Shares:</b>						<b>3,475</b>	<b>3,475</b>

## Adecco Group AG

<b>Meeting Date:</b> 04/12/2023	<b>Country:</b> Switzerland	<b>Ticker:</b> ADEN	<b>Proxy Level:</b> N/A
<b>Record Date:</b>	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1709653	
<b>Primary Security ID:</b> H00392318	<b>Primary CUSIP:</b> H00392318	<b>Primary ISIN:</b> CH0012138605	<b>Primary SEDOL:</b> 7110720
<b>Earliest Cutoff Date:</b> 04/04/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 3,437	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,437	<b>Shares Voted:</b> 3,437

Proposal Number	Significant Vote	Proposal Text	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
<p><i>Voting Policy Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p>												
1.2		Approve Remuneration Report (Non-Binding)	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
2.1		Approve Allocation of Income and Dividends of CHF 1.85 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these resolutions are warranted.</i></p> <p><i>Blended Rationale: Votes FOR these resolutions are warranted.</i></p>												
2.2		Approve Dividends of CHF 0.65 per Share from Capital Contribution Reserves	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these resolutions are warranted.</i></p> <p><i>Blended Rationale: Votes FOR these resolutions are warranted.</i></p>												

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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 Board and Senior Management	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
4.1		Approve Remuneration of Directors in the Amount of CHF 5.3 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i></p>												
4.2		Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.</i></p>												
5.1.1		Reelect Jean-Christophe Deslarzes as Director and Board Chair	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i></p>												
5.1.2		Reelect Rachel Duan as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i></p>												
5.1.3		Reelect Ariane Gorin as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i></p>												
5.1.4		Reelect Alexander Gut as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i></p>												
5.1.5		Reelect Didier Lamouche as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i></p>												
5.1.6		Reelect David Prince as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i></p>												
5.1.7		Reelect Kathleen Taylor as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i></p>												
5.1.8		Reelect Regula Wallimann as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i></p>												

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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
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>												
<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>												
5.2.1		Reappoint Rachel Duan as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>												
<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>												
5.2.2		Reappoint Didier Lamouche as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>												
<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>												
5.2.3		Reappoint Kathleen Taylor as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>												
<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>												
5.3		Designate Keller AG as Independent Proxy	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i>												
5.4		Ratify Ernst & Young AG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
6		Transact Other Business (Voting)	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>												
<i>Blended Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 03/30/2023	Auto-Approved 03/30/2023		3,437	3,437
<b>Total Shares:</b>						<b>3,437</b>	<b>3,437</b>

# Koninklijke Ahold Delhaize NV

<b>Meeting Date:</b> 04/12/2023	<b>Country:</b> Netherlands	<b>Ticker:</b> AD	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 03/15/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1704745	
<b>Primary Security ID:</b> N0074E105	<b>Primary CUSIP:</b> N0074E105	<b>Primary ISIN:</b> NL0011794037	<b>Primary SEDOL:</b> BD0Q398

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

# Koninklijke Ahold Delhaize NV

Earliest Cutoff Date: 04/04/2023

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 15,858

\*Shares on Loan: 0

Shares Instructed: 15,858

Shares Voted: 15,858

Proposal Number	Significant Vote	Proposal Text	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		Annual Meeting Agenda	Mgmt	No								
		Open Meeting	Mgmt	No								
		<i>Voting Policy Rationale: No vote is required for this item.</i>										
		<i>Blended Rationale: No vote is required for this item.</i>										
2		Receive Report of Management Board (Non-Voting)	Mgmt	No								
		<i>Voting Policy Rationale: No vote is required for this item.</i>										
		<i>Blended Rationale: No vote is required for this item.</i>										
3		Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item</i>										
		<i>Blended Rationale: This is a non-voting item</i>										
4		Adopt Financial Statements	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>										
		<i>Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>										
5		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
		<i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
6		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted as the proposed remuneration report is in line with market practice, regarding actual content and disclosure. There has been significant improvement in the company's remuneration disclosure: the company improved its disclosure policy in the assessment of the achievement of the STIP and LTIP awards. The link between performance and pay can now be clearly assessed.</i>										
		<i>Blended Rationale: A vote FOR is warranted as the proposed remuneration report is in line with market practice, regarding actual content and disclosure. There has been significant improvement in the company's remuneration disclosure: the company improved its disclosure policy in the assessment of the achievement of the STIP and LTIP awards. The link between performance and pay can now be clearly assessed.</i>										
7		Approve Discharge of Management Board	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>										
8		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>										

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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
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>												
10		Reelect Bill McEwan to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>												
11		Reelect Katie Doyle to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>												
12		Elect Julia Vander Ploeg to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>												
13		Reelect Frans Muller to Management Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p> <p><i>Blended Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p>												
14		Elect JJ Fleeman to Management Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p> <p><i>Blended Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p>												
15		Ratify KPMG Accountants N.V. as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>												

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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
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p>												
17		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p>												
18		Authorize Board to Acquire Common Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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 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.</i></p>												
19		Approve Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p>												
20		Close Meeting	Mgmt	No								
<p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>												

### 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 - Orcaia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 03/10/2023	Auto-Approved 03/10/2023		15,858	15,858
<b>Total Shares:</b>						<b>15,858</b>	<b>15,858</b>

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

<b>Meeting Date:</b> 04/17/2023	<b>Country:</b> Luxembourg	<b>Ticker:</b> UIMR	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/12/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1720781	
<b>Primary Security ID:</b> L9398E651	<b>Primary CUSIP:</b> L9398E651	<b>Primary ISIN:</b> LU0629460675	<b>Primary SEDOL:</b> B59RQP3

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

Earliest Cutoff Date: 04/03/2023

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 1,950

\*Shares on Loan: 0

Shares Instructed: 1,950

Shares Voted: 1,950

Proposal Number	Significant Vote	Proposal Text	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
<p><i>Voting Policy Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal.</i></p>												
2		Approve Financial Statements	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
3		Approve Allocation of Income and Dividends	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal.</i></p>												
4		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
5.a		Acknowledge Resignation of Frank Musel and Ian Ashment as Directors	Mgmt	No								
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>												
5.b		Approve Discharge of Frank Musel and Ian Ashment as Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
5.c		Approve Discharge of Jorgen Jessen, Anja-Isabel Bohnen and Francesca Guagnini as Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
5.d		Re-elect Andreas Haberzeth as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted in the absence of any concern about the board and its composition.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted in the absence of any concern about the board and its composition.</i></p>												
5.e		Approve Discharge of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted in the absence of concern about the auditor's actions during the last fiscal year.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted in the absence of concern about the auditor's actions during the last fiscal year.</i></p>												

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## 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.f		Renew Appointment of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this auditor election is warranted due to a lack of concern regarding the suitability of the auditor.</i></p> <p><i>Blended Rationale: A vote FOR this auditor election is warranted due to a lack of concern regarding the suitability of the auditor.</i></p>												
6		Transact Other Business (Non-Voting)	Mgmt	No								
<p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 03/31/2023	Auto-Approved 03/31/2023		1,950	1,950
<b>Total Shares:</b>						<b>1,950</b>	<b>1,950</b>

## Eiffage SA

<b>Meeting Date:</b> 04/19/2023	<b>Country:</b> France	<b>Ticker:</b> FGR	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/17/2023	<b>Meeting Type:</b> Annual/Special	<b>Meeting ID:</b> 1722925	
<b>Primary Security ID:</b> F2924U106	<b>Primary CUSIP:</b> F2924U106	<b>Primary ISIN:</b> FR0000130452	<b>Primary SEDOL:</b> B13X013
<b>Earliest Cutoff Date:</b> 04/14/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 2,345	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,345	<b>Shares Voted:</b> 2,345

Proposal Number	Significant Vote	Proposal Text	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		Ordinary Business	Mgmt	No								
		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p>												
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p>												
3		Approve Allocation of Income and Dividends of EUR 3.60 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> <p><i>Blended Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p>												

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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		Reelect Benoit de Ruffray as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 5). A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 54.5 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 6). As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Benoit de Ruffray (Item 4) is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 5). A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 54.5 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 6). As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Benoit de Ruffray (Item 4) is warranted.</i></p>												
5		Reelect Isabelle Salaun as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 5). A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 54.5 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 6). As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Benoit de Ruffray (Item 4) is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 5). A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 54.5 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 6). As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Benoit de Ruffray (Item 4) is warranted.</i></p>												
6		Reelect Laurent Dupont as Representative of Employee Shareholders to the Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 5). A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 54.5 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 6). As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Benoit de Ruffray (Item 4) is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 5). A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 54.5 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 6). As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Benoit de Ruffray (Item 4) is warranted.</i></p>												
7		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>												
8		Approve Remuneration Policy of Chairman and CEO	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted, although the following concern is raised: * The criteria of the annual bonus can compensate each other, leading to the award of a max level bonus without reaching max performance on every criteria, * Post-mandate vesting will not be prorated and the chairman and CEO could retain rights to unvested awards in case of retirement or end of CEO mandate. The main reason for support are: * There no other concerns.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted, although the following concern is raised: * The criteria of the annual bonus can compensate each other, leading to the award of a max level bonus without reaching max performance on every criteria, * Post-mandate vesting will not be prorated and the chairman and CEO could retain rights to unvested awards in case of retirement or end of CEO mandate. The main reason for support are: * There no other concerns.</i></p>												

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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		Approve Compensation Report	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>										
		<i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>										
10		Approve Compensation of Benoit de Ruffray, Chairman and CEO	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted, although the following concerns are raised: * There are no details regarding the achievement level of the qualitative criteria attached to the bonus, * Not all performance criteria reached their max level but the bonus surpassed its max before capping, meaning that performance criteria offset each other. The main reason for support is that: * The company has improved its disclosure regarding the achievement levels of the vested LTIP. * There are no other concerns regarding this report.</i>										
		<i>Blended Rationale: A vote FOR this remuneration report is warranted, although the following concerns are raised: * There are no details regarding the achievement level of the qualitative criteria attached to the bonus, * Not all performance criteria reached their max level but the bonus surpassed its max before capping, meaning that performance criteria offset each other. The main reason for support is that: * The company has improved its disclosure regarding the achievement levels of the vested LTIP. * There are no other concerns regarding this report.</i>										
11		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i>										
		<i>Blended Rationale: Such share buyback programs merit a vote FOR.</i>										
		Extraordinary Business	Mgmt	No								
12		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i>										
		<i>Blended Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i>										
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
		<i>Voting Policy Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i>										
		<i>Blended Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i>										
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
		<i>Voting Policy Rationale: Votes FOR the authorizations under Items 14 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the common limit proposed under Item 19 is warranted as it limits shareholder dilution under the authorizations without preemptive rights.</i>										
		<i>Blended Rationale: Votes FOR the authorizations under Items 14 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the common limit proposed under Item 19 is warranted as it limits shareholder dilution under the authorizations without preemptive rights.</i>										
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
		<i>Voting Policy Rationale: Votes FOR the authorizations under Items 14 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the common limit proposed under Item 19 is warranted as it limits shareholder dilution under the authorizations without preemptive rights.</i>										
		<i>Blended Rationale: Votes FOR the authorizations under Items 14 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the common limit proposed under Item 19 is warranted as it limits shareholder dilution under the authorizations without preemptive rights.</i>										

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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
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
		<i>Voting Policy Rationale: Votes FOR the authorizations under Items 14 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the common limit proposed under Item 19 is warranted as it limits shareholder dilution under the authorizations without preemptive rights.</i>										
		<i>Blended Rationale: Votes FOR the authorizations under Items 14 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the common limit proposed under Item 19 is warranted as it limits shareholder dilution under the authorizations without preemptive rights.</i>										
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
		<i>Voting Policy Rationale: Votes FOR the authorizations under Items 14 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the common limit proposed under Item 19 is warranted as it limits shareholder dilution under the authorizations without preemptive rights.</i>										
		<i>Blended Rationale: Votes FOR the authorizations under Items 14 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the common limit proposed under Item 19 is warranted as it limits shareholder dilution under the authorizations without preemptive rights.</i>										
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
		<i>Voting Policy Rationale: Votes FOR the authorizations under Items 14 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the common limit proposed under Item 19 is warranted as it limits shareholder dilution under the authorizations without preemptive rights.</i>										
		<i>Blended Rationale: Votes FOR the authorizations under Items 14 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the common limit proposed under Item 19 is warranted as it limits shareholder dilution under the authorizations without preemptive rights.</i>										
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
		<i>Voting Policy Rationale: Votes FOR the authorizations under Items 14 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the common limit proposed under Item 19 is warranted as it limits shareholder dilution under the authorizations without preemptive rights.</i>										
		<i>Blended Rationale: Votes FOR the authorizations under Items 14 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the common limit proposed under Item 19 is warranted as it limits shareholder dilution under the authorizations without preemptive rights.</i>										
20		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the employee stock purchase plans is warranted because its proposed volume (3.83 percent) respects the recommended guidelines.</i>										
		<i>Blended Rationale: A vote FOR the employee stock purchase plans is warranted because its proposed volume (3.83 percent) respects the recommended guidelines.</i>										
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
		<i>Voting Policy Rationale: A vote FOR this item is warranted because the terms of the proposed authorization are not problematic.</i>										
		<i>Blended Rationale: A vote FOR this item is warranted because the terms of the proposed authorization are not problematic.</i>										
		Ordinary Business	Mgmt	No								

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# Eiffage 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
22		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>												
<i>Blended Rationale: A vote FOR this routine item is warranted.</i>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 03/30/2023	Auto-Approved 03/30/2023		2,345	2,345
<b>Total Shares:</b>						<b>2,345</b>	<b>2,345</b>

# The Toronto-Dominion Bank

<b>Meeting Date:</b> 04/20/2023	<b>Country:</b> Canada	<b>Ticker:</b> TD	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/21/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1702211	
<b>Primary Security ID:</b> 891160509	<b>Primary CUSIP:</b> 891160509	<b>Primary ISIN:</b> CA8911605092	<b>Primary SEDOL:</b> 2897222
<b>Earliest Cutoff Date:</b> 04/18/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 4,490	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 4,490	<b>Shares Voted:</b> 4,490

Proposal Number	Significant Vote	Proposal Text	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
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.2		Elect Director Amy W. Brinkley	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.3		Elect Director Brian C. Ferguson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.4		Elect Director Colleen A. Goggins	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.5		Elect Director David E. Kepler	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.6		Elect Director Brian M. Levitt	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												

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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
1.7		Elect Director Alan N. MacGibbon	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.8		Elect Director Karen E. Maidment	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.9		Elect Director Bharat B. Masrani	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.10		Elect Director Claude Mongeau	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.11		Elect Director S. Jane Rowe	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.12		Elect Director Nancy G. Tower	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.13		Elect Director Ajay K. Virmani	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.14		Elect Director Mary A. Winston	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR the ratification of Ernst &amp; Young LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.</i>										
		<i>Blended Rationale: Vote FOR the ratification of Ernst &amp; Young LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.</i>										
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i>										
		<i>Blended Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i>										
		Shareholder Proposals	Mgmt	No								

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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
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
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations would allow shareholders to better gauge how well the company is managing human rights related risks.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations would allow shareholders to better gauge how well the company is managing human rights related risks.</i></p>												
5		SP 2: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the proposal is warranted at this time. The bank's plan on emission reduction and data quality touches on, to a certain extent, some components called for by the proponent. It will provide a better understanding of the climate risks relevant to the bank. OSFI's climate disclosure guidelines for the financial institution also aim for risks faced by the individual entity. The bank, being a financial institution, can implement changes to improve the climate risks exposure relevant to itself, while also impacting borrowers who are privately-owned. However, implementation of the resolution is unlikely to achieve the objectives sought in the proposal, i.e. bridge the disclosure gap between public and private enterprises. Effectively narrowing the disclosure gap requires stakeholders' efforts outside the bank's control. Securities regulators can mandate disclosure in areas affecting investors, but it may require legislation like the UK government mandate, to bring the private companies' disclosure into alignment with TCFD.</i></p> <p><i>Blended Rationale: A vote AGAINST the proposal is warranted at this time. The bank's plan on emission reduction and data quality touches on, to a certain extent, some components called for by the proponent. It will provide a better understanding of the climate risks relevant to the bank. OSFI's climate disclosure guidelines for the financial institution also aim for risks faced by the individual entity. The bank, being a financial institution, can implement changes to improve the climate risks exposure relevant to itself, while also impacting borrowers who are privately-owned. However, implementation of the resolution is unlikely to achieve the objectives sought in the proposal, i.e. bridge the disclosure gap between public and private enterprises. Effectively narrowing the disclosure gap requires stakeholders' efforts outside the bank's control. Securities regulators can mandate disclosure in areas affecting investors, but it may require legislation like the UK government mandate, to bring the private companies' disclosure into alignment with TCFD.</i></p>												
6		SP 3: Advisory Vote on Environmental Policies	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>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.</i></p> <p><i>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 information would also allow shareholders to express their opinions on the climate risk management practices of the company.</i></p>												
7		SP 4: Invest in and Finance the Canadian Oil and Gas Sector	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this shareholder proposal is warranted considering: * The company's Net-Zero ambition appears to be reasonably aligned with global and Canadian climate initiatives and the bank has undertaken efforts to support oil and gas clients in low carbon transition; and * The proponent's request may hinder the company's ability to meet its Net-Zero goals.</i></p> <p><i>Blended Rationale: A vote AGAINST this shareholder proposal is warranted considering: * The company's Net-Zero ambition appears to be reasonably aligned with global and Canadian climate initiatives and the bank has undertaken efforts to support oil and gas clients in low carbon transition; and * The proponent's request may hinder the company's ability to meet its Net-Zero goals.</i></p>												
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
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted at this time as executive compensation programs should be designed to promote pay for performance, taking compensation risk into account, for generating long-term, sustainable growth for shareholders and for the benefit of all employees.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted at this time as executive compensation programs should be designed to promote pay for performance, taking compensation risk into account, for generating long-term, sustainable growth for shareholders and for the benefit of all employees.</i></p>												

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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	
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 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.*

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		4,490	4,490
			04/04/2023	04/04/2023			
<b>Total Shares:</b>						<b>4,490</b>	<b>4,490</b>

# iShares II plc - iShares MSCI Europe SRI UCITS ETF

<b>Meeting Date:</b> 04/21/2023	<b>Country:</b> Ireland	<b>Ticker:</b> IESE	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/20/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1720504	
<b>Primary Security ID:</b> G4953W358	<b>Primary CUSIP:</b> G4953W358	<b>Primary ISIN:</b> IE00B52VJ196	<b>Primary SEDOL:</b> B3MMMMX1
<b>Earliest Cutoff Date:</b> 04/14/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 213,061	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 213,061	<b>Shares Voted:</b> 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
<p><i>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.</i></p> <p><i>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.</i></p>													
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For			For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p>													
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For			For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p>													

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## 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
4		Re-elect Ros O'Shea as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><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.</i></p> <p><i>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.</i></p>												
5		Elect Padraig Kenny as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><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.</i></p> <p><i>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.</i></p>												
6		Re-elect Deirdre Somers as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><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.</i></p> <p><i>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.</i></p>												

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# 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
7		Re-elect William McKechnie as Director	Mgmt	Yes	For	For		Against	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i></p> <p><i>Blended Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i></p>												

8		Elect Peter Vivian as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i></p> <p><i>Blended Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i></p>												

## 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 Dynamic, unassigned	283964.001	AutoApproved	Auto-Instructed	Auto-Approved		213,061	0
			03/03/2023	03/15/2023			
<b>Total Shares:</b>						<b>213,061</b>	<b>0</b>

## National Bank of Canada

<b>Meeting Date:</b> 04/21/2023	<b>Country:</b> Canada	<b>Ticker:</b> NA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/22/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1702041	
<b>Primary Security ID:</b> 633067103	<b>Primary CUSIP:</b> 633067103	<b>Primary ISIN:</b> CA6330671034	<b>Primary SEDOL:</b> 2077303
<b>Earliest Cutoff Date:</b> 04/18/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 940	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 940	<b>Shares Voted:</b> 940

Proposal Number	Significant Vote	Proposal Text	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
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												

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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
1.2		Elect Director Pierre Blouin	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.3		Elect Director Pierre Boivin	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.4		Elect Director Yvon Charest	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.5		Elect Director Patricia Curadeau-Grou	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.6		Elect Director Laurent Ferreira	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.7		Elect Director Annick Guerard	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.8		Elect Director Karen Kinsley	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.9		Elect Director Lynn Loewen	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.10		Elect Director Rebecca McKillican	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.11		Elect Director Robert Pare	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.12		Elect Director Pierre Pomerleau	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.13		Elect Director Lino A. Saputo	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										

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## 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
1.14		Elect Director Macky Tall	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
2		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i></p> <p><i>Blended Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i></p>												
3		Ratify Deloitte LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (10 percent) were reasonable relative to total fees paid to the auditor.</i></p> <p><i>Blended Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (10 percent) were reasonable relative to total fees paid to the auditor.</i></p>												
		Shareholder Proposal	Mgmt	No								
4		SP 1: Advisory Vote on Environmental Policies	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on the company's environmental policies would enable investors to better understand how the company is managing its climate change related risks. Adoption of this proposal would also allow shareholders to express their opinions on the climate risk management practices of the company.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Additional information on the company's environmental policies would enable investors to better understand how the company is managing its climate change related risks. Adoption of this proposal would also allow shareholders to express their opinions on the climate risk management practices of the company.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 03/23/2023	Auto-Approved 03/23/2023		940	940
<b>Total Shares:</b>						<b>940</b>	<b>940</b>

## United Overseas Bank Limited (Singapore)

<b>Meeting Date:</b> 04/21/2023	<b>Country:</b> Singapore	<b>Ticker:</b> U11	<b>Proxy Level:</b> N/A
<b>Record Date:</b>	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1732799	
<b>Primary Security ID:</b> Y9T10P105	<b>Primary CUSIP:</b> Y9T10P105	<b>Primary ISIN:</b> SG1M31001969	<b>Primary SEDOL:</b> 6916781
<b>Earliest Cutoff Date:</b> 04/14/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 2,275	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,275	<b>Shares Voted:</b> 2,275

Proposal Number	Significant Vote	Proposal Text	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
<p><i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i></p> <p><i>Blended Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i></p>												

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# 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
2		Approve Final Dividend	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.</i>										
		<i>Blended Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.</i>										
3		Approve Directors' Fees	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Director fees in Singapore are usually reasonable. In the absence of known concerns over director fees at the company, a vote FOR this proposal is warranted.</i>										
		<i>Blended Rationale: Director fees in Singapore are usually reasonable. In the absence of known concerns over director fees at the company, a vote FOR this proposal is warranted.</i>										
4		Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i>										
5		Elect Wee Ee Cheong as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all nominees is warranted.</i>										
6		Elect Steven Phan Swee Kim as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all nominees is warranted.</i>										
7		Elect Chia Tai Tee as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all nominees is warranted.</i>										
8		Elect Ong Chong Tee as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all nominees is warranted.</i>										
9		Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the issuance request without preemptive rights is within the recommended limit.</i>										
		<i>Blended Rationale: A vote FOR this resolution is warranted because the issuance request without preemptive rights is within the recommended limit.</i>										
10		Approve Issuance of Shares Pursuant to the UOB Scrip Dividend Scheme	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this resolution is warranted given the Scrip Dividend Scheme would provide shareholders with the discretion and flexibility to receive dividends in the form of new shares in lieu of cash depending on their individual investment objectives.</i>										
		<i>Blended Rationale: A vote FOR this resolution is warranted given the Scrip Dividend Scheme would provide shareholders with the discretion and flexibility to receive dividends in the form of new shares in lieu of cash depending on their individual investment objectives.</i>										

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## 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
11		Authorize Share Repurchase Program	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/06/2023	Auto-Approved 04/06/2023		2,275	2,275
<b>Total Shares:</b>						<b>2,275</b>	<b>2,275</b>

## ING Groep NV

<b>Meeting Date:</b> 04/24/2023	<b>Country:</b> Netherlands	<b>Ticker:</b> INGA	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 03/27/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1711758	
<b>Primary Security ID:</b> N4578E595	<b>Primary CUSIP:</b> N4578E595	<b>Primary ISIN:</b> NL0011821202	<b>Primary SEDOL:</b> BZ57390
<b>Earliest Cutoff Date:</b> 04/14/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 35,122	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 35,122	<b>Shares Voted:</b> 35,122

Proposal Number	Significant Vote	Proposal Text	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		Annual Meeting Agenda	Mgmt	No								
		Open Meeting	Mgmt	No								
	<p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>											
2A		Receive Report of Executive Board (Non-Voting)	Mgmt	No								
	<p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>											
	<p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>											
2B		Receive Report of Supervisory Board (Non-Voting)	Mgmt	No								
	<p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>											
	<p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>											
2C		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
	<p><i>Voting Policy Rationale: A vote FOR is warranted as the proposed remuneration report is in in line with market practice, regarding actual content and disclosure.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the proposed remuneration report is in in line with market practice, regarding actual content and disclosure.</i></p>											
	<p><i>Voting Policy Rationale: A vote FOR is warranted as the proposed remuneration report is in in line with market practice, regarding actual content and disclosure.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the proposed remuneration report is in in line with market practice, regarding actual content and disclosure.</i></p>											

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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
2D		Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i></p>												
3A		Receive Explanation on Dividend and Distribution Policy	Mgmt	No								
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>												
3B		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> <p><i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p>												
4A		Approve Discharge of Executive Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i></p>												
4B		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i></p>												
5		Ratify KPMG Accountants N.V. (KPMG) as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>												
6		Reelect Tanate Phutrakul to Executive Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p> <p><i>Blended Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p>												
7A		Elect Alexandra Reich to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Hendrika (Herna) Verhagen is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Hendrika (Herna) Verhagen is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p>												
7B		Elect Karl Guha to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Hendrika (Herna) Verhagen is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Hendrika (Herna) Verhagen is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p>												

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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
7C		Reelect Herna Verhagen to Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Hendrika (Herna) Verhagen is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Hendrika (Herna) Verhagen is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p>												
7D		Reelect Mike Rees to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Hendrika (Herna) Verhagen is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Hendrika (Herna) Verhagen is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p>												
8A		Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.</i></p> <p><i>Blended Rationale: A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.</i></p>												
8B		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.</i></p> <p><i>Blended Rationale: A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.</i></p>												
9		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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 ING Groep 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.</i></p> <p><i>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 ING Groep 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.</i></p>												
10		Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p>												

**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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 03/24/2023	Auto-Approved 03/24/2023		35,122	35,122

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Canadian National Railway Company

<b>Meeting Date:</b> 04/25/2023	<b>Country:</b> Canada	<b>Ticker:</b> CNR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/03/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1713416	
<b>Primary Security ID:</b> 136375102	<b>Primary CUSIP:</b> 136375102	<b>Primary ISIN:</b> CA1363751027	<b>Primary SEDOL:</b> 2180632
<b>Earliest Cutoff Date:</b> 04/24/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 1,370	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,370	<b>Shares Voted:</b> 1,370

Proposal Number	Significant Vote	Proposal Text	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
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1B		Elect Director Jo-ann dePass Olsovsky	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1C		Elect Director David Freeman	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1D		Elect Director Denise Gray	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1E		Elect Director Justin M. Howell	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1F		Elect Director Susan C. Jones	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1G		Elect Director Robert Knight	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1H		Elect Director Michel Letellier	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1I		Elect Director Margaret A. McKenzie	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												

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# 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
1J		Elect Director Al Monaco	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1K		Elect Director Tracy Robinson	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (0 percent) were reasonable relative to total fees paid to the auditor.</i></p> <p><i>Blended Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (0 percent) were reasonable relative to total fees paid to the auditor.</i></p>												
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i></p> <p><i>Blended Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i></p>												
4		Management Advisory Vote on Climate Change	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the management say on climate proposal. CN's climate disclosures meet market standards, and the company has a credible climate transition plan, including clear and approved science-based targets, specific actions, and governance framework.</i></p> <p><i>Blended Rationale: Vote FOR the management say on climate proposal. CN's climate disclosures meet market standards, and the company has a credible climate transition plan, including clear and approved science-based targets, specific actions, and governance framework.</i></p>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/07/2023	Auto-Approved 04/07/2023		1,370	1,370
<b>Total Shares:</b>						<b>1,370</b>	<b>1,370</b>

## ASML Holding NV

<b>Meeting Date:</b> 04/26/2023	<b>Country:</b> Netherlands	<b>Ticker:</b> ASML	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 03/29/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1692183	
<b>Primary Security ID:</b> N07059202	<b>Primary CUSIP:</b> N07059202	<b>Primary ISIN:</b> NL0010273215	<b>Primary SEDOL:</b> B929F46
<b>Earliest Cutoff Date:</b> 04/18/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 508	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 508	<b>Shares Voted:</b> 508

Proposal Number	Significant Vote	Proposal Text	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		Annual Meeting Agenda	Mgmt	No								
		Open Meeting	Mgmt	No								
<p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>												

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# 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
2		Discuss the Company's Business, Financial Situation and Sustainability	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item</i>										
		<i>Blended Rationale: This is a non-voting item</i>										
3a		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted as the proposed remuneration report is in line with market practice and no problematic pay practices are identified, whereas pay is aligned with company performance.</i>										
		<i>Blended Rationale: A vote FOR is warranted as the proposed remuneration report is in line with market practice and no problematic pay practices are identified, whereas pay is aligned with company performance.</i>										
3b		Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>										
		<i>Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>										
3c		Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										
3d		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
		<i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
4a		Approve Discharge of Management Board	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>										
4b		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>										
5		Approve Number of Shares for Management Board	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.</i>										
		<i>Blended Rationale: A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.</i>										

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# 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
6a		Amend Remuneration Policy for the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Qualified support for Item 6a is warranted as the proposed policy is in line with common market practice and not particular concerns are raised with the policy itself. However, this is not without concern for the approval of fees no longer being subject to special majority requirements and the potential for additional pay in case of significant additional work. A vote FOR Item 6b is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i></p> <p><i>Blended Rationale: Qualified support for Item 6a is warranted as the proposed policy is in line with common market practice and not particular concerns are raised with the policy itself. However, this is not without concern for the approval of fees no longer being subject to special majority requirements and the potential for additional pay in case of significant additional work. A vote FOR Item 6b is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i></p>												
6b		Amend Remuneration of the Members of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Qualified support for Item 6a is warranted as the proposed policy is in line with common market practice and not particular concerns are raised with the policy itself. However, this is not without concern for the approval of fees no longer being subject to special majority requirements and the potential for additional pay in case of significant additional work. A vote FOR Item 6b is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i></p> <p><i>Blended Rationale: Qualified support for Item 6a is warranted as the proposed policy is in line with common market practice and not particular concerns are raised with the policy itself. However, this is not without concern for the approval of fees no longer being subject to special majority requirements and the potential for additional pay in case of significant additional work. A vote FOR Item 6b is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i></p>												
7		Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt	No								
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>												
8		Elect N.S. Andersen to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>												
8b		Elect J.P. de Kreijl to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>												
8c		Discuss Composition of the Supervisory Board	Mgmt	No								
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>												
9		Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>												

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## 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
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
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p>												
10b		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p>												
11		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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 ASML Holding 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.</i></p> <p><i>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 ASML Holding 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.</i></p>												
12		Authorize Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p>												
13		Other Business (Non-Voting)	Mgmt	No								
<p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>												
14		Close Meeting	Mgmt	No								
<p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 03/27/2023	Auto-Approved 03/27/2023		508	508
<b>Total Shares:</b>						<b>508</b>	<b>508</b>

## Warehouses De Pauw SCA

<b>Meeting Date:</b> 04/26/2023	<b>Country:</b> Belgium	<b>Ticker:</b> WDP	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/12/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1712113	
<b>Primary Security ID:</b> B9T59Z100	<b>Primary CUSIP:</b> B9T59Z100	<b>Primary ISIN:</b> BE0974349814	<b>Primary SEDOL:</b> BK8VQD9

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# Warehouses De Pauw SCA

Earliest Cutoff Date: 04/18/2023

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 2,450

\*Shares on Loan: 0

Shares Instructed: 2,450

Shares Voted: 2,450

Proposal Number	Significant Vote	Proposal Text	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		Annual Meeting Agenda	Mgmt	No								
		Receive Directors' Reports (Non-Voting)	Mgmt	No								
		<i>Voting Policy Rationale: No vote is required.</i>										
		<i>Blended Rationale: No vote is required.</i>										
2		Receive Auditors' Reports (Non-Voting)	Mgmt	No								
		<i>Voting Policy Rationale: No vote is required.</i>										
		<i>Blended Rationale: No vote is required.</i>										
3		Acknowledgement of the Decision of the Board of Directors Regarding the Payment of an Optional Dividend	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										
4		Approve Financial Statements and Allocation of Income	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
		<i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
5		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>										
6		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>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.</i>										
7		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>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.</i>										
8		Reelect Rik Vandenberghe as Independent Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		<i>Voting 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.</i>										
		<i>Blended 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.</i>										

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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
9		Reelect Tony De Pauw as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting 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.</i></p> <p><i>Blended 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.</i></p>												
10		Ratify Deloitte as Auditors and Approve Auditors' Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>												
11		Approve Remuneration of the Non-Executive Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.</i></p>												
12		Approve Remuneration of the Chairman of the Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.</i></p>												
13.1		Approve Change-of-Control Clause Re: Credit Agreements	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
13.2		Approve Change-of-Control Clause Re: Credit Agreements Permitted Between the Date of the Convocation to the General Meeting and the Effective Session of the General Meeting	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/07/2023	Auto-Approved 04/07/2023		2,450	2,450
<b>Total Shares:</b>						<b>2,450</b>	<b>2,450</b>

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

<b>Meeting Date:</b> 04/27/2023	<b>Country:</b> France	<b>Ticker:</b> CS	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/25/2023	<b>Meeting Type:</b> Annual/Special	<b>Meeting ID:</b> 1718556	
<b>Primary Security ID:</b> F06106102	<b>Primary CUSIP:</b> F06106102	<b>Primary ISIN:</b> FR0000120628	<b>Primary SEDOL:</b> 7088429
<b>Earliest Cutoff Date:</b> 04/24/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 19,450	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 19,450	<b>Shares Voted:</b> 19,450

Proposal Number	Significant Vote	Proposal Text	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		Ordinary Business	Mgmt	No								
		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>										
		<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>										
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>										
		<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>										
3		Approve Allocation of Income and Dividends of EUR 1.70 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
		<i>Blended Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
4		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>										
		<i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>										
5		Approve Compensation of Denis Duverne, Chairman of the Board until April 28, 2022	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i>										
		<i>Blended Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i>										
6		Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board since April 28, 2022	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i>										
		<i>Blended Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i>										
7		Approve Compensation of Thomas Buberl, CEO	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted although the following concern is raised: * The level of disclosure on individual performance criteria attached to the bonus remains limited. The main reason for support is: * There are no other concerns.</i>										
		<i>Blended Rationale: A vote FOR this remuneration report is warranted although the following concern is raised: * The level of disclosure on individual performance criteria attached to the bonus remains limited. The main reason for support is: * There are no other concerns.</i>										

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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		Approve Remuneration Policy of CEO	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted although the following concern is raised: * The policy maintains the possibility of a post-mandate vesting of awards, with no information on the application of a pro-rata principle. The main reason for support is: * The disclosure surrounding the bonus improved; and * There are no other concerns.</i>										
		<i>Blended Rationale: A vote FOR this remuneration policy is warranted although the following concern is raised: * The policy maintains the possibility of a post-mandate vesting of awards, with no information on the application of a pro-rata principle. The main reason for support is: * The disclosure surrounding the bonus improved; and * There are no other concerns.</i>										
9		Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>										
		<i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>										
10		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>										
		<i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>										
11		Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.</i>										
12		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i>										
		<i>Blended Rationale: Such share buyback programs merit a vote FOR.</i>										
		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
		<i>Voting Policy Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i>										
		<i>Blended Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i>										
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
		<i>Voting Policy Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>										
		<i>Blended Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>										
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
		<i>Voting Policy Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>										
		<i>Blended Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>										

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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
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
<p><i>Voting Policy Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p>												
18		Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p>												
22		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposed authorizations are warranted as they do not raise concerns.</i></p> <p><i>Blended Rationale: Votes FOR these proposed authorizations are warranted as they do not raise concerns.</i></p>												

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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
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
<p><i>Voting Policy Rationale: Votes FOR these proposed authorizations are warranted as they do not raise concerns.</i></p> <p><i>Blended Rationale: Votes FOR these proposed authorizations are warranted as they do not raise concerns.</i></p>												
24		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i></p>												
25		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this routine item is warranted.</i></p>												

**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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/07/2023	Auto-Approved 04/07/2023		19,450	19,450
<b>Total Shares:</b>						<b>19,450</b>	<b>19,450</b>

**Danone SA**

<b>Meeting Date:</b> 04/27/2023	<b>Country:</b> France	<b>Ticker:</b> BN	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/25/2023	<b>Meeting Type:</b> Annual/Special	<b>Meeting ID:</b> 1721360	
<b>Primary Security ID:</b> F12033134	<b>Primary CUSIP:</b> F12033134	<b>Primary ISIN:</b> FR0000120644	<b>Primary SEDOL:</b> B1Y9TB3
<b>Earliest Cutoff Date:</b> 04/24/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 2,040	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,040	<b>Shares Voted:</b> 2,040

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		Ordinary Business	Mgmt	No								
1		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p>												
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p>												

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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 2 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted, despite the high payout ratio, because the company maintains enough reserves to afford the proposed distribution of dividends.</i></p> <p><i>Blended Rationale: A vote FOR this income allocation proposal is warranted, despite the high payout ratio, because the company maintains enough reserves to afford the proposed distribution of dividends.</i></p>												
4		Reelect Valerie Chapoulaud-Floquet as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees (Gilles Schnepf, Valerie Chapoulaud-Floquet, Gilbert Ghostine, Lise Kingo and Sanjiv Mehta) are warranted in the absence of specific concerns (Items 4-7 and 26).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees (Gilles Schnepf, Valerie Chapoulaud-Floquet, Gilbert Ghostine, Lise Kingo and Sanjiv Mehta) are warranted in the absence of specific concerns (Items 4-7 and 26).</i></p>												
5		Reelect Gilles Schnepf as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees (Gilles Schnepf, Valerie Chapoulaud-Floquet, Gilbert Ghostine, Lise Kingo and Sanjiv Mehta) are warranted in the absence of specific concerns (Items 4-7 and 26).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees (Gilles Schnepf, Valerie Chapoulaud-Floquet, Gilbert Ghostine, Lise Kingo and Sanjiv Mehta) are warranted in the absence of specific concerns (Items 4-7 and 26).</i></p>												
6		Ratify Appointment of Gilbert Ghostine as Director Following Resignation of Guido Barilla	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees (Gilles Schnepf, Valerie Chapoulaud-Floquet, Gilbert Ghostine, Lise Kingo and Sanjiv Mehta) are warranted in the absence of specific concerns (Items 4-7 and 26).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees (Gilles Schnepf, Valerie Chapoulaud-Floquet, Gilbert Ghostine, Lise Kingo and Sanjiv Mehta) are warranted in the absence of specific concerns (Items 4-7 and 26).</i></p>												
7		Ratify Appointment of Lise Kingo as Director Following Resignation of Cecile Cabanis	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees (Gilles Schnepf, Valerie Chapoulaud-Floquet, Gilbert Ghostine, Lise Kingo and Sanjiv Mehta) are warranted in the absence of specific concerns (Items 4-7 and 26).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees (Gilles Schnepf, Valerie Chapoulaud-Floquet, Gilbert Ghostine, Lise Kingo and Sanjiv Mehta) are warranted in the absence of specific concerns (Items 4-7 and 26).</i></p>												
8		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>												
9		Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>												
10		Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>												

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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 Executive Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>												
12		Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>												
13		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>												
14		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i></p> <p><i>Blended Rationale: Such share buyback programs merit a vote FOR.</i></p>												
		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
<p><i>Voting Policy Rationale: Votes FOR are warranted as the proposed terms respect the recommended guidelines for issuances with and without preemptive rights, and with or without a priority right (Items 15-19).</i></p> <p><i>Blended Rationale: Votes FOR are warranted as the proposed terms respect the recommended guidelines for issuances with and without preemptive rights, and with or without a priority right (Items 15-19).</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR are warranted as the proposed terms respect the recommended guidelines for issuances with and without preemptive rights, and with or without a priority right (Items 15-19).</i></p> <p><i>Blended Rationale: Votes FOR are warranted as the proposed terms respect the recommended guidelines for issuances with and without preemptive rights, and with or without a priority right (Items 15-19).</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR are warranted as the proposed terms respect the recommended guidelines for issuances with and without preemptive rights, and with or without a priority right (Items 15-19).</i></p> <p><i>Blended Rationale: Votes FOR are warranted as the proposed terms respect the recommended guidelines for issuances with and without preemptive rights, and with or without a priority right (Items 15-19).</i></p>												
18		Authorize Capital Increase of Up to EUR 16.9 Million for Future Exchange Offers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted as the proposed terms respect the recommended guidelines for issuances with and without preemptive rights, and with or without a priority right (Items 15-19).</i></p> <p><i>Blended Rationale: Votes FOR are warranted as the proposed terms respect the recommended guidelines for issuances with and without preemptive rights, and with or without a priority right (Items 15-19).</i></p>												

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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
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
		<i>Voting Policy Rationale: Votes FOR are warranted as the proposed terms respect the recommended guidelines for issuances with and without preemptive rights, and with or without a priority right (Items 15-19).</i>										
		<i>Blended Rationale: Votes FOR are warranted as the proposed terms respect the recommended guidelines for issuances with and without preemptive rights, and with or without a priority right (Items 15-19).</i>										
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
		<i>Voting Policy Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i>										
		<i>Blended Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i>										
21		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR these employee stock purchase plans are warranted as the proposed volumes respect the recommended guidelines.</i>										
		<i>Blended Rationale: Votes FOR these employee stock purchase plans are warranted as the proposed volumes respect the recommended guidelines.</i>										
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
		<i>Voting Policy Rationale: Votes FOR these employee stock purchase plans are warranted as the proposed volumes respect the recommended guidelines.</i>										
		<i>Blended Rationale: Votes FOR these employee stock purchase plans are warranted as the proposed volumes respect the recommended guidelines.</i>										
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
		<i>Voting Policy Rationale: A vote FOR this item is warranted because the terms of the proposed authorization are not problematic.</i>										
		<i>Blended Rationale: A vote FOR this item is warranted because the terms of the proposed authorization are not problematic.</i>										
24		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i>										
		<i>Blended Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i>										
		Ordinary Business	Mgmt	No								
25		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>										
		<i>Blended Rationale: A vote FOR this routine item is warranted.</i>										
26		Elect Sanjiv Mehta as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees (Gilles Schnepf, Valerie Chapoulaud-Floquet, Gilbert Ghostine, Lise Kingo and Sanjiv Mehta) are warranted in the absence of specific concerns (Items 4-7 and 26).</i>										
		<i>Blended Rationale: Votes FOR the (re)elections of these independent nominees (Gilles Schnepf, Valerie Chapoulaud-Floquet, Gilbert Ghostine, Lise Kingo and Sanjiv Mehta) are warranted in the absence of specific concerns (Items 4-7 and 26).</i>										

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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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/06/2023	Auto-Approved 04/06/2023		2,040	2,040
<b>Total Shares:</b>						<b>2,040</b>	<b>2,040</b>

Johnson & Johnson

<b>Meeting Date:</b> 04/27/2023	<b>Country:</b> USA	<b>Ticker:</b> JNJ	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/28/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1729404	
<b>Primary Security ID:</b> 478160104	<b>Primary CUSIP:</b> 478160104	<b>Primary ISIN:</b> US4781601046	<b>Primary SEDOL:</b> 2475833
<b>Earliest Cutoff Date:</b> 04/26/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 2,125	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,125	<b>Shares Voted:</b> 2,125

Proposal Number	Significant Vote	Proposal Text	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
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Mary C. Beckerle	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director D. Scott Davis	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Jennifer A. Doudna	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Joaquin Duato	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Marillyn A. Hewson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Paula A. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Hubert Joly	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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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
1i		Elect Director Mark B. McClellan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Anne M. Mulcahy	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Mark A. Weinberger	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Nadja Y. West	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The annual and long-term incentive programs are primarily performance based, and total reported pay for CEO Duato was significantly below that of his predecessor. In addition to pay being reasonably aligned, the company has provided additional disclosure details of certain exclusions from non-GAAP performance measures. However, it is noted that the company still does not specify exactly how the adjustments for litigation expenses connected to certain high-profile controversies have impacted incentive payouts.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. The annual and long-term incentive programs are primarily performance based, and total reported pay for CEO Duato was significantly below that of his predecessor. In addition to pay being reasonably aligned, the company has provided additional disclosure details of certain exclusions from non-GAAP performance measures. However, it is noted that the company still does not specify exactly how the adjustments for litigation expenses connected to certain high-profile controversies have impacted incentive payouts.</i>										
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		<i>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.</i>										
		<i>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.</i>										
4		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
5		Adopt Mandatory Arbitration Bylaw - Withdrawn	SH	No								
		<i>Voting Policy Rationale: NONE - this proposal has been withdrawn.</i>										
		<i>Blended Rationale: NONE - this proposal has been withdrawn.</i>										
6		Report on Government Financial Support and Equitable Access to Covid-19 Products	SH	Yes	Against	For		For	For	Yes	No	No
		<i>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 throughout the expected lifetime of the vaccine.</i>										
		<i>Blended 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 throughout the expected lifetime of the vaccine.</i>										

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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
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders continue to raise concern surrounding the company's exclusion of large litigation-related costs from the executive compensation program, as evidenced by significant shareholder support for this proposal at last year's annual meeting. In addition, shareholders may have expected more robust disclosure and reconciliation in the proxy in order to better understand how these specific expenses impacted pay for its top executives. Given that the proposal would provide the board with flexibility to adjust the application of the policy in individual circumstances, with an explanation to shareholders, the request is not viewed as overly prescriptive.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders continue to raise concern surrounding the company's exclusion of large litigation-related costs from the executive compensation program, as evidenced by significant shareholder support for this proposal at last year's annual meeting. In addition, shareholders may have expected more robust disclosure and reconciliation in the proxy in order to better understand how these specific expenses impacted pay for its top executives. Given that the proposal would provide the board with flexibility to adjust the application of the policy in individual circumstances, with an explanation to shareholders, the request is not viewed as overly prescriptive.</i></p>												
8		Report on Impact of Extended Patent Exclusivities on Product Access	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons: * Additional disclosure would benefit shareholders by increasing transparency regarding the company's efforts to address the risks related to extended patent exclusivities; and * Disclosure of the requested information would serve to provide greater assurance to shareholders that the firm's initiatives and practices sufficiently guard against potential financial, litigation and operational risks to the firm.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted for the following reasons: * Additional disclosure would benefit shareholders by increasing transparency regarding the company's efforts to address the risks related to extended patent exclusivities; and * Disclosure of the requested information would serve to provide greater assurance to shareholders that the firm's initiatives and practices sufficiently guard against potential financial, litigation and operational risks to the firm.</i></p>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/18/2023	Auto-Approved 04/18/2023		2,125	2,125
<b>Total Shares:</b>						<b>2,125</b>	<b>2,125</b>

# Kering SA

<b>Meeting Date:</b> 04/27/2023	<b>Country:</b> France	<b>Ticker:</b> KER	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/25/2023	<b>Meeting Type:</b> Annual/Special	<b>Meeting ID:</b> 1732166	
<b>Primary Security ID:</b> F5433L103	<b>Primary CUSIP:</b> F5433L103	<b>Primary ISIN:</b> FR0000121485	<b>Primary SEDOL:</b> 5505072
<b>Earliest Cutoff Date:</b> 04/24/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 750	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 750	<b>Shares Voted:</b> 750

Proposal Number	Significant Vote	Proposal Text	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								

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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		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the approval of financial statements and statutory reports is warranted in the absence of specific concerns (item 1). Despite the unqualified auditors' opinion and lack of concerns, the approval of consolidated financial statements only warrants qualified support as the company does not submit to the approval of its shareholders the auditors' special report containing an ongoing related-party agreement with Artemis SAS (item 2).</i></p> <p><i>Blended Rationale: A vote FOR the approval of financial statements and statutory reports is warranted in the absence of specific concerns (item 1). Despite the unqualified auditors' opinion and lack of concerns, the approval of consolidated financial statements only warrants qualified support as the company does not submit to the approval of its shareholders the auditors' special report containing an ongoing related-party agreement with Artemis SAS (item 2).</i></p>												
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the approval of financial statements and statutory reports is warranted in the absence of specific concerns (item 1). Despite the unqualified auditors' opinion and lack of concerns, the approval of consolidated financial statements only warrants qualified support as the company does not submit to the approval of its shareholders the auditors' special report containing an ongoing related-party agreement with Artemis SAS (item 2).</i></p> <p><i>Blended Rationale: A vote FOR the approval of financial statements and statutory reports is warranted in the absence of specific concerns (item 1). Despite the unqualified auditors' opinion and lack of concerns, the approval of consolidated financial statements only warrants qualified support as the company does not submit to the approval of its shareholders the auditors' special report containing an ongoing related-party agreement with Artemis SAS (item 2).</i></p>												
3		Approve Allocation of Income and Dividends of EUR 14 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> <p><i>Blended Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p>												
4		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted, although the following concerns are raised: * There is a lack of responsiveness following shareholders' dissent at the previous AGM.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted, although the following concerns are raised: * There is a lack of responsiveness following shareholders' dissent at the previous AGM.</i></p>												
5		Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report of the chairman and CEO François-Henri Pinault (item 5) is warranted because: * The company does not provide clear information on the achievement of the performance conditions for the KMUs vested under the 2018 and 2019 plans. However, the payment of both these plans has been deferred and they were not paid in 2022. * He received an exceptional payment amounting to EUR 5,840,000 through KMUs and the company failed to provide a compelling rationale. A vote FOR the remuneration report of the Group Managing Director (vice-CEO) Jean-François Palus (item 6) is warranted although it is not without concerns as : * The company does not provide clear information on the achievement of the performance conditions for the KMUs paid under the 2018 and 2019 plans.</i></p> <p><i>Blended Rationale: A vote AGAINST the remuneration report of the chairman and CEO François-Henri Pinault (item 5) is warranted because: * The company does not provide clear information on the achievement of the performance conditions for the KMUs vested under the 2018 and 2019 plans. However, the payment of both these plans has been deferred and they were not paid in 2022. * He received an exceptional payment amounting to EUR 5,840,000 through KMUs and the company failed to provide a compelling rationale. A vote FOR the remuneration report of the Group Managing Director (vice-CEO) Jean-François Palus (item 6) is warranted although it is not without concerns as : * The company does not provide clear information on the achievement of the performance conditions for the KMUs paid under the 2018 and 2019 plans.</i></p>												

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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		Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report of the chairman and CEO François-Henri Pinault (item 5) is warranted because: * The company does not provide clear information on the achievement of the performance conditions for the KMUs vested under the 2018 and 2019 plans. However, the payment of both these plans has been deferred and they were not paid in 2022. * He received an exceptional payment amounting to EUR 5,840,000 through KMUs and the company failed to provide a compelling rationale. A vote FOR the remuneration report of the Group Managing Director (vice-CEO) Jean-François Palus (item 6) is warranted although it is not without concerns as : * The company does not provide clear information on the achievement of the performance conditions for the KMUs paid under the 2018 and 2019 plans.</i></p> <p><i>Blended Rationale: A vote AGAINST the remuneration report of the chairman and CEO François-Henri Pinault (item 5) is warranted because: * The company does not provide clear information on the achievement of the performance conditions for the KMUs vested under the 2018 and 2019 plans. However, the payment of both these plans has been deferred and they were not paid in 2022. * He received an exceptional payment amounting to EUR 5,840,000 through KMUs and the company failed to provide a compelling rationale. A vote FOR the remuneration report of the Group Managing Director (vice-CEO) Jean-François Palus (item 6) is warranted although it is not without concerns as : * The company does not provide clear information on the achievement of the performance conditions for the KMUs paid under the 2018 and 2019 plans.</i></p>												
7		Approve Remuneration Policy of Executive Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i></p> <p><i>Blended Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i></p>												
8		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i></p> <p><i>Blended Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i></p>												
9		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i></p> <p><i>Blended Rationale: Such share buyback programs merit a vote FOR.</i></p>												
		Extraordinary Business	Mgmt	No								
10		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR the authorizations under items 11, and 13 to 17 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under items 11, and 13 to 17 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p>												
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
<p><i>Voting Policy Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i></p>												

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# Kering 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
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
<p><i>Voting Policy Rationale: Votes FOR the authorizations under items 11, and 13 to 17 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under items 11, and 13 to 17 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR the authorizations under items 11, and 13 to 17 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under items 11, and 13 to 17 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR the authorizations under items 11, and 13 to 17 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under items 11, and 13 to 17 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR the authorizations under items 11, and 13 to 17 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under items 11, and 13 to 17 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR the authorizations under items 11, and 13 to 17 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under items 11, and 13 to 17 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p>												
18		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these employee stock purchase plans are warranted as the proposed volumes respect the recommended guidelines.</i></p> <p><i>Blended Rationale: Votes FOR these employee stock purchase plans are warranted as the proposed volumes respect the recommended guidelines.</i></p>												

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## Kering 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
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
<p><i>Voting Policy Rationale: Votes FOR these employee stock purchase plans are warranted as the proposed volumes respect the recommended guidelines.</i></p> <p><i>Blended Rationale: Votes FOR these employee stock purchase plans are warranted as the proposed volumes respect the recommended guidelines.</i></p>												
20		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this routine item is warranted.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/04/2023	Auto-Approved 04/04/2023		750	750
<b>Total Shares:</b>						<b>750</b>	<b>750</b>

## Umicore

<b>Meeting Date:</b> 04/27/2023	<b>Country:</b> Belgium	<b>Ticker:</b> UMI	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/13/2023	<b>Meeting Type:</b> Annual/Special	<b>Meeting ID:</b> 1712115	
<b>Primary Security ID:</b> B95505184	<b>Primary CUSIP:</b> B95505184	<b>Primary ISIN:</b> BE0974320526	<b>Primary SEDOL:</b> BF44466
<b>Earliest Cutoff Date:</b> 04/19/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 6,925	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 6,925	<b>Shares Voted:</b> 6,925

  

Proposal Number	Significant Vote	Proposal Text	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.1		Annual/Special Meeting Agenda	Mgmt	No								
		Annual Shareholders' Meeting Agenda	Mgmt	No								
		Receive Supervisory Board's and Auditors' Reports (Non-Voting)	Mgmt	No								
<p><i>Voting Policy Rationale: No vote is required.</i></p> <p><i>Blended Rationale: No vote is required.</i></p>												

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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
A.2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR is warranted as the proposed remuneration is roughly in line with market standards. We note that the company provided improved disclosure (threshold, targets, maximum and achievement) on the financial metrics of the STI plan and performance metrics of the LTI plan, while also providing forward looking disclosure with respect to 2023 performance metrics. However, we still raise concerns as there is no further disclosure regarding the individual performance STI metrics (50% weight, 100% achievement), which does not allow shareholders to assess the stringency of the pay for performance assessment. Finally, while the company improved disclosure levels, the company did not provide further responsiveness to the significant dissent on last year's vote on the remuneration report and remuneration policy.</i></p> <p><i>Blended Rationale: A qualified vote FOR is warranted as the proposed remuneration is roughly in line with market standards. We note that the company provided improved disclosure (threshold, targets, maximum and achievement) on the financial metrics of the STI plan and performance metrics of the LTI plan, while also providing forward looking disclosure with respect to 2023 performance metrics. However, we still raise concerns as there is no further disclosure regarding the individual performance STI metrics (50% weight, 100% achievement), which does not allow shareholders to assess the stringency of the pay for performance assessment. Finally, while the company improved disclosure levels, the company did not provide further responsiveness to the significant dissent on last year's vote on the remuneration report and remuneration policy.</i></p>												
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
<p><i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> <p><i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p>												
A.4		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>												
A.5		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i></p>												
A.6		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
A.7.1		Reelect Mario Armero as Member of the Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Mario Armero Montes is warranted for lack of diversity on the board. A vote FOR remaining nominee Marc Grynberg is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Mario Armero Montes is warranted for lack of diversity on the board. A vote FOR remaining nominee Marc Grynberg is warranted at this time.</i></p>												
A.7.2		Elect Marc Grynberg as Member of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Mario Armero Montes is warranted for lack of diversity on the board. A vote FOR remaining nominee Marc Grynberg is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Mario Armero Montes is warranted for lack of diversity on the board. A vote FOR remaining nominee Marc Grynberg is warranted at this time.</i></p>												

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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
A.8		Approve Remuneration of the Members of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy 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).</i></p> <p><i>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).</i></p>												
		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
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and 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.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and 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.</i></p>												

**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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/05/2023	Auto-Approved 04/05/2023		6,925	6,925
<b>Total Shares:</b>						<b>6,925</b>	<b>6,925</b>

**Agnico Eagle Mines Limited**

<b>Meeting Date:</b> 04/28/2023	<b>Country:</b> Canada	<b>Ticker:</b> AEM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/17/2023	<b>Meeting Type:</b> Annual/Special	<b>Meeting ID:</b> 1716138	
<b>Primary Security ID:</b> 008474108	<b>Primary CUSIP:</b> 008474108	<b>Primary ISIN:</b> CA0084741085	<b>Primary SEDOL:</b> 2009823
<b>Earliest Cutoff Date:</b> 04/25/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 915	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 915	<b>Shares Voted:</b> 915

Proposal Number	Significant Vote	Proposal Text	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 Leona Aglukkaq	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

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# 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
		<p><i>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.</i></p> <p><i>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.</i></p>										
1.3		Elect Director Sean Boyd	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>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.</i></p> <p><i>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.</i></p>										
1.4		Elect Director Martine A. Celej	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>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.</i></p> <p><i>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.</i></p>										
1.5		Elect Director Robert J. Gemmell	Mgmt	Yes	For	Withhold		Withhold	Withhold	Yes	No	No
		<p><i>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.</i></p> <p><i>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.</i></p>										
1.6		Elect Director Jonathan Gill	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>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.</i></p> <p><i>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.</i></p>										
1.7		Elect Director Peter Grosskopf	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>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.</i></p> <p><i>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.</i></p>										
1.8		Elect Director Elizabeth Lewis-Gray	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>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.</i></p> <p><i>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.</i></p>										

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# 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
<p><i>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.</i></p> <p><i>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.</i></p>												
1.10		Elect Director Jeffrey Parr	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
1.11		Elect Director J. Merfyn Roberts	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
1.12		Elect Director Jamie C. Sokalsky	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
2		Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the ratification of Ernst &amp; Young LLP as auditor as non-audit fees (17 percent) were reasonable relative to total fees paid to the auditor.</i></p> <p><i>Blended Rationale: Vote FOR the ratification of Ernst &amp; Young LLP as auditor as non-audit fees (17 percent) were reasonable relative to total fees paid to the auditor.</i></p>												

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# 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
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	Against		Against	Against	Yes	No	No

*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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		915	915
			04/10/2023	04/10/2023			
<b>Total Shares:</b>						<b>915</b>	<b>915</b>

# Air Liquide SA

<b>Meeting Date:</b> 05/03/2023	<b>Country:</b> France	<b>Ticker:</b> AI	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/28/2023	<b>Meeting Type:</b> Annual/Special	<b>Meeting ID:</b> 1717272	
<b>Primary Security ID:</b> F01764103	<b>Primary CUSIP:</b> F01764103	<b>Primary ISIN:</b> FR0000120073	<b>Primary SEDOL:</b> B1YXBJ7
<b>Earliest Cutoff Date:</b> 04/27/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 1,100	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,100	<b>Shares Voted:</b> 1,100

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		Ordinary Business	Mgmt	No								
		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.*

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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
		<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>										
		<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>										
3		Approve Allocation of Income and Dividends of EUR 2.95 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
		<i>Blended Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
4		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i>										
		<i>Blended Rationale: Such share buyback programs merit a vote FOR.</i>										
5		Elect Catherine Guillouard as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR the elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, 7, 8 and 9).</i>										
		<i>Blended Rationale: Votes FOR the elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, 7, 8 and 9).</i>										
6		Elect Christina Law as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR the elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, 7, 8 and 9).</i>										
		<i>Blended Rationale: Votes FOR the elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, 7, 8 and 9).</i>										
7		Elect Alexis Perakis-Valat as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR the elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, 7, 8 and 9).</i>										
		<i>Blended Rationale: Votes FOR the elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, 7, 8 and 9).</i>										
8		Elect Michael H. Thaman as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR the elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, 7, 8 and 9).</i>										
		<i>Blended Rationale: Votes FOR the elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, 7, 8 and 9).</i>										
9		Ratify Appointment of Monica de Virgiliis as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR the elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, 7, 8 and 9).</i>										
		<i>Blended Rationale: Votes FOR the elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, 7, 8 and 9).</i>										
10		Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concern.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concern.</i>										

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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
<p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>												
12		Approve Compensation of Francois Jackow, CEO from June 1, 2022 to December 31, 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>												
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
<p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>												
14		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>												
15		Approve Remuneration Policy of CEO	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>												
16		Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>												
17		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>												
		Extraordinary Business	Mgmt	No								
18		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR Items 19 and 20 are warranted as: * The proposed volumes respect the recommended guidelines for issuances with preemptive rights; * The possibility of use during a takeover period is excluded.</i></p> <p><i>Blended Rationale: Votes FOR Items 19 and 20 are warranted as: * The proposed volumes respect the recommended guidelines for issuances with preemptive rights; * The possibility of use during a takeover period is excluded.</i></p>												

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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
<p><i>Voting Policy Rationale: Votes FOR Items 19 and 20 are warranted as: * The proposed volumes respect the recommended guidelines for issuances with preemptive rights; * The possibility of use during a takeover period is excluded.</i></p> <p><i>Blended Rationale: Votes FOR Items 19 and 20 are warranted as: * The proposed volumes respect the recommended guidelines for issuances with preemptive rights; * The possibility of use during a takeover period is excluded.</i></p>												
21		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these employee stock purchase plans are warranted as their proposed volume respect the 10-percent recommended guidelines.</i></p> <p><i>Blended Rationale: Votes FOR these employee stock purchase plans are warranted as their proposed volume respect the 10-percent recommended guidelines.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR these employee stock purchase plans are warranted as their proposed volume respect the 10-percent recommended guidelines.</i></p> <p><i>Blended Rationale: Votes FOR these employee stock purchase plans are warranted as their proposed volume respect the 10-percent recommended guidelines.</i></p>												
		Ordinary Business	Mgmt	No								
23		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this routine item is warranted.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/04/2023	Auto-Approved 04/04/2023	Issuer Confirmed	1,100	1,100
<b>Total Shares:</b>						<b>1,100</b>	<b>1,100</b>

## GSK Plc

<b>Meeting Date:</b> 05/03/2023	<b>Country:</b> United Kingdom	<b>Ticker:</b> GSK	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/28/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1727450	
<b>Primary Security ID:</b> G3910J179	<b>Primary CUSIP:</b> G3910J179	<b>Primary ISIN:</b> GB00BN7SWP63	<b>Primary SEDOL:</b> BN7SWP6
<b>Earliest Cutoff Date:</b> 04/27/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 26,197	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 26,197	<b>Shares Voted:</b> 26,197

Proposal Number	Significant Vote	Proposal Text	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

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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
		<i>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.</i>										
		<i>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.</i>										
2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the remuneration report is warranted although it is not without concern because: * Although there was a high level of dissent on last year's remuneration policy, no changes to remuneration have been affected in response. * Several of the targets governing the LTIP metrics are disclosed only retrospectively. However, support is warranted because: * The Company has engaged extensively with shareholders on the 2022 policy; * It is accepted that some of the LTIP targets are sensitive, and that the metrics are central to the Company's strategic goals; and * Outcomes are firmly rooted in the Company's strategy, as announced in 2021, and are grounded in the strategic priorities of sales and operating profit growth.</i>										
		<i>Blended Rationale: A vote FOR the remuneration report is warranted although it is not without concern because: * Although there was a high level of dissent on last year's remuneration policy, no changes to remuneration have been affected in response. * Several of the targets governing the LTIP metrics are disclosed only retrospectively. However, support is warranted because: * The Company has engaged extensively with shareholders on the 2022 policy; * It is accepted that some of the LTIP targets are sensitive, and that the metrics are central to the Company's strategic goals; and * Outcomes are firmly rooted in the Company's strategy, as announced in 2021, and are grounded in the strategic priorities of sales and operating profit growth.</i>										
3		Elect Julie Brown as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
4		Elect Vishal Sikka as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
5		Elect Elizabeth McKee Anderson as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
6		Re-elect Sir Jonathan Symonds as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
7		Re-elect Dame Emma Walmsley as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
8		Re-elect Charles Bancroft as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
9		Re-elect Hal Barron as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										

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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		Re-elect Anne Beal as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
11		Re-elect Harry Dietz as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
12		Re-elect Jesse Goodman as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
13		Re-elect Urs Rohner as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR the nominees is warranted as no significant concerns have been identified.</i>										
14		Reappoint Deloitte LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i>										
15		Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i>										
		<i>Blended Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i>										
16		Approve Amendments to the Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: TA vote FOR this Item is warranted. The proposed changes are administrative in nature and no concerns are raised.</i>										
		<i>Blended Rationale: TA vote FOR this Item is warranted. The proposed changes are administrative in nature and no concerns are raised.</i>										
17		Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i>										
		<i>Blended Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i>										
18		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>										
		<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>										
19		Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>										
		<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>										

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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
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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
21		Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p>												
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
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as it has been clearly explained by the Company and no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted as it has been clearly explained by the Company and no significant concerns have been identified.</i></p>												
23		Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p>												

**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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/13/2023	Auto-Approved 04/13/2023		26,197	26,197
<b>Total Shares:</b>						<b>26,197</b>	<b>26,197</b>

**PepsiCo, Inc.**

<b>Meeting Date:</b> 05/03/2023	<b>Country:</b> USA	<b>Ticker:</b> PEP	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/01/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1731975	
<b>Primary Security ID:</b> 713448108	<b>Primary CUSIP:</b> 713448108	<b>Primary ISIN:</b> US7134481081	<b>Primary SEDOL:</b> 2681511
<b>Earliest Cutoff Date:</b> 05/02/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 992	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 992	<b>Shares Voted:</b> 992

  

Proposal Number	Significant Vote	Proposal Text	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 Segun Agbaje	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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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
1b		Elect Director Jennifer Bailey	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Cesar Conde	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Ian Cook	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Edith W. Cooper	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Susan M. Diamond	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Dina Dublon	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Michelle Gass	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Ramon L. Laguarta	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Dave J. Lewis	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director David C. Page	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Robert C. Pohlad	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1m		Elect Director Daniel Vasella	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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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
1n		Elect Director Darren Walker	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1o		Elect Director Alberto Weisser	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review, though shareholders would benefit from improved disclosure surrounding the annual incentive.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review, though shareholders would benefit from improved disclosure surrounding the annual incentive.</i>										
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		<i>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.</i>										
		<i>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.</i>										
5		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>										
6		Issue Transparency Report on Global Public Policy and Political Influence	SH	Yes	Against	Against		For	For	Yes	No	Yes
		<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as increased global transparency and disclosure around its memberships in political organizations and lobbying expenditures, as well as the company's its management- and board-level oversight of spending would help shareholders evaluate the company's management of related risks and benefits.</i>										
		<i>Blended Rationale: A vote FOR this resolution is warranted, as increased global transparency and disclosure around its memberships in political organizations and lobbying expenditures, as well as the company's its management- and board-level oversight of spending would help shareholders evaluate the company's management of related risks and benefits.</i>										
7		Report on Impacts of Restrictive Reproductive Healthcare Legislation	SH	Yes	Against	Against		For	For	Yes	No	Yes
		<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.</i>										
		<i>Blended Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.</i>										
8		Publish Annual Congruency Report on Net-Zero Emissions Policy	SH	Yes	Against	Against		Against	Against	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted at this time because the company publishes its GHG emissions targets, and its emissions generated from employee travel. This information allows shareholders to assess the company's congruence between its publicly stated goals, and its policies and expenditures on employee travel.</i>										
		<i>Blended Rationale: A vote AGAINST this proposal is warranted at this time because the company publishes its GHG emissions targets, and its emissions generated from employee travel. This information allows shareholders to assess the company's congruence between its publicly stated goals, and its policies and expenditures on employee travel.</i>										

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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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/19/2023	Auto-Approved 04/19/2023		992	992
<b>Total Shares:</b>						<b>992</b>	<b>992</b>

Allianz SE

<b>Meeting Date:</b> 05/04/2023	<b>Country:</b> Germany	<b>Ticker:</b> ALV	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/27/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1692351	
<b>Primary Security ID:</b> D03080112	<b>Primary CUSIP:</b> D03080112	<b>Primary ISIN:</b> DE0008404005	<b>Primary SEDOL:</b> 5231485
<b>Earliest Cutoff Date:</b> 04/24/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 1,428	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,428	<b>Shares Voted:</b> 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								
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>												
2		Approve Allocation of Income and Dividends of EUR 11.40 per Share	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted.</i></p>												
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
<p><i>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 Terzaroli (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.</i></p> <p><i>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 Terzaroli (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.</i></p>												

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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
3.2		Approve Discharge of Management Board Member Sergio Balbinot for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
3.3		Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

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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
<p><i>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.</i></p> <p><i>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.</i></p>												
3.5		Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

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3.6		Approve Discharge of Management Board Member Ivan de la Sota for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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 Terzarior (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.</i></p> <p><i>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 Terzarior (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.</i></p>												
3.7		Approve Discharge of Management Board Member Giulio Terzarior for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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 Terzarior (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.</i></p> <p><i>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 Terzarior (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.</i></p>												

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3.8		Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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 Terzaroli (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.</i></p> <p><i>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 Terzaroli (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.</i></p>												
3.9		Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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 Terzaroli (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.</i></p> <p><i>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 Terzaroli (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.</i></p>												

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3.10		Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
3.11		Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

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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
4.1		Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
4.2		Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

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4.3		Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
4.4		Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

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4.5		Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
4.6		Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

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4.7		Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
4.8		Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

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4.9		Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
4.10		Approve Discharge of Supervisory Board Member Godfrey Hayward for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

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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
<p><i>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.</i></p> <p><i>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.</i></p>												
4.12		Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

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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
<p><i>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 Terzaroli (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.</i></p> <p><i>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 Terzaroli (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.</i></p>												
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
<p><i>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 Terzaroli (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.</i></p> <p><i>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 Terzaroli (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.</i></p>												
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
<p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>												

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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		Approve Remuneration Report	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with, and even exceed in many respects, best practice standards in Germany, and pay for performance appear reasonably aligned at this time. Nevertheless, the company's high level of pension contributions to members of the management board remain of concern.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with, and even exceed in many respects, best practice standards in Germany, and pay for performance appear reasonably aligned at this time. Nevertheless, the company's high level of pension contributions to members of the management board remain of concern.</i></p>												
7		Approve Remuneration of Supervisory Board	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the proposed change in the remuneration schedule for supervisory board members is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the proposed change in the remuneration schedule for supervisory board members is warranted.</i></p>												
8		Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because: * The authorization is limited to a period of two years and shareholders' participation rights would be protected (in line with German law). However, this proposal is not without concern: * The company does not elaborate on the circumstances under which in-person meetings would be held; rather, decisions will be made on a case-by-case basis.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because: * The authorization is limited to a period of two years and shareholders' participation rights would be protected (in line with German law). However, this proposal is not without concern: * The company does not elaborate on the circumstances under which in-person meetings would be held; rather, decisions will be made on a case-by-case basis.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR the proposed amendments are warranted because they are non-contentious in nature.</i></p> <p><i>Blended Rationale: Votes FOR the proposed amendments are warranted because they are non-contentious in nature.</i></p>												
10		Amend Article Re: Location of Annual Meeting	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed amendments are warranted because they are non-contentious in nature.</i></p> <p><i>Blended Rationale: Votes FOR the proposed amendments are warranted because they are non-contentious in nature.</i></p>												

## 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 Dynamic, unassigned	283964.001	AutoApproved	Auto-Instructed	Auto-Approved		1,428	0
			03/17/2023	03/25/2023			
<b>Total Shares:</b>						<b>1,428</b>	<b>0</b>

## Fortis Inc.

<b>Meeting Date:</b> 05/04/2023	<b>Country:</b> Canada	<b>Ticker:</b> FTS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/17/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1716068	
<b>Primary Security ID:</b> 349553107	<b>Primary CUSIP:</b> 349553107	<b>Primary ISIN:</b> CA3495531079	<b>Primary SEDOL:</b> 2347200

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**Earliest Cutoff Date:** 05/01/2023

**Total Ballots:** 1

**Voting Policy:** Sustainability

**Additional Policy:**

**Votable Shares:** 1,300

**\*Shares on Loan:** 0

**Shares Instructed:** 1,300

**Shares Voted:** 1,300

Proposal Number	Significant Vote	Proposal Text	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 Tracey C. Ball	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.2		Elect Director Pierre J. Blouin	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.3		Elect Director Lawrence T. Borgard	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.4		Elect Director Maura J. Clark	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.5		Elect Director Lisa Crutchfield	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.6		Elect Director Margarita K. Dilley	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.7		Elect Director Julie A. Dobson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.8		Elect Director Lisa L. Durocher	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.9		Elect Director David G. Hutchens	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.10		Elect Director Gianna M. Manes	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.11		Elect Director Donald R. Marchand	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										

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## 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
1.12		Elect Director Jo Mark Zurel	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
2		Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (1 percent) were reasonable relative to total fees paid to the auditor.</i></p> <p><i>Blended Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (1 percent) were reasonable relative to total fees paid to the auditor.</i></p>												
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i></p> <p><i>Blended Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		1,300	1,300
			04/14/2023	04/14/2023			
<b>Total Shares:</b>						<b>1,300</b>	<b>1,300</b>

## Hang Seng Bank Limited

<b>Meeting Date:</b> 05/04/2023	<b>Country:</b> Hong Kong	<b>Ticker:</b> 11	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/27/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1732814	
<b>Primary Security ID:</b> Y30327103	<b>Primary CUSIP:</b> Y30327103	<b>Primary ISIN:</b> HK0011000095	<b>Primary SEDOL:</b> 6408374
<b>Earliest Cutoff Date:</b> 04/26/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 6,000	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 6,000	<b>Shares Voted:</b> 6,000

  

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		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i></p> <p><i>Blended Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i></p>												
2a		Elect Kathleen C H Gan as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the election of all nominees is warranted.</i></p>												
2b		Elect Patricia S W Lam as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the election of all nominees is warranted.</i></p>												

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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
2c		Elect Huey Ru Lin Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the election of all nominees is warranted.</i></p>												
2d		Elect Kenneth S Y Ng as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the election of all nominees is warranted.</i></p>												
2e		Elect Say Pin Saw as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the election of all nominees is warranted.</i></p>												
3		Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i></p>												
4		Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.</i></p>												
5		Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The share issuance limit is greater than 10 percent of the relevant class of shares for issuance for non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted for the following: * The share issuance limit is greater than 10 percent of the relevant class of shares for issuance for non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i></p>												
6		Adopt New Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted given the proposed amendments would provide additional means for shareholders to participate in general meetings and are in line with the relevant rules and regulations that govern the company.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted given the proposed amendments would provide additional means for shareholders to participate in general meetings and are in line with the relevant rules and regulations that govern the company.</i></p>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		6,000	6,000
			04/22/2023	04/22/2023			
<b>Total Shares:</b>						<b>6,000</b>	<b>6,000</b>

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<b>Meeting Date:</b> 05/04/2023	<b>Country:</b> Belgium	<b>Ticker:</b> KBC	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/20/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1743317	
<b>Primary Security ID:</b> B5337G162	<b>Primary CUSIP:</b> B5337G162	<b>Primary ISIN:</b> BE0003565737	<b>Primary SEDOL:</b> 4497749
<b>Earliest Cutoff Date:</b> 04/26/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 7,351	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 7,351	<b>Shares Voted:</b> 7,351

Proposal Number	Significant Vote	Proposal Text	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		Annual Meeting Agenda	Mgmt	No								
		Receive Directors' Reports (Non-Voting)	Mgmt	No								
		<i>Voting Policy Rationale: No vote is required.</i>										
		<i>Blended Rationale: No vote is required.</i>										
2		Receive Auditors' Reports (Non-Voting)	Mgmt	No								
		<i>Voting Policy Rationale: No vote is required.</i>										
		<i>Blended Rationale: No vote is required.</i>										
3		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										
4		Approve Financial Statements, Allocation of Income, and Dividends of EUR 4 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted in the absence of a reverse auditor opinion or any compelling controversies concerning with the company's audit procedures or its auditors. The allocation of income seems appropriate and not excessive given the company's financial position.</i>										
		<i>Blended Rationale: A vote FOR is warranted in the absence of a reverse auditor opinion or any compelling controversies concerning with the company's audit procedures or its auditors. The allocation of income seems appropriate and not excessive given the company's financial position.</i>										
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A qualified vote FOR is warranted, because: * The overall level of disclosure on both the plan is sufficient considering market practice and enables shareholders to assess the stringency of the policy; * Despite the absence of a long-term incentive plan, at least 40 percent of the variable remuneration is deferred and paid out in phantom stock. This is not without noting the absence of specific disclosure on the company and individual variable emolument with respect to target and achievement levels (ex-post basis) for the STI award</i>										
		<i>Blended Rationale: A qualified vote FOR is warranted, because: * The overall level of disclosure on both the plan is sufficient considering market practice and enables shareholders to assess the stringency of the policy; * Despite the absence of a long-term incentive plan, at least 40 percent of the variable remuneration is deferred and paid out in phantom stock. This is not without noting the absence of specific disclosure on the company and individual variable emolument with respect to target and achievement levels (ex-post basis) for the STI award</i>										
6		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>										

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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		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>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.</i>										
8		Approve Auditors' Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>										
		<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>										
9.1		Reelect Koenraad Debackere as Independent Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		<i>Voting Policy Rationale: A votes AGAINST incumbent Nominating Committee Chair Koenraad Debackere is warranted for lack of diversity on the board. A vote AGAINST the elections of Alain Bostoën, Marc De Ceuster, Franky Depickere, Frank Donck and Raf Sels is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST Marc De Ceuster is also warranted because he is chairman of the audit committee as a non-independent director. A vote AGAINST Frank Donck is also warranted because he is considered overboarded.</i>										
		<i>Blended Rationale: A votes AGAINST incumbent Nominating Committee Chair Koenraad Debackere is warranted for lack of diversity on the board. A vote AGAINST the elections of Alain Bostoën, Marc De Ceuster, Franky Depickere, Frank Donck and Raf Sels is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST Marc De Ceuster is also warranted because he is chairman of the audit committee as a non-independent director. A vote AGAINST Frank Donck is also warranted because he is considered overboarded.</i>										
9.2		Reelect Alain Bostoën as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<i>Voting Policy Rationale: A votes AGAINST incumbent Nominating Committee Chair Koenraad Debackere is warranted for lack of diversity on the board. A vote AGAINST the elections of Alain Bostoën, Marc De Ceuster, Franky Depickere, Frank Donck and Raf Sels is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST Marc De Ceuster is also warranted because he is chairman of the audit committee as a non-independent director. A vote AGAINST Frank Donck is also warranted because he is considered overboarded.</i>										
		<i>Blended Rationale: A votes AGAINST incumbent Nominating Committee Chair Koenraad Debackere is warranted for lack of diversity on the board. A vote AGAINST the elections of Alain Bostoën, Marc De Ceuster, Franky Depickere, Frank Donck and Raf Sels is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST Marc De Ceuster is also warranted because he is chairman of the audit committee as a non-independent director. A vote AGAINST Frank Donck is also warranted because he is considered overboarded.</i>										
9.3		Reelect Franky Depickere as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<i>Voting Policy Rationale: A votes AGAINST incumbent Nominating Committee Chair Koenraad Debackere is warranted for lack of diversity on the board. A vote AGAINST the elections of Alain Bostoën, Marc De Ceuster, Franky Depickere, Frank Donck and Raf Sels is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST Marc De Ceuster is also warranted because he is chairman of the audit committee as a non-independent director. A vote AGAINST Frank Donck is also warranted because he is considered overboarded.</i>										
		<i>Blended Rationale: A votes AGAINST incumbent Nominating Committee Chair Koenraad Debackere is warranted for lack of diversity on the board. A vote AGAINST the elections of Alain Bostoën, Marc De Ceuster, Franky Depickere, Frank Donck and Raf Sels is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST Marc De Ceuster is also warranted because he is chairman of the audit committee as a non-independent director. A vote AGAINST Frank Donck is also warranted because he is considered overboarded.</i>										
9.4		Reelect Frank Donck as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<i>Voting Policy Rationale: A votes AGAINST incumbent Nominating Committee Chair Koenraad Debackere is warranted for lack of diversity on the board. A vote AGAINST the elections of Alain Bostoën, Marc De Ceuster, Franky Depickere, Frank Donck and Raf Sels is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST Marc De Ceuster is also warranted because he is chairman of the audit committee as a non-independent director. A vote AGAINST Frank Donck is also warranted because he is considered overboarded.</i>										
		<i>Blended Rationale: A votes AGAINST incumbent Nominating Committee Chair Koenraad Debackere is warranted for lack of diversity on the board. A vote AGAINST the elections of Alain Bostoën, Marc De Ceuster, Franky Depickere, Frank Donck and Raf Sels is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST Marc De Ceuster is also warranted because he is chairman of the audit committee as a non-independent director. A vote AGAINST Frank Donck is also warranted because he is considered overboarded.</i>										

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## KBC Group SA/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
9.5		Elect Marc De Ceuster as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A votes AGAINST incumbent Nominating Committee Chair Koenraad Debackere is warranted for lack of diversity on the board. A vote AGAINST the elections of Alain Bostoën, Marc De Ceuster, Franky Depickere, Frank Donck and Raf Sels is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST Marc De Ceuster is also warranted because he is chairman of the audit committee as a non-independent director. A vote AGAINST Frank Donck is also warranted because he is considered overboarded.</i></p> <p><i>Blended Rationale: A votes AGAINST incumbent Nominating Committee Chair Koenraad Debackere is warranted for lack of diversity on the board. A vote AGAINST the elections of Alain Bostoën, Marc De Ceuster, Franky Depickere, Frank Donck and Raf Sels is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST Marc De Ceuster is also warranted because he is chairman of the audit committee as a non-independent director. A vote AGAINST Frank Donck is also warranted because he is considered overboarded.</i></p>												
9.6		Elect Raf Sels as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A votes AGAINST incumbent Nominating Committee Chair Koenraad Debackere is warranted for lack of diversity on the board. A vote AGAINST the elections of Alain Bostoën, Marc De Ceuster, Franky Depickere, Frank Donck and Raf Sels is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST Marc De Ceuster is also warranted because he is chairman of the audit committee as a non-independent director. A vote AGAINST Frank Donck is also warranted because he is considered overboarded.</i></p> <p><i>Blended Rationale: A votes AGAINST incumbent Nominating Committee Chair Koenraad Debackere is warranted for lack of diversity on the board. A vote AGAINST the elections of Alain Bostoën, Marc De Ceuster, Franky Depickere, Frank Donck and Raf Sels is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST Marc De Ceuster is also warranted because he is chairman of the audit committee as a non-independent director. A vote AGAINST Frank Donck is also warranted because he is considered overboarded.</i></p>												
10		Transact Other Business	Mgmt	No								
<p><i>Voting Policy Rationale: This is a routine non-voting item.</i></p> <p><i>Blended Rationale: This is a routine non-voting item.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/14/2023	Auto-Approved 04/14/2023		7,351	7,351
<b>Total Shares:</b>						<b>7,351</b>	<b>7,351</b>

## KBC Group SA/NV

<b>Meeting Date:</b> 05/04/2023	<b>Country:</b> Belgium	<b>Ticker:</b> KBC	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/20/2023	<b>Meeting Type:</b> Extraordinary Shareholders	<b>Meeting ID:</b> 1743319	
<b>Primary Security ID:</b> B5337G162	<b>Primary CUSIP:</b> B5337G162	<b>Primary ISIN:</b> BE0003565737	<b>Primary SEDOL:</b> 4497749
<b>Earliest Cutoff Date:</b> 04/26/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 7,351	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 7,351	<b>Shares Voted:</b> 7,351

Proposal Number	Significant Vote	Proposal Text	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								

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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		Receive Special Board Report Re: Article 7:199 of the Belgian Companies and Associations Code	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										
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
		<i>Voting Policy Rationale: The proposed authorization allows for an increase of up to 47.93 percent of the current issued capital, including 10 percent without preemptive rights of existing shareholders and 37.93 percent with preemptive rights, which is in line with our policy guidelines, which recommend allowing a company to increase capital up to a maximum of 10 percent when shares are issued without preemptive rights. Therefore, a vote FOR is warranted since it is in line with Sustainability Advisory Services policy guidelines.</i>										
		<i>Blended Rationale: The proposed authorization allows for an increase of up to 47.93 percent of the current issued capital, including 10 percent without preemptive rights of existing shareholders and 37.93 percent with preemptive rights, which is in line with our policy guidelines, which recommend allowing a company to increase capital up to a maximum of 10 percent when shares are issued without preemptive rights. Therefore, a vote FOR is warranted since it is in line with Sustainability Advisory Services policy guidelines.</i>										
2.2		Approve Issuance of Shares with Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: The proposed authorization allows for an increase of up to 47.93 percent of the current issued capital, including 10 percent without preemptive rights of existing shareholders and 37.93 percent with preemptive rights, which is in line with our policy guidelines, which recommend allowing a company to increase capital up to a maximum of 10 percent when shares are issued without preemptive rights. Therefore, a vote FOR is warranted since it is in line with Sustainability Advisory Services policy guidelines.</i>										
		<i>Blended Rationale: The proposed authorization allows for an increase of up to 47.93 percent of the current issued capital, including 10 percent without preemptive rights of existing shareholders and 37.93 percent with preemptive rights, which is in line with our policy guidelines, which recommend allowing a company to increase capital up to a maximum of 10 percent when shares are issued without preemptive rights. Therefore, a vote FOR is warranted since it is in line with Sustainability Advisory Services policy guidelines.</i>										
3		Amend Article 7 Re: Insert Transitional Provision	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR items 3 to 8 is warranted as the proposed changes are not controversial and generally update the articles. These amendments are neutral in terms of shareholders rights.</i>										
		<i>Blended Rationale: A vote FOR items 3 to 8 is warranted as the proposed changes are not controversial and generally update the articles. These amendments are neutral in terms of shareholders rights.</i>										
4		Amend Article 8 Re: Allocation of Share Premiums	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR items 3 to 8 is warranted as the proposed changes are not controversial and generally update the articles. These amendments are neutral in terms of shareholders rights.</i>										
		<i>Blended Rationale: A vote FOR items 3 to 8 is warranted as the proposed changes are not controversial and generally update the articles. These amendments are neutral in terms of shareholders rights.</i>										
5		Authorize Cancellation of Treasury Shares	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR items 3 to 8 is warranted as the proposed changes are not controversial and generally update the articles. These amendments are neutral in terms of shareholders rights.</i>										
		<i>Blended Rationale: A vote FOR items 3 to 8 is warranted as the proposed changes are not controversial and generally update the articles. These amendments are neutral in terms of shareholders rights.</i>										

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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		Amend Article 17 Re: Signing of Reports Recording the Decisions of the Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR items 3 to 8 is warranted as the proposed changes are not controversial and generally update the articles. These amendments are neutral in terms of shareholders rights.</i></p> <p><i>Blended Rationale: A vote FOR items 3 to 8 is warranted as the proposed changes are not controversial and generally update the articles. These amendments are neutral in terms of shareholders rights.</i></p>												
7		Amend Article 20 Re: Powers of the Executive Committee	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR items 3 to 8 is warranted as the proposed changes are not controversial and generally update the articles. These amendments are neutral in terms of shareholders rights.</i></p> <p><i>Blended Rationale: A vote FOR items 3 to 8 is warranted as the proposed changes are not controversial and generally update the articles. These amendments are neutral in terms of shareholders rights.</i></p>												
8		Amend Article 23 Re: Deletion of Transitional Provision	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR items 3 to 8 is warranted as the proposed changes are not controversial and generally update the articles. These amendments are neutral in terms of shareholders rights.</i></p> <p><i>Blended Rationale: A vote FOR items 3 to 8 is warranted as the proposed changes are not controversial and generally update the articles. These amendments are neutral in terms of shareholders rights.</i></p>												
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
<p><i>Voting Policy Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize the board to make amendments to the articles of association.</i></p> <p><i>Blended Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize the board to make amendments to the articles of association.</i></p>												
10		Authorize Implementation of Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
11		Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

**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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/14/2023	Auto-Approved 04/14/2023		7,351	7,351
<b>Total Shares:</b>						<b>7,351</b>	<b>7,351</b>

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<b>Meeting Date:</b> 05/04/2023	<b>Country:</b> France	<b>Ticker:</b> SU	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 05/02/2023	<b>Meeting Type:</b> Annual/Special	<b>Meeting ID:</b> 1734294	
<b>Primary Security ID:</b> F86921107	<b>Primary CUSIP:</b> F86921107	<b>Primary ISIN:</b> FR0000121972	<b>Primary SEDOL:</b> 4834108
<b>Earliest Cutoff Date:</b> 05/01/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 3,659	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,659	<b>Shares Voted:</b> 3,659

Proposal Number	Significant Vote	Proposal Text	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		Ordinary Business	Mgmt	No								
		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>										
		<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>										
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>										
		<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>										
3		Approve Treatment of Losses and Dividends of EUR 3.15 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any specific concerns.</i>										
		<i>Blended Rationale: A vote FOR is warranted in the absence of any specific concerns.</i>										
4		Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any specific concerns.</i>										
		<i>Blended Rationale: A vote FOR is warranted in the absence of any specific concerns.</i>										
5		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>										
		<i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>										
6		Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<i>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.</i>										
		<i>Blended 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.</i>										
7		Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>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.</i>										

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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		Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted, although the following concerns are raised: * The stringency of some of the LTIP criteria raises concerns. * Post mandate vesting is possible without prorata. * Compensation among some LTIP criteria is possible.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted, although the following concerns are raised: * The stringency of some of the LTIP criteria raises concerns. * Post mandate vesting is possible without prorata. * Compensation among some LTIP criteria is possible.</i></p>												
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
<p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted, although the following concerns are raised: * The rationale for the proposed positioning is based on reinforced mission of the Chairman while several of the missions identified as such seems already attributed to the board and its committees. * The company does not provide any timeframe for the attributions of reinforced missions and there is no indication of the impact of their cessation on the positioning of the Chairman remuneration. * The benchmark used to justify the positioning of the proposed remuneration of the chairman is not detailed enough to ensure its relevance.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted, although the following concerns are raised: * The rationale for the proposed positioning is based on reinforced mission of the Chairman while several of the missions identified as such seems already attributed to the board and its committees. * The company does not provide any timeframe for the attributions of reinforced missions and there is no indication of the impact of their cessation on the positioning of the Chairman remuneration. * The benchmark used to justify the positioning of the proposed remuneration of the chairman is not detailed enough to ensure its relevance.</i></p>												
10		Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p> <p><i>Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p>												
11		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p> <p><i>Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p>												
12		Reelect Leo Apotheker as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 16). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 68.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 84.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).</i></p> <p><i>Blended Rationale: * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 16). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 68.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 84.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).</i></p>												
13		Reelect Gregory Spierkel as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 16). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 68.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 84.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).</i></p> <p><i>Blended Rationale: * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 16). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 68.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 84.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).</i></p>												

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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
14		Reelect Lip-Bu Tan as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 16). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 68.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 84.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).</i></p> <p><i>Blended Rationale: * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 16). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 68.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 84.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).</i></p>												
15		Elect Abhay Parasnis as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 16). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 68.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 84.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).</i></p> <p><i>Blended Rationale: * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 16). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 68.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 84.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).</i></p>												
16		Elect Giulia Chierchia as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 16). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 68.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 84.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).</i></p> <p><i>Blended Rationale: * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 16). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 68.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 84.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).</i></p>												
17		Approve Company's Climate Transition Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted as the company has set targets by 2030 and 2050 to achieve Net-Zero on a 1.5C trajectory validated by SBTi with intermediary checkpoints and as the disclosure framework and content are in line with market practices. However, qualified support only is warranted as the company has not set up any proper GHG reduction targets (scope 1,2 and 3) by 2025.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the company has set targets by 2030 and 2050 to achieve Net-Zero on a 1.5C trajectory validated by SBTi with intermediary checkpoints and as the disclosure framework and content are in line with market practices. However, qualified support only is warranted as the company has not set up any proper GHG reduction targets (scope 1,2 and 3) by 2025.</i></p>												
18		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i></p> <p><i>Blended Rationale: Such share buyback programs merit a vote FOR.</i></p>												
		Extraordinary Business	Mgmt	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
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
<p><i>Voting Policy Rationale: Votes FOR these authorizations are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR these authorizations are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR these authorizations are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR these authorizations are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR these authorizations are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR these authorizations are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR these authorizations are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR these authorizations are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR these authorizations are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR these authorizations are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p>												
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
<p><i>Voting Policy Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i></p>												
25		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p> <p><i>Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p>												

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## Schneider Electric SE

Proposal Number	Significant Vote	Proposal Text	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
<i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>												
<i>Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>												
27		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i>												
<i>Blended Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i>												
		Ordinary Business	Mgmt	No								
28		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>												
<i>Blended Rationale: A vote FOR this routine item is warranted.</i>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/18/2023	Auto-Approved 04/18/2023		3,659	3,659
<b>Total Shares:</b>						<b>3,659</b>	<b>3,659</b>

## Aedifica SA

<b>Meeting Date:</b> 05/09/2023	<b>Country:</b> Belgium	<b>Ticker:</b> AED	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/25/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1711351	
<b>Primary Security ID:</b> B0130A108	<b>Primary CUSIP:</b> B0130A108	<b>Primary ISIN:</b> BE0003851681	<b>Primary SEDOL:</b> B1G5XP1
<b>Earliest Cutoff Date:</b> 05/02/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 820	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 820	<b>Shares Voted:</b> 820

Proposal Number	Significant Vote	Proposal Text	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		Annual Meeting Agenda	Mgmt	No								
		Receive Directors' Reports (Non-Voting)	Mgmt	No								
<i>Voting Policy Rationale: No vote is required.</i>												
<i>Blended Rationale: No vote is required.</i>												
2		Receive Auditors' Reports (Non-Voting)	Mgmt	No								
<i>Voting Policy Rationale: No vote is required.</i>												
<i>Blended Rationale: No vote is required.</i>												

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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		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										
4.1		Approve Financial Statements and Allocation of Income	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
		<i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
4.2		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
		<i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A qualified FOR is warranted because * No specific concerns with the company's pay practices; * The company provided adequate disclosure on the performance assessment. However, some level of concern raises for the absence of full retrospective disclosure on the STI targets. It would be highly preferable to obtain more detailed targets of the STI, so that investors can assess the stringency of the STI plan. Furthermore, we note the lack of responsiveness regarding the last year vote on remuneration report (16.3% of dissent).</i>										
		<i>Blended Rationale: A qualified FOR is warranted because * No specific concerns with the company's pay practices; * The company provided adequate disclosure on the performance assessment. However, some level of concern raises for the absence of full retrospective disclosure on the STI targets. It would be highly preferable to obtain more detailed targets of the STI, so that investors can assess the stringency of the STI plan. Furthermore, we note the lack of responsiveness regarding the last year vote on remuneration report (16.3% of dissent).</i>										
6.1		Approve Discharge of Serge Wibaut as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>Blended 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.</i>										
6.2		Approve Discharge of Stefaan Gielens as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>Blended 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.</i>										
6.3		Approve Discharge of Ingrid Daerden as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>Blended 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.</i>										
6.4		Approve Discharge of Sven Bogaerts as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>Blended 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.</i>										

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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
6.5		Approve Discharge of Katrien Kesteloot as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
6.6		Approve Discharge of Elisabeth May-Roberti as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
6.7		Approve Discharge of Luc Plasman as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
6.8		Approve Discharge of Marleen Willekens as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
6.9		Approve Discharge of Charles-Antoine van Aelst as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
6.10		Approve Discharge of Pertti Huuskonen as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
6.11		Approve Discharge of Henrike Waldburg as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
6.12		Approve Discharge of Raoul Thomassen as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												

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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		Approve Discharge of EY as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
8.1a		Reelect Marleen Willekens as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>												
8.1b		Reelect Pertti Huuskonen as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>												
8.1c		Reelect Luc Plasman as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>												
8.1d		Reelect Sven Bogaerts as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>												
8.1e		Reelect Ingrid Daerden as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>												
8.1f		Reelect Charles-Antoine van Aelst as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>												

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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
8.2		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
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of concerns regarding the proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of concerns regarding the proposal.</i></p>												
9.1		Approve Change-of-Control Clause Re: Credit Agreement with Belfius Bank NV/SA	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												

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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
9.6		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
<p><i>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.</i></p> <p><i>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.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												
13		Transact Other Business	Mgmt	No								
<p><i>Voting Policy Rationale: This is a routine non-voting item.</i></p> <p><i>Blended Rationale: This is a routine non-voting item.</i></p>												

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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# Aedifica 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/14/2023	Auto-Approved 04/14/2023		820	820
<b>Total Shares:</b>						<b>820</b>	<b>820</b>

# Solvay SA

<b>Meeting Date:</b> 05/09/2023	<b>Country:</b> Belgium	<b>Ticker:</b> SOLB	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/25/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1710534	
<b>Primary Security ID:</b> B82095116	<b>Primary CUSIP:</b> B82095116	<b>Primary ISIN:</b> BE0003470755	<b>Primary SEDOL:</b> 4821100
<b>Earliest Cutoff Date:</b> 05/01/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 4,634	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 4,634	<b>Shares Voted:</b> 4,634

Proposal Number	Significant Vote	Proposal Text	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		Annual Meeting Agenda	Mgmt	No								
		Receive Directors' Reports (Non-Voting)	Mgmt	No								
		<i>Voting Policy Rationale: No vote is required.</i>										
		<i>Blended Rationale: No vote is required.</i>										
2		Receive Auditors' Reports (Non-Voting)	Mgmt	No								
		<i>Voting Policy Rationale: No vote is required.</i>										
		<i>Blended Rationale: No vote is required.</i>										
3		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										
4		Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.05 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * 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.</i>										
		<i>Blended Rationale: A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * 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.</i>										
5		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>										

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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		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>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.</i></p> <p><i>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.</i></p>										
7		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote FOR is warranted because the remuneration report is in line with market practice regarding content and practice. The company disclosure on the short-term incentive plan is transparent and provides insight into the performance assessment and how pay is aligned with performance of the company. In the absence of further quantum concerns, support is warranted. However, this is not without concern for the significant base salary increases of two executives without adequate explanation, and the decision to grant options in connection with the announced separation. However, the latter concern is more adequately addressed under a separate vote under Item 8.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the remuneration report is in line with market practice regarding content and practice. The company disclosure on the short-term incentive plan is transparent and provides insight into the performance assessment and how pay is aligned with performance of the company. In the absence of further quantum concerns, support is warranted. However, this is not without concern for the significant base salary increases of two executives without adequate explanation, and the decision to grant options in connection with the announced separation. However, the latter concern is more adequately addressed under a separate vote under Item 8.</i></p>										
8		Approve Stock Option Plan Grants	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST is warranted because * The proposed stock option grant is a discretionary transaction related award whereas the existing pay package already aims to attract, reward, and retain executives; * The fair value of grant for the CEO is EUR 2.6 million and is inflating overall pay; * Whereas the metric on separating Solvay is clear, the value creation metric is unclear and vague.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because * The proposed stock option grant is a discretionary transaction related award whereas the existing pay package already aims to attract, reward, and retain executives; * The fair value of grant for the CEO is EUR 2.6 million and is inflating overall pay; * Whereas the metric on separating Solvay is clear, the value creation metric is unclear and vague.</i></p>										
9a		Receive Information on End of Mandates of Marjan Oudeman, Rosemary Thorne, and Charles Casimir-Lambert as Directors	Mgmt	No								
		<p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>										
9b		Approve Decrease in Size of Board	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote FOR is warranted because the proposal is not considered contentious to shareholders' rights.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposal is not considered contentious to shareholders' rights.</i></p>										
9c		Reelect Marjan Oudeman as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>										
9d		Indicate Marjan Oudeman as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote FOR is warranted as the nominee appears truly independent.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the nominee appears truly independent.</i></p>										

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## 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
9e		Reelect Rosemary Thorne as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>												
9f		Indicate Rosemary Thorne as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted as the nominee appears truly independent.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the nominee appears truly independent.</i></p>												
10		Transact Other Business	Mgmt	No								
<p><i>Voting Policy Rationale: This is a routine non-voting item.</i></p> <p><i>Blended Rationale: This is a routine non-voting item.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		4,634	4,634
			04/21/2023	04/21/2023			
<b>Total Shares:</b>						<b>4,634</b>	<b>4,634</b>

## Cofinimmo SA

<b>Meeting Date:</b> 05/10/2023	<b>Country:</b> Belgium	<b>Ticker:</b> COFB	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/26/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1711355	
<b>Primary Security ID:</b> B25654136	<b>Primary CUSIP:</b> B25654136	<b>Primary ISIN:</b> BE0003593044	<b>Primary SEDOL:</b> 4177988
<b>Earliest Cutoff Date:</b> 05/02/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 755	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 755	<b>Shares Voted:</b> 755

Proposal Number	Significant Vote	Proposal Text	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		Annual Meeting Agenda	Mgmt	No								
		Receive Directors' Reports (Non-Voting)	Mgmt	No								
<p><i>Voting Policy Rationale: No vote is required.</i></p> <p><i>Blended Rationale: No vote is required.</i></p>												
2		Receive Auditors' Reports (Non-Voting)	Mgmt	No								
<p><i>Voting Policy Rationale: No vote is required.</i></p> <p><i>Blended Rationale: No vote is required.</i></p>												

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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		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>												
4		Approve Financial Statements, Allocation of Income, and Dividends of EUR 6.20 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> <p><i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p>												
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR is warranted because the remuneration report is broadly in line with market practice. However, this is not without concern considering the limited disclosure provided surrounding non-financial performance metrics related to personal objectives (25% weight) for the STI and LTI plan, which makes it harder for shareholders to assess the stringency of the provided achievement levels. The lack of clarity of the performance period under the LTIP also raises concerns. Moreover, the company failed to provide a rationale for the salary increase. Yet, there is no sign of excessiveness with the quantum of the annual remuneration paid to the executive members.</i></p> <p><i>Blended Rationale: A qualified vote FOR is warranted because the remuneration report is broadly in line with market practice. However, this is not without concern considering the limited disclosure provided surrounding non-financial performance metrics related to personal objectives (25% weight) for the STI and LTI plan, which makes it harder for shareholders to assess the stringency of the provided achievement levels. The lack of clarity of the performance period under the LTIP also raises concerns. Moreover, the company failed to provide a rationale for the salary increase. Yet, there is no sign of excessiveness with the quantum of the annual remuneration paid to the executive members.</i></p>												
6		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i></p>												
7		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
8.1		Reelect Benoit Graulich as Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominee Benoit Graulich is warranted for lack of diversity on the board. A vote FOR remaining nominee Jean Hilgers is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominee Benoit Graulich is warranted for lack of diversity on the board. A vote FOR remaining nominee Jean Hilgers is warranted at this time.</i></p>												
8.2		Indicate Benoit Graulich as Independent Board Member	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted as the nominee appears truly independent.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the nominee appears truly independent.</i></p>												
9.1		Elect Jean Hilgers as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominee Benoit Graulich is warranted for lack of diversity on the board. A vote FOR remaining nominee Jean Hilgers is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominee Benoit Graulich is warranted for lack of diversity on the board. A vote FOR remaining nominee Jean Hilgers is warranted at this time.</i></p>												

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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		Indicate Jean Hilgers as Independent Board Member	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted as the nominee appears truly independent.</i>										
		<i>Blended Rationale: A vote FOR is warranted as the nominee appears truly independent.</i>										
10.1		Ratify KPMG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>										
		<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>										
10.2		Approve Auditors' Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>										
		<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>										
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
		<i>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.</i>										
		<i>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.</i>										
12.1		Adopt Financial Statements of the Companies Absorbed by Merger by the Company	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: This proposal warrants a vote FOR because of the absence of concern with the company's audit procedures or its auditors.</i>										
		<i>Blended Rationale: This proposal warrants a vote FOR because of the absence of concern with the company's audit procedures or its auditors.</i>										
12.2		Approve Discharge of Directors of the Companies Absorbed by Merger by the Company	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>										
12.3		Approve Discharge of Auditors of the Companies Absorbed by Merger by the Company	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>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.</i>										
13		Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>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.</i>										

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# Cofinimmo 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
14		Transact Other Business	Mgmt	No								
<p><i>Voting Policy Rationale: This is a routine non-voting item.</i></p> <p><i>Blended Rationale: This is a routine non-voting item.</i></p>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		755	755
			04/20/2023	04/20/2023			
<b>Total Shares:</b>						<b>755</b>	<b>755</b>

# Cofinimmo SA

<b>Meeting Date:</b> 05/10/2023	<b>Country:</b> Belgium	<b>Ticker:</b> COFB	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/26/2023	<b>Meeting Type:</b> Extraordinary Shareholders	<b>Meeting ID:</b> 1740322	
<b>Primary Security ID:</b> B25654136	<b>Primary CUSIP:</b> B25654136	<b>Primary ISIN:</b> BE0003593044	<b>Primary SEDOL:</b> 4177988
<b>Earliest Cutoff Date:</b> 05/02/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 755	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 755	<b>Shares Voted:</b> 755

Proposal Number	Significant Vote	Proposal Text	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 Shareholders' Meeting Agenda	Mgmt	No								
1.1		Receive Special Board Report Re: Article 7:199 of the Companies and Associations Code	Mgmt	No								
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												

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# Cofinimmo 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
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
<p><i>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.</i></p> <p><i>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.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												
1.3		Amend Article 6.2 to Reflect Changes in Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
2		Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/20/2023	Auto-Approved 04/20/2023		755	755
<b>Total Shares:</b>						<b>755</b>	<b>755</b>

## Nutrien Ltd.

<b>Meeting Date:</b> 05/10/2023	<b>Country:</b> Canada	<b>Ticker:</b> NTR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/20/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1716194	
<b>Primary Security ID:</b> 67077M108	<b>Primary CUSIP:</b> 67077M108	<b>Primary ISIN:</b> CA67077M1086	<b>Primary SEDOL:</b> BDRJLNO
<b>Earliest Cutoff Date:</b> 05/05/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 1,972	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,972	<b>Shares Voted:</b> 1,972

Proposal Number	Significant Vote	Proposal Text	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
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.2		Elect Director Maura J. Clark	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.3		Elect Director Russell K. Girling	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.4		Elect Director Michael J. Hennigan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.5		Elect Director Miranda C. Hubbs	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.6		Elect Director Raj S. Kushwaha	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.7		Elect Director Alice D. Laberge	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.8		Elect Director Consuelo E. Madere	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												

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# 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
1.9		Elect Director Keith G. Martell	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.10		Elect Director Aaron W. Regent	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.11		Elect Director Ken A. Seitz	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.12		Elect Director Nelson L. C. Silva	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.</i>												
<i>Blended Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.</i>												
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i>												
<i>Blended Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/14/2023	Auto-Approved 04/14/2023		1,972	1,972
<b>Total Shares:</b>						<b>1,972</b>	<b>1,972</b>

# adidas AG

<b>Meeting Date:</b> 05/11/2023	<b>Country:</b> Germany	<b>Ticker:</b> ADS	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 05/04/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1700663	
<b>Primary Security ID:</b> D0066B185	<b>Primary CUSIP:</b> D0066B185	<b>Primary ISIN:</b> DE000A1EWWW0	<b>Primary SEDOL:</b> 4031976
<b>Earliest Cutoff Date:</b> 05/01/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 1,079	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,079	<b>Shares Voted:</b> 1,079

Proposal Number	Significant Vote	Proposal Text	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								

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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
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										
2		Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this resolution is warranted.</i>										
		<i>Blended Rationale: A vote FOR this resolution is warranted.</i>										
3		Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>										
		<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>										
4		Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>										
		<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>										
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the company's remuneration practices are in line with market practice and appear to provide a good pay-for-performance alignment. Nevertheless, we highlight the following for shareholder attention: * The high level of pension contributions granted to executives. * Former CEO Kasper Rorsted was granted severance/non-compete payments totaling nearly EUR 15 million, which may raise concerns from a quantum perspective. Nevertheless, we note that these payments do not exceed two years' total compensation and remain in line with the German Corporate Governance Code.</i>										
		<i>Blended Rationale: A vote FOR this resolution is warranted because the company's remuneration practices are in line with market practice and appear to provide a good pay-for-performance alignment. Nevertheless, we highlight the following for shareholder attention: * The high level of pension contributions granted to executives. * Former CEO Kasper Rorsted was granted severance/non-compete payments totaling nearly EUR 15 million, which may raise concerns from a quantum perspective. Nevertheless, we note that these payments do not exceed two years' total compensation and remain in line with the German Corporate Governance Code.</i>										
6		Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this resolution is warranted because: * The authorization is limited to a period of two years, the company is holding an in-person AGM this year, alternative meeting formats are not precluded, and shareholders' participation rights would be protected (in line with German law).</i>										
		<i>Blended Rationale: A vote FOR this resolution is warranted because: * The authorization is limited to a period of two years, the company is holding an in-person AGM this year, alternative meeting formats are not precluded, and shareholders' participation rights would be protected (in line with German law).</i>										
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
		<i>Voting Policy Rationale: A vote FOR the proposed amendment is warranted because it is non-contentious.</i>										
		<i>Blended Rationale: A vote FOR the proposed amendment is warranted because it is non-contentious.</i>										
8		Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the proposed share repurchase program is warranted.</i>										
		<i>Blended Rationale: A vote FOR the proposed share repurchase program is warranted.</i>										

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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		Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted.</i></p>												

**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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/21/2023	Auto-Approved 04/21/2023		1,079	1,079
<b>Total Shares:</b>						<b>1,079</b>	<b>1,079</b>

**Bayerische Motoren Werke AG**

<b>Meeting Date:</b> 05/11/2023	<b>Country:</b> Germany	<b>Ticker:</b> BMW	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/19/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1692359	
<b>Primary Security ID:</b> D12096109	<b>Primary CUSIP:</b> D12096109	<b>Primary ISIN:</b> DE0005190003	<b>Primary SEDOL:</b> 5756029
<b>Earliest Cutoff Date:</b> 05/01/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 3,762	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,762	<b>Shares Voted:</b> 3,762

Proposal Number	Significant Vote	Proposal Text	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								
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>												
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
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted.</i></p>												
3		Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.1		Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												

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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
4.2		Approve Discharge of Supervisory Board Member Manfred Schoch for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.3		Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.4		Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.5		Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.6		Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.7		Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.8		Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												

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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
4.9		Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.10		Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.11		Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.12		Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.13		Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.14		Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.15		Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												

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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
4.16		Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.17		Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.18		Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.19		Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.20		Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.21		Approve Discharge of Supervisory Board Member Thomas Wittig for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												
4.22		Approve Discharge of Supervisory Board Member Werner Zierer for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>												

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# Bayerische Motoren Werke 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		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the remuneration report is warranted because the company's remuneration practices and disclosures are in line with, and exceed in many respects, market practice.</i></p> <p><i>Blended Rationale: A vote FOR the remuneration report is warranted because the company's remuneration practices and disclosures are in line with, and exceed in many respects, market practice.</i></p>												
6		Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>												
7		Elect Kurt Bock to the Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Kurt Wilhelm Bock is warranted for lack of diversity on the board.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Kurt Wilhelm Bock is warranted for lack of diversity on the board.</i></p>												
8.1		Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the proposed article amendment is warranted because: * The authorization is limited to a period of two years and alternative meeting formats are not precluded, while shareholders' participation rights would be protected (in line with German law). However, this proposal is not without concern: * The company does not elaborate on the circumstances under which virtual-only meetings would be held; rather, decisions will be made on a case-by-case basis.</i></p> <p><i>Blended Rationale: A vote FOR the proposed article amendment is warranted because: * The authorization is limited to a period of two years and alternative meeting formats are not precluded, while shareholders' participation rights would be protected (in line with German law). However, this proposal is not without concern: * The company does not elaborate on the circumstances under which virtual-only meetings would be held; rather, decisions will be made on a case-by-case basis.</i></p>												
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
<p><i>Voting Policy Rationale: A vote FOR the proposed amendment is warranted because it will have a limited effect on the company's operations or on shareholder rights.</i></p> <p><i>Blended Rationale: A vote FOR the proposed amendment is warranted because it will have a limited effect on the company's operations or on shareholder rights.</i></p>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/20/2023	Auto-Approved 04/20/2023		3,762	3,762
<b>Total Shares:</b>						<b>3,762</b>	<b>3,762</b>

# Intact Financial Corporation

<b>Meeting Date:</b> 05/11/2023	<b>Country:</b> Canada	<b>Ticker:</b> IFC	<b>Proxy Level:</b> 4
<b>Record Date:</b> 03/15/2023	<b>Meeting Type:</b> Annual/Special	<b>Meeting ID:</b> 1715834	
<b>Primary Security ID:</b> 45823T106	<b>Primary CUSIP:</b> 45823T106	<b>Primary ISIN:</b> CA45823T1066	<b>Primary SEDOL:</b> B04YJV1

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

# Intact Financial Corporation

Earliest Cutoff Date: 05/08/2023

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 1,511

\*Shares on Loan: 0

Shares Instructed: 1,511

Shares Voted: 1,511

Proposal Number	Significant Vote	Proposal Text	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 Charles Brindamour	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.2		Elect Director Emmanuel Clarke	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.3		Elect Director Janet De Silva	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.4		Elect Director Michael Katchen	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.5		Elect Director Stephani Kingsmill	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.6		Elect Director Jane E. Kinney	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.7		Elect Director Robert G. Leary	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.8		Elect Director Sylvie Paquette	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.9		Elect Director Stuart J. Russell	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.10		Elect Director Indira V. Samarasekera	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.11		Elect Director Frederick Singer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										

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## Intact 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
1.12		Elect Director Carolyn A. Wilkins	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1.13		Elect Director William L. Young	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the ratification of Ernst &amp; Young LLP as auditor as non-audit fees (6 percent) were reasonable relative to total fees paid to the auditor.</i></p> <p><i>Blended Rationale: Vote FOR the ratification of Ernst &amp; Young LLP as auditor as non-audit fees (6 percent) were reasonable relative to total fees paid to the auditor.</i></p>												
3		Re-approve Shareholder Rights Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the shareholder rights plan because it is a "new generation" plan that is structured to protect the interests of shareholders in the event of a bid for their shares.</i></p> <p><i>Blended Rationale: Vote FOR the shareholder rights plan because it is a "new generation" plan that is structured to protect the interests of shareholders in the event of a bid for their shares.</i></p>												
4		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i></p> <p><i>Blended Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/21/2023	Auto-Approved 04/21/2023		1,511	1,511
<b>Total Shares:</b>						<b>1,511</b>	<b>1,511</b>

## Intel Corporation

<b>Meeting Date:</b> 05/11/2023	<b>Country:</b> USA	<b>Ticker:</b> INTC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/17/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1737630	
<b>Primary Security ID:</b> 458140100	<b>Primary CUSIP:</b> 458140100	<b>Primary ISIN:</b> US4581401001	<b>Primary SEDOL:</b> 2463247
<b>Earliest Cutoff Date:</b> 05/10/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 7,180	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 7,180	<b>Shares Voted:</b> 7,180

Proposal Number	Significant Vote	Proposal Text	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
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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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
1b		Elect Director James J. Goetz	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Andrea J. Goldsmith	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Alyssa H. Henry	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Omar Ishrak	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Tsu-Jae King Liu	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Barbara G. Novick	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Gregory D. Smith	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Lip-Bu Tan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Dion J. Weisler	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Frank D. Yeary	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

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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		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the proposal is warranted. Following last year's failed say-on-pay vote result, the compensation committee demonstrated adequate responsiveness to shareholders' concerns, by disclosing engagement efforts, transparent shareholder concerns, and making positive pay program changes in response to these concerns. Additionally, the annual bonus was largely based on pre-set and clearly disclosed performance criteria, with a below-target payout which largely aligns with recent company performance. In addition, the CEO's annual LTI grant is predominately performance-conditioned, and a prior LTI award did not vest when goals were unmet. While a concern is noted regarding the short performance period of weighted metrics in the LTI program, the grant utilizes two multi-year performance modifiers, and the company is committed to using multi-year performance periods in a future grant. The positive pay program changes in response to shareholder concerns mitigate pay-for-performance concerns for the year in review.</i></p> <p><i>Blended Rationale: A vote FOR the proposal is warranted. Following last year's failed say-on-pay vote result, the compensation committee demonstrated adequate responsiveness to shareholders' concerns, by disclosing engagement efforts, transparent shareholder concerns, and making positive pay program changes in response to these concerns. Additionally, the annual bonus was largely based on pre-set and clearly disclosed performance criteria, with a below-target payout which largely aligns with recent company performance. In addition, the CEO's annual LTI grant is predominately performance-conditioned, and a prior LTI award did not vest when goals were unmet. While a concern is noted regarding the short performance period of weighted metrics in the LTI program, the grant utilizes two multi-year performance modifiers, and the company is committed to using multi-year performance periods in a future grant. The positive pay program changes in response to shareholder concerns mitigate pay-for-performance concerns for the year in review.</i></p>												
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): * The plan cost is excessive * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) * The plan allows broad discretion to accelerate vesting</i></p> <p><i>Blended Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): * The plan cost is excessive * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) * The plan allows broad discretion to accelerate vesting</i></p>												
5		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
6		Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.</i></p>												
7		Publish Third Party Review of Intel's China Business ESG Congruence	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>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 other high risk markets and it has policies in place that seem to address human rights concerns raised by the proponent.</i></p> <p><i>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 other high risk markets and it has policies in place that seem to address human rights concerns raised by the proponent.</i></p>												

**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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 05/01/2023	Auto-Approved 05/01/2023		7,180	7,180

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Magna International Inc.

<b>Meeting Date:</b> 05/11/2023	<b>Country:</b> Canada	<b>Ticker:</b> MG	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/24/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1714431	
<b>Primary Security ID:</b> 559222401	<b>Primary CUSIP:</b> 559222401	<b>Primary ISIN:</b> CA5592224011	<b>Primary SEDOL:</b> 2554475
<b>Earliest Cutoff Date:</b> 05/08/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 605	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 605	<b>Shares Voted:</b> 605

Proposal Number	Significant Vote	Proposal Text	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
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1B		Elect Director Mary S. Chan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1C		Elect Director V. Peter Harder	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1D		Elect Director Jan R. Hauser	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1E		Elect Director Seetarama S. Kotagiri	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1F		Elect Director Jay K. Kunkel	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1G		Elect Director Robert F. MacLellan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1H		Elect Director Mary Lou Maher	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1I		Elect Director William A. Ruh	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												

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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
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1K		Elect Director Matthew Tsien	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1L		Elect Director Thomas Weber	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1M		Elect Director Lisa S. Westlake	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
2		Approve Deloitte LLP as Auditors and Authorize the Audit Committee to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (4 percent) were reasonable relative to total fees paid to the auditor.</i></p> <p><i>Blended Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (4 percent) were reasonable relative to total fees paid to the auditor.</i></p>												
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR this non-binding advisory vote. The high concern is mitigated after considering the following factors: * Even with the non-recurring one-time performance-based ("special") award at grant value, the two-year MOM vs the company's own peers is near the peer median at 1.15x. * The special award has long-term vesting (five years plus an additional two years post performance release period), and hurdles are only considered to have been attained if Magna's average closing share price for 40 consecutive trading days is at or above the applicable level. Full vesting of the awards implies a 200 percent increase in share price. * The CEO's annual LTI award is mostly PSUs (60 percent) which have both 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 supportable at this stage.</i></p> <p><i>Blended Rationale: Vote FOR this non-binding advisory vote. The high concern is mitigated after considering the following factors: * Even with the non-recurring one-time performance-based ("special") award at grant value, the two-year MOM vs the company's own peers is near the peer median at 1.15x. * The special award has long-term vesting (five years plus an additional two years post performance release period), and hurdles are only considered to have been attained if Magna's average closing share price for 40 consecutive trading days is at or above the applicable level. Full vesting of the awards implies a 200 percent increase in share price. * The CEO's annual LTI award is mostly PSUs (60 percent) which have both 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 supportable at this stage.</i></p>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/21/2023	Auto-Approved 04/21/2023		605	605
<b>Total Shares:</b>						<b>605</b>	<b>605</b>

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<b>Meeting Date:</b> 05/11/2023	<b>Country:</b> Germany	<b>Ticker:</b> SAP	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/19/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1692349	
<b>Primary Security ID:</b> D66992104	<b>Primary CUSIP:</b> D66992104	<b>Primary ISIN:</b> DE0007164600	<b>Primary SEDOL:</b> 4846288
<b>Earliest Cutoff Date:</b> 05/01/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 4,029	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 4,029	<b>Shares Voted:</b> 4,029

Proposal Number	Significant Vote	Proposal Text	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								
<i>Voting Policy Rationale: This is a non-voting item.</i>												
<i>Blended Rationale: This is a non-voting item.</i>												
2		Approve Allocation of Income and Dividends of EUR 2.05 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted.</i>												
<i>Blended Rationale: A vote FOR this resolution is warranted.</i>												
3		Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>												
<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>												
4		Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>												
<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>												
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the remuneration report is warranted because the company's remuneration practices and disclosures are in line with, and exceed in many respects, market practice and appear to provide a good pay-for-performance alignment. However, it is not without concerns as a portion of the LTIP is time-based, which is not in line with market practice. We note that this is being addressed under the revised remuneration policy proposed under Item 9.</i>												
<i>Blended Rationale: A vote FOR the remuneration report is warranted because the company's remuneration practices and disclosures are in line with, and exceed in many respects, market practice and appear to provide a good pay-for-performance alignment. However, it is not without concerns as a portion of the LTIP is time-based, which is not in line with market practice. We note that this is being addressed under the revised remuneration policy proposed under Item 9.</i>												
6		Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the proposed share repurchase program is warranted.</i>												
<i>Blended Rationale: A vote FOR the proposed share repurchase program is warranted.</i>												
7		Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted.</i>												

\*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
8.1		Elect Jennifer Xin-Zhe Li to the Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominees Xin-Zhe (Jennifer) Li and Qi Lu is warranted for lack of diversity on the board. Votes FOR remaining nominee Punit Renjen are warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominees Xin-Zhe (Jennifer) Li and Qi Lu is warranted for lack of diversity on the board. Votes FOR remaining nominee Punit Renjen are warranted.</i></p>												
8.2		Elect Qi Lu to the Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominees Xin-Zhe (Jennifer) Li and Qi Lu is warranted for lack of diversity on the board. Votes FOR remaining nominee Punit Renjen are warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominees Xin-Zhe (Jennifer) Li and Qi Lu is warranted for lack of diversity on the board. Votes FOR remaining nominee Punit Renjen are warranted.</i></p>												
8.3		Elect Punit Renjen to the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominees Xin-Zhe (Jennifer) Li and Qi Lu is warranted for lack of diversity on the board. Votes FOR remaining nominee Punit Renjen are warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominees Xin-Zhe (Jennifer) Li and Qi Lu is warranted for lack of diversity on the board. Votes FOR remaining nominee Punit Renjen are warranted.</i></p>												
9		Approve Remuneration Policy for the Management Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and brings the policy more in line with SRD II. However, it is not without some concerns because: * The supervisory board may apply discretionary modifiers of +/- 20 percent to the STI and +/- 10 percent to the LTI. While such a performance modifier under the STI is common market practice in Germany, the inclusion of a modifier under both variable components is not. * Under the relative TSR metric in the LTI, partial vesting would be possible for below peer median performance levels.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and brings the policy more in line with SRD II. However, it is not without some concerns because: * The supervisory board may apply discretionary modifiers of +/- 20 percent to the STI and +/- 10 percent to the LTI. While such a performance modifier under the STI is common market practice in Germany, the inclusion of a modifier under both variable components is not. * Under the relative TSR metric in the LTI, partial vesting would be possible for below peer median performance levels.</i></p>												
10		Approve Remuneration Policy for the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the remuneration policy for supervisory board members is warranted because it is in line with market practice and no significant concerns are noted.</i></p> <p><i>Blended Rationale: A vote FOR the remuneration policy for supervisory board members is warranted because it is in line with market practice and no significant concerns are noted.</i></p>												
11.1		Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because: * The authorization is limited to June 30, 2025, the company is holding an in-person AGM this year, alternative meeting formats are not precluded, and shareholders' participation rights would be protected (in line with German law).</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because: * The authorization is limited to June 30, 2025, the company is holding an in-person AGM this year, alternative meeting formats are not precluded, and shareholders' participation rights would be protected (in line with German law).</i></p>												
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
<p><i>Voting Policy Rationale: A vote FOR the proposed amendment is warranted because the amendment is non-contentious in nature.</i></p> <p><i>Blended Rationale: A vote FOR the proposed amendment is warranted because the amendment is non-contentious in nature.</i></p>												

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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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/21/2023	Auto-Approved 04/21/2023		4,029	4,029
<b>Total Shares:</b>						<b>4,029</b>	<b>4,029</b>

QBE Insurance Group Limited

<b>Meeting Date:</b> 05/12/2023	<b>Country:</b> Australia	<b>Ticker:</b> QBE	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 05/10/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1715848	
<b>Primary Security ID:</b> Q78063114	<b>Primary CUSIP:</b> Q78063114	<b>Primary ISIN:</b> AU000000QBE9	<b>Primary SEDOL:</b> 6715740
<b>Earliest Cutoff Date:</b> 05/08/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 3,500	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,500	<b>Shares Voted:</b> 3,500

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
2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy 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.</i></p> <p><i>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.</i></p>												
3		Approve Grant of Conditional Rights to Andrew Horton	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR this resolution is warranted. The terms of the grant are in line with minimum local 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 corporate governance as follows: * An insufficient performance period relative to the large market cap peer group, where four or more years is commonplace to better align with the longer term, and * The provision for dividends on unvested shares in the performance period.</i></p> <p><i>Blended Rationale: A qualified vote FOR this resolution is warranted. The terms of the grant are in line with minimum local 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 corporate governance as follows: * An insufficient performance period relative to the large market cap peer group, where four or more years is commonplace to better align with the longer term, and * The provision for dividends on unvested shares in the performance period.</i></p>												
4a		Elect Michael (Mike) Wilkins as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												

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# 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-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.*

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/25/2023	Auto-Approved 04/25/2023		3,500	3,500
<b>Total Shares:</b>						<b>3,500</b>	<b>3,500</b>

## VGP SA

<b>Meeting Date:</b> 05/12/2023	<b>Country:</b> Belgium	<b>Ticker:</b> VGP	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/28/2023	<b>Meeting Type:</b> Annual/Special	<b>Meeting ID:</b> 1714513	
<b>Primary Security ID:</b> B9738D109	<b>Primary CUSIP:</b> B9738D109	<b>Primary ISIN:</b> BE0003878957	<b>Primary SEDOL:</b> B29L881
<b>Earliest Cutoff Date:</b> 05/03/2023	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 1,974	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,974	<b>Shares Voted:</b> 1,974

Proposal Number	Significant Vote	Proposal Text	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	Mgmt	No								
		Annual Meeting Agenda	Mgmt	No								
1		Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt	No								
<i>Voting Policy Rationale: No vote is required.</i>												
<i>Blended Rationale: No vote is required.</i>												
2		Receive Consolidated Financial Statements (Non-Voting)	Mgmt	No								
<i>Voting Policy Rationale: This is a non-voting item.</i>												
<i>Blended Rationale: This is a non-voting item.</i>												
3		Approve Financial Statements, Allocation of Income, and Dividends of EUR 2.75 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * Although the company reported a negative net income over the fiscal year under review, the board considered the reserves to be sufficient to allow granting a dividend that is consistent with the company's dividend policy.</i>												
<i>Blended Rationale: A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * Although the company reported a negative net income over the fiscal year under review, the board considered the reserves to be sufficient to allow granting a dividend that is consistent with the company's dividend policy.</i>												

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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		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A qualified vote FOR is warranted, based on the fact that the proposed remuneration report is broadly in line with market practice. We however raise some concerns as the ex-post performance assessment of non-financial metrics is not provided and the company does not provide performance targets which does not allow shareholders to assess the stringency of the pay for performance. We also raise some concerns regarding the lack of rationale for the 27 percent increase in the executives' base salaries, but is aggregate information.</i>										
		<i>Blended Rationale: A qualified vote FOR is warranted, based on the fact that the proposed remuneration report is broadly in line with market practice. We however raise some concerns as the ex-post performance assessment of non-financial metrics is not provided and the company does not provide performance targets which does not allow shareholders to assess the stringency of the pay for performance. We also raise some concerns regarding the lack of rationale for the 27 percent increase in the executives' base salaries, but is aggregate information.</i>										
5		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>										
6		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>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.</i>										
7.1		Reelect Gaevan BV, Permanently Represented by Ann Gaeremynck, as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>										
		<i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>										
7.2		Reelect Katherina Reiche as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>										
		<i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>										
7.3		Reelect Vera Gade-Butzlaff as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>										
		<i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>										
8		Ratify Deloitte as Auditors and Approve Auditors' Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>										
		<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>										

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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
9.1		Authorize Implementation of Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
9.2		Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
		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
<p><i>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.</i></p> <p><i>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.</i></p>												
2.1		Authorize Implementation of Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize the board to make amendments to the articles of association.</i></p> <p><i>Blended Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize the board to make amendments to the articles of association.</i></p>												
2.2		Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

**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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/19/2023	Auto-Approved 04/19/2023		987	987
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/19/2023	Auto-Approved 04/19/2023		987	987
<b>Total Shares:</b>						<b>1,974</b>	<b>1,974</b>

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<b>Meeting Date:</b> 05/16/2023	<b>Country:</b> USA	<b>Ticker:</b> TSLA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/20/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1741095	
<b>Primary Security ID:</b> 88160R101	<b>Primary CUSIP:</b> 88160R101	<b>Primary ISIN:</b> US88160R1014	<b>Primary SEDOL:</b> B616C79
<b>Earliest Cutoff Date:</b> 05/15/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 1,420	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,420	<b>Shares Voted:</b> 1,420

Proposal Number	Significant Vote	Proposal Text	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	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 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.*

*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.*

1.2		Elect Director Robyn Denholm	Mgmt	Yes	For	Against			Against	Against	Yes	No	No
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*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 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.*

*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.*

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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	
1.3		Elect Director JB Straubel	Mgmt	Yes	For	For			Against	Against	Yes	No	Yes
<p><i>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 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.</i></p> <p><i>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.</i></p>													
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>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.</i></p> <p><i>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. 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.</i></p>													
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	Three Years	One Year			One Year	One Year	Yes	No	No
<p><i>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.</i></p> <p><i>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.</i></p>													
4		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
5		Report on Key-Person Risk and Efforts to Ameliorate It	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the risks inherent in this request outweigh any potential benefits.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted given that the risks inherent in this request outweigh any potential benefits.</i></p>													

**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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 05/05/2023	Auto-Approved 05/05/2023		1,420	1,420
<b>Total Shares:</b>						<b>1,420</b>	<b>1,420</b>

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AIA Group Limited

<b>Meeting Date:</b> 05/18/2023	<b>Country:</b> Hong Kong	<b>Ticker:</b> 1299	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 05/12/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1742148	
<b>Primary Security ID:</b> Y002A1105	<b>Primary CUSIP:</b> Y002A1105	<b>Primary ISIN:</b> HK0000069689	<b>Primary SEDOL:</b> B4TX8S1
<b>Earliest Cutoff Date:</b> 05/11/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 44,100	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 44,100	<b>Shares Voted:</b> 44,100

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		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i></p> <p><i>Blended Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i></p>												
2		Approve Final Dividend	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.</i></p>												
3		Elect Edmund Sze-Wing Tse as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR all nominees is warranted.</i></p>												
4		Elect Jack Chak-Kwong So as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR all nominees is warranted.</i></p>												
5		Elect Lawrence Juen-Yee Lau as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR all nominees is warranted.</i></p>												
6		Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i></p>												
7A		Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted for the following: * The share issuance limit is 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted for the following: * The share issuance limit is 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration.</i></p>												

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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
7B		Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.</i></p>												
8		Approve Increase in Rate of Directors' Fees	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.</i></p>												
9		Amend Share Option Scheme	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: VOTE RECOMMENDATION A vote FOR this resolution is warranted given the proposed amendments would reflect the company's actual circumstances and would bring the Scheme in line with the updated provisions under the Hong Kong Listing Rules, and the reasonable overall terms of the Scheme (as amended).</i></p> <p><i>Blended Rationale: VOTE RECOMMENDATION A vote FOR this resolution is warranted given the proposed amendments would reflect the company's actual circumstances and would bring the Scheme in line with the updated provisions under the Hong Kong Listing Rules, and the reasonable overall terms of the Scheme (as amended).</i></p>												
10		Amend Restricted Share Unit Scheme	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: VOTE RECOMMENDATION A vote FOR this resolution is warranted given the proposed amendments would reflect the company's actual circumstances and would bring the RSU Scheme in line with the updated provisions under the Hong Kong Listing Rules, and the reasonable overall terms of the RSU Scheme (as amended).</i></p> <p><i>Blended Rationale: VOTE RECOMMENDATION A vote FOR this resolution is warranted given the proposed amendments would reflect the company's actual circumstances and would bring the RSU Scheme in line with the updated provisions under the Hong Kong Listing Rules, and the reasonable overall terms of the RSU Scheme (as amended).</i></p>												
11		Amend Employee Share Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
12		Amend Agency Share Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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 ASPP would serve to align the interests of employees with that of the company.</i></p> <p><i>Blended 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 ASPP would serve to align the interests of employees with that of the company.</i></p>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		44,100	44,100
<b>Total Shares:</b>						<b>44,100</b>	<b>44,100</b>

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# The Home Depot, Inc.

<b>Meeting Date:</b> 05/18/2023	<b>Country:</b> USA	<b>Ticker:</b> HD	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/20/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1738852	
<b>Primary Security ID:</b> 437076102	<b>Primary CUSIP:</b> 437076102	<b>Primary ISIN:</b> US4370761029	<b>Primary SEDOL:</b> 2434209
<b>Earliest Cutoff Date:</b> 05/17/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 839	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 839	<b>Shares Voted:</b> 839

Proposal Number	Significant Vote	Proposal Text	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 Gerard J. Arpey	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1b		Elect Director Ari Bousbib	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Jeffery H. Boyd	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Gregory D. Brennenman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director J. Frank Brown	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Albert P. Carey	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Edward P. Decker	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Linda R. Gooden	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Wayne M. Hewett	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Manuel Kadre	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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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
1k		Elect Director Stephanie C. Linnartz	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Paula Santilli	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1m		Elect Director Caryn Seidman-Becker	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. Annual incentive awards are based entirely on objective financial performance metrics and the majority of long-term incentives are conditioned on clearly disclosed performance goals.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. Annual incentive awards are based entirely on objective financial performance metrics and the majority of long-term incentives are conditioned on clearly disclosed performance goals.</i>										
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		<i>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.</i>										
		<i>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.</i>										
5		Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Yes	Against	For		For	For	Yes	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that a reduction in the ownership threshold would provide a more meaningful written consent right for shareholders.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted given that a reduction in the ownership threshold would provide a more meaningful written consent right for shareholders.</i>										
6		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>										
7		Report on Political Expenditures Congruence	SH	Yes	Against	For		For	For	Yes	No	No
		<i>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.</i>										
		<i>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.</i>										

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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
8		Rescind 2022 Racial Equity Audit Proposal	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as it is contrary to principles of corporate governance practices that encourage companies to be responsive to shareholder proposals that are supported by a large percentage of the company's shareholders who voted at the annual meeting.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted as it is contrary to principles of corporate governance practices that encourage companies to be responsive to shareholder proposals that are supported by a large percentage of the company's shareholders who voted at the annual meeting.</i></p>												
9		Encourage Senior Management Commitment to Avoid Political Speech	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, especially given the fact that there are no significant controversies related to senior executives' political speech, and such micromanaging of senior executives' speech is not necessary.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted, especially given the fact that there are no significant controversies related to senior executives' political speech, and such micromanaging of senior executives' speech is not necessary.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		839	839
			05/08/2023	05/08/2023			
<b>Total Shares:</b>						<b>839</b>	<b>839</b>

## Merck & Co., Inc.

<b>Meeting Date:</b> 05/23/2023	<b>Country:</b> USA	<b>Ticker:</b> MRK	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/24/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1738976	
<b>Primary Security ID:</b> 58933Y105	<b>Primary CUSIP:</b> 58933Y105	<b>Primary ISIN:</b> US58933Y1055	<b>Primary SEDOL:</b> 2778844
<b>Earliest Cutoff Date:</b> 05/22/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 1,590	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,590	<b>Shares Voted:</b> 1,590

Proposal Number	Significant Vote	Proposal Text	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
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i></p>												
1b		Elect Director Mary Ellen Coe	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i></p>												
1c		Elect Director Pamela J. Craig	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i></p>												
1d		Elect Director Robert M. Davis	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i></p>												

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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
1e		Elect Director Thomas H. Glocer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
1f		Elect Director Risa J. Lavizzo-Mourey	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
1g		Elect Director Stephen L. Mayo	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
1h		Elect Director Paul B. Rothman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
1i		Elect Director Patricia F. Russo	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
1j		Elect Director Christine E. Seidman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
1k		Elect Director Inge G. Thulin	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
1l		Elect Director Kathy J. Warden	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
1m		Elect Director Peter C. Wendell	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy 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.</i>										
		<i>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.</i>										
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		<i>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.</i>										
		<i>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.</i>										

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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		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
5		Report on Risks Related to Operations in China	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
6		Report on Access to COVID-19 Products	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
7		Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
8		Report on Impact of Extended Patent Exclusivities on Product Access	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
9		Publish a Congruency Report of Partnerships with Globalist Organizations	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure on the business-relevant aims of its various partnerships.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure on the business-relevant aims of its various partnerships.</i></p>												
10		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i></p>												

**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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 05/10/2023	Auto-Approved 05/10/2023		1,590	1,590

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BlackRock, Inc.

<b>Meeting Date:</b> 05/24/2023	<b>Country:</b> USA	<b>Ticker:</b> BLK	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/30/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1744531	
<b>Primary Security ID:</b> 09247X101	<b>Primary CUSIP:</b> 09247X101	<b>Primary ISIN:</b> US09247X1019	<b>Primary SEDOL:</b> 2494504
<b>Earliest Cutoff Date:</b> 05/23/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 581	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 581	<b>Shares Voted:</b> 581

Proposal Number	Significant Vote	Proposal Text	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
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1b		Elect Director Pamela Daley	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Laurence D. Fink	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director William E. Ford	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Fabrizio Freda	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Murry S. Gerber	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Margaret "Peggy" L. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Robert S. Kapito	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Cheryl D. Mills	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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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
1j		Elect Director Gordon M. Nixon	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Kristin C. Peck	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Charles H. Robbins	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1m		Elect Director Marco Antonio Slim Domit	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1n		Elect Director Hans E. Vestberg	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1o		Elect Director Susan L. Wagner	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1p		Elect Director Mark Wilson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>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 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.</i>										

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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		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
4		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
5		Report on Third-Party Civil Rights Audit	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company's current policies and disclosures provide adequate information for shareholders to determine whether its employee programs and training materials are having a reverse discrimination effect.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted as the company's current policies and disclosures provide adequate information for shareholders to determine whether its employee programs and training materials are having a reverse discrimination effect.</i></p>												
6		Report on Ability to Engineer Decarbonization in the Real Economy	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												
7		Report on Societal Impacts of Aerospace & Defense Industry ETF	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from the requested report by allowing them to better understand the company's management and oversight of potential ESG-related risks with respect to the production and development of aerospace and defense equipment and products.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as shareholders would benefit from the requested report by allowing them to better understand the company's management and oversight of potential ESG-related risks with respect to the production and development of aerospace and defense equipment and products.</i></p>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 05/11/2023	Auto-Approved 05/11/2023		581	581
<b>Total Shares:</b>						<b>581</b>	<b>581</b>

## NN Group NV

<b>Meeting Date:</b> 06/02/2023	<b>Country:</b> Netherlands	<b>Ticker:</b> NN	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 05/05/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1711478	
<b>Primary Security ID:</b> N64038107	<b>Primary CUSIP:</b> N64038107	<b>Primary ISIN:</b> NL0010773842	<b>Primary SEDOL:</b> BNG8PQ9

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Earliest Cutoff Date: 05/24/2023

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 9,020

\*Shares on Loan: 0

Shares Instructed: 9,020

Shares Voted: 9,020

Proposal Number	Significant Vote	Proposal Text	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		Annual Meeting Agenda	Mgmt	No								
		Open Meeting	Mgmt	No								
		<i>Voting Policy Rationale: No vote is required for this item.</i>										
		<i>Blended Rationale: No vote is required for this item.</i>										
2		Receive Annual Report	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item</i>										
		<i>Blended Rationale: This is a non-voting item</i>										
3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>Blended 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.</i>										
4.A		Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>										
		<i>Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>										
4.B		Receive Explanation on Company's Dividend Policy	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										
4.C		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
		<i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
5.A		Approve Discharge of Executive Board	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>										
5.B		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>										

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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
6		Announce Intention to Reappoint David Knibbe to Executive Board	Mgmt	No								
<i>Voting Policy Rationale: This is a non-voting item.</i>												
<i>Blended Rationale: This is a non-voting item.</i>												
7		Amend the Level of the Fixed Annual fee for Supervisory Board Members	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i>												
<i>Blended Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i>												
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
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>												
8.A.2		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>												
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
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>												
9		Authorize Repurchase of Shares	Mgmt	Yes	For	For		For	For	No	No	No
<i>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.</i>												
<i>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.</i>												
10		Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i>												
<i>Blended Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i>												
11		Close Meeting	Mgmt	No								
<i>Voting Policy Rationale: No vote is required for this item.</i>												
<i>Blended Rationale: No vote is required for this item.</i>												

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 05/08/2023	Auto-Approved 05/08/2023		9,020	9,020
<b>Total Shares:</b>						<b>9,020</b>	<b>9,020</b>

## Deutsche Wohnen SE

<b>Meeting Date:</b> 06/15/2023	<b>Country:</b> Germany	<b>Ticker:</b> DWNI	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 05/24/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1710352	
<b>Primary Security ID:</b> D2046U176	<b>Primary CUSIP:</b> D2046U176	<b>Primary ISIN:</b> DE000A0HN5C6	<b>Primary SEDOL:</b> B0YZ0Z5
<b>Earliest Cutoff Date:</b> 06/05/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 3,050	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,050	<b>Shares Voted:</b> 3,050

Proposal Number	Significant Vote	Proposal Text	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		Management Proposals	Mgmt	No								
		Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt	No								
<i>Voting Policy Rationale: This is a non-voting item.</i>												
<i>Blended Rationale: This is a non-voting item.</i>												
2		Approve Allocation of Income and Dividends of EUR 0.04 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted.</i>												
<i>Blended Rationale: A vote FOR this resolution is warranted.</i>												
3		Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties in the year under review. However, this is not without concerns: * While there is currently no clear and irrefutable evidence of wrongdoing by members of the management and supervisory boards in connection with the loan agreement, the conduct of the boards in the context of Vonovia's takeover raises legitimate concerns about potential conflicts of interest and breach of fiduciary responsibilities (please refer to Item 18 for more information).</i>												
<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties in the year under review. However, this is not without concerns: * While there is currently no clear and irrefutable evidence of wrongdoing by members of the management and supervisory boards in connection with the loan agreement, the conduct of the boards in the context of Vonovia's takeover raises legitimate concerns about potential conflicts of interest and breach of fiduciary responsibilities (please refer to Item 18 for more information).</i>												
4		Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties in the year under review. However, this is not without concerns: * While there is currently no clear and irrefutable evidence of wrongdoing by members of the management and supervisory boards in connection with the loan agreement, the conduct of the boards in the context of Vonovia's takeover raises legitimate concerns about potential conflicts of interest and breach of fiduciary responsibilities (please refer to Item 18 for more information).</i>												
<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties in the year under review. However, this is not without concerns: * While there is currently no clear and irrefutable evidence of wrongdoing by members of the management and supervisory boards in connection with the loan agreement, the conduct of the boards in the context of Vonovia's takeover raises legitimate concerns about potential conflicts of interest and breach of fiduciary responsibilities (please refer to Item 18 for more information).</i>												

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# Deutsche Wohnen SE

Proposal Number	Significant Vote	Proposal Text	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 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
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the auditor is being changed without explanation.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted because the auditor is being changed without explanation.</i></p>												
6		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because: * The company's remuneration report is broadly in line with best practice standards in Germany and no significant concerns were identified. * Deutsche Wohnen SE has taken several positive steps to improve its remuneration report in the past year.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because: * The company's remuneration report is broadly in line with best practice standards in Germany and no significant concerns were identified. * Deutsche Wohnen SE has taken several positive steps to improve its remuneration report in the past year.</i></p>												
7.1		Elect Peter Hohlbein to the Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Peter Hohlbein is warranted for lack of diversity on the board. A vote AGAINST non-independent audit committee member Christoph Schauerte is warranted because the company has failed to establish a sufficiently independent audit committee. A vote FOR remaining nominee Catrin Coners is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Peter Hohlbein is warranted for lack of diversity on the board. A vote AGAINST non-independent audit committee member Christoph Schauerte is warranted because the company has failed to establish a sufficiently independent audit committee. A vote FOR remaining nominee Catrin Coners is warranted.</i></p>												
7.2		Elect Christoph Schauerte to the Supervisory Board	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Peter Hohlbein is warranted for lack of diversity on the board. A vote AGAINST non-independent audit committee member Christoph Schauerte is warranted because the company has failed to establish a sufficiently independent audit committee. A vote FOR remaining nominee Catrin Coners is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Peter Hohlbein is warranted for lack of diversity on the board. A vote AGAINST non-independent audit committee member Christoph Schauerte is warranted because the company has failed to establish a sufficiently independent audit committee. A vote FOR remaining nominee Catrin Coners is warranted.</i></p>												
		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
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Peter Hohlbein is warranted for lack of diversity on the board. A vote AGAINST non-independent audit committee member Christoph Schauerte is warranted because the company has failed to establish a sufficiently independent audit committee. A vote FOR remaining nominee Catrin Coners is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Peter Hohlbein is warranted for lack of diversity on the board. A vote AGAINST non-independent audit committee member Christoph Schauerte is warranted because the company has failed to establish a sufficiently independent audit committee. A vote FOR remaining nominee Catrin Coners is warranted.</i></p>												
		Management Proposals	Mgmt	No								
8		Amend Article Re: Location of Annual Meeting	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed amendments are warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed amendments are warranted due to a lack of concerns.</i></p>												

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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		Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the proposed article amendment is warranted because: * It would allow for virtual-only shareholder meetings for the next five years, which is considered excessive as the company does not elaborate on the circumstances under which virtual-only meetings would be held.</i></p> <p><i>Blended Rationale: A vote AGAINST the proposed article amendment is warranted because: * It would allow for virtual-only shareholder meetings for the next five years, which is considered excessive as the company does not elaborate on the circumstances under which virtual-only meetings would be held.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR the proposed amendments are warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed amendments are warranted due to a lack of concerns.</i></p>												
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
<p><i>Voting Policy Rationale: Votes FOR the proposed amendments are warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed amendments are warranted due to a lack of concerns.</i></p>												
12		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
<p><i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the proposed authorizations are warranted.</i></p>												
13		Approve Cancellation of Conditional Capitals 2014/III, 2015, 2017 and 2018/I	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted.</i></p>												
14		Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the proposed share repurchase program is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the proposed share repurchase program is warranted.</i></p>												
15		Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted.</i></p>												
16		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
<p><i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the proposed authorizations are warranted.</i></p>												

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## Deutsche Wohnen SE

Proposal Number	Significant Vote	Proposal Text	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 Affiliation Agreement with Rhein Pfalz Wohnen GmbH	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted.</i></p>												
		Shareholder Proposal Submitted by Cornwall (Luxembourg) S.a r.l.	Mgmt	No								
18		Appoint Jochen Jahn as Special Auditor in Connection with Loan Agreement with Vonovia SE	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR the special audit resolution is warranted because: * The special audits would investigate whether the granting of a loan to the company's majority shareholder constitutes an unlawful financial aid and whether it was in the best interest of the company. * While there is currently no clear and irrefutable evidence of wrongdoing by members of the management and supervisory boards in connection with the loan agreement, the conduct of the management and supervisory boards in the context of Vonovia's takeover raises legitimate concerns about potential conflicts of interest and breach of fiduciary responsibilities. * An independent investigation into these matters by a third-party special auditor is considered to merit support.</i></p> <p><i>Blended Rationale: A vote FOR the special audit resolution is warranted because: * The special audits would investigate whether the granting of a loan to the company's majority shareholder constitutes an unlawful financial aid and whether it was in the best interest of the company. * While there is currently no clear and irrefutable evidence of wrongdoing by members of the management and supervisory boards in connection with the loan agreement, the conduct of the management and supervisory boards in the context of Vonovia's takeover raises legitimate concerns about potential conflicts of interest and breach of fiduciary responsibilities. * An independent investigation into these matters by a third-party special auditor is considered to merit support.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 05/28/2023	Auto-Approved 05/28/2023		3,050	3,050
<b>Total Shares:</b>						<b>3,050</b>	<b>3,050</b>

## NVIDIA Corporation

<b>Meeting Date:</b> 06/22/2023	<b>Country:</b> USA	<b>Ticker:</b> NVDA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/24/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1757305	
<b>Primary Security ID:</b> 67066G104	<b>Primary CUSIP:</b> 67066G104	<b>Primary ISIN:</b> US67066G1040	<b>Primary SEDOL:</b> 2379504
<b>Earliest Cutoff Date:</b> 06/21/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 2,814	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,814	<b>Shares Voted:</b> 2,814

Proposal Number	Significant Vote	Proposal Text	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
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1b		Elect Director Tench Coxé	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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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
1c		Elect Director John O. Dabiri	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Persis S. Drell	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Jen-Hsun Huang	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Dawn Hudson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Harvey C. Jones	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Michael G. McCaffery	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Stephen C. Neal	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Mark L. Perry	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director A. Brooke Seawell	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Aarti Shah	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1m		Elect Director Mark A. Stevens	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the proposal is warranted as pay and performance are aligned for the year in review.</i>										
		<i>Blended Rationale: A vote FOR the proposal is warranted as pay and performance are aligned for the year in review.</i>										

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## 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
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
4		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 06/07/2023	Auto-Approved 06/07/2023		2,814	2,814
<b>Total Shares:</b>						<b>2,814</b>	<b>2,814</b>

## Shopify Inc.

<b>Meeting Date:</b> 06/27/2023	<b>Country:</b> Canada	<b>Ticker:</b> SHOP	<b>Proxy Level:</b> 3
<b>Record Date:</b> 05/16/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1730697	
<b>Primary Security ID:</b> 82509L107	<b>Primary CUSIP:</b> 82509L107	<b>Primary ISIN:</b> CA82509L1076	<b>Primary SEDOL:</b> BXDZ9Z0
<b>Earliest Cutoff Date:</b> 06/22/2023	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 4,407	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 4,407	<b>Shares Voted:</b> 4,407

  

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
		Meeting for Class A Subordinate Voting and Class B Multiple Voting Shareholders	Mgmt	No								
1A		Elect Director Tobias Lutke	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1B		Elect Director Robert Ashe	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1C		Elect Director Gail Goodman	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1D		Elect Director Colleen Johnston	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												

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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
1E		Elect Director Jeremy Levine	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1F		Elect Director Toby Shannan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1G		Elect Director Fidji Simo	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1H		Elect Director Bret Taylor	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
2		Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (4 percent) were reasonable relative to total fees paid to the auditor.</i></p> <p><i>Blended Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (4 percent) were reasonable relative to total fees paid to the auditor.</i></p>												
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Vote AGAINST this non-binding advisory vote. The quantitative pay for performance model indicated a High concern due to RDA. The company's one- and three-year TSR underperformed the median TSR of its 4-digit GICS group, Composite Index and its own peers. Furthermore, it appears the company underperformed its own peers with respect to certain operational metrics in 2022. In addition to the underperforming TSR and declining operational performance, various problematic pay practices have been identified: * The CEO's compensation continues to consist of only a large stock option grant (US\$20M in 2022 and 2021). * Compensation for other NEOs also does not include any performance-based compensation. Their equity-based compensation is subject to only time-vesting conditions. There is monthly vesting of equity awards granted under Flex Comp program, and the vesting period of equity awards under Flex Comp program is unclear. * There is a lack of risk mitigating practices. * The CIC agreement is single trigger. * There is insufficient disclosure around severance payments to the former CFO.</i></p> <p><i>Blended Rationale: Vote AGAINST this non-binding advisory vote. The quantitative pay for performance model indicated a High concern due to RDA. The company's one- and three-year TSR underperformed the median TSR of its 4-digit GICS group, Composite Index and its own peers. Furthermore, it appears the company underperformed its own peers with respect to certain operational metrics in 2022. In addition to the underperforming TSR and declining operational performance, various problematic pay practices have been identified: * The CEO's compensation continues to consist of only a large stock option grant (US\$20M in 2022 and 2021). * Compensation for other NEOs also does not include any performance-based compensation. Their equity-based compensation is subject to only time-vesting conditions. There is monthly vesting of equity awards granted under Flex Comp program, and the vesting period of equity awards under Flex Comp program is unclear. * There is a lack of risk mitigating practices. * The CIC agreement is single trigger. * There is insufficient disclosure around severance payments to the former CFO.</i></p>												

**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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		2,425	2,425
			06/11/2023	06/11/2023			
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		1,982	1,982
			06/11/2023	06/11/2023			

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

## BOC Hong Kong (Holdings) Limited

Meeting Date: 06/29/2023 Country: Hong Kong Ticker: 2388 Proxy Level: N/A  
Record Date: 06/23/2023 Meeting Type: Annual Meeting ID: 1751466  
Primary Security ID: Y0920U103 Primary CUSIP: Y0920U103 Primary ISIN: HK2388011192 Primary SEDOL: 6536112

Earliest Cutoff Date: 06/22/2023 Total Ballots: 1 Voting Policy: Sustainability Additional Policy:  
Votable Shares: 23,500 \*Shares on Loan: 0 Shares Instructed: 23,500 Shares Voted: 23,500

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
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i></p> <p><i>Blended Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i></p>												
2		Approve Final Dividend	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.</i></p>												
3a		Elect Ge Haijiao as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i></p> <p><i>Blended Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i></p>												
3b		Elect Sun Yu as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i></p> <p><i>Blended Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i></p>												
3c		Elect Cheng Eva as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i></p> <p><i>Blended Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i></p>												
3d		Elect Lee Sunny Wai Kwong as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i></p> <p><i>Blended Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i></p>												
4		Approve PricewaterhouseCoopers as Auditor and Authorize Board or Duly Authorized Committee of the Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i></p>												

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## BOC Hong Kong (Holdings) 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
5		Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted for the following: * The share issuance limit does not exceed 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted for the following: * The share issuance limit does not exceed 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration.</i></p>												
6		Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.</i></p>												
7		Approve Continuing Connected Transactions and the New Caps	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given: * the transactions to be contemplated under this proposal are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given: * the transactions to be contemplated under this proposal are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 06/14/2023	Auto-Approved 06/14/2023		23,500	23,500
<b>Total Shares:</b>						<b>23,500</b>	<b>23,500</b>

## Koninklijke Ahold Delhaize NV

<b>Meeting Date:</b> 07/05/2023	<b>Country:</b> Netherlands	<b>Ticker:</b> AD	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 06/07/2023	<b>Meeting Type:</b> Extraordinary Shareholders	<b>Meeting ID:</b> 1763052	
<b>Primary Security ID:</b> N0074E105	<b>Primary CUSIP:</b> N0074E105	<b>Primary ISIN:</b> NL0011794037	<b>Primary SEDOL:</b> BD0Q398
<b>Earliest Cutoff Date:</b> 06/27/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 15,858	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 15,858	<b>Shares Voted:</b> 15,858

Proposal Number	Significant Vote	Proposal Text	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		Extraordinary Meeting Agenda	Mgmt	No								
		Open Meeting	Mgmt	No								
<p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>												

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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
2		Elect Jolanda Poots-Bijl to Management Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p> <p><i>Blended Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p>												
3		Close Meeting	Mgmt	No								
<p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved	Issuer Confirmed	15,858	15,858
			05/31/2023	05/31/2023			
<b>Total Shares:</b>						<b>15,858</b>	<b>15,858</b>

## iShares IV plc - iShares MSCI EM SRI UCITS ETF

<b>Meeting Date:</b> 10/13/2023	<b>Country:</b> Ireland	<b>Ticker:</b> SUES	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 10/12/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1786592	
<b>Primary Security ID:</b> G4955M655	<b>Primary CUSIP:</b> G4955M655	<b>Primary ISIN:</b> IE00BYVJRP78	<b>Primary SEDOL:</b> BYVJRP7
<b>Earliest Cutoff Date:</b> 10/06/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 1,974,820	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,974,820	<b>Shares Voted:</b> 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
<p><i>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.</i></p> <p><i>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.</i></p>												
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p>												
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i></p>												

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## 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 Against ISS
4		Re-elect Ros O'Shea as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p> <p><i>Blended Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p>												
5		Re-elect Pdraig Kenny as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p> <p><i>Blended Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p>												
6		Re-elect Deirdre Somers as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p> <p><i>Blended Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p>												

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## 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 Against ISS	
7		Re-elect William McKechnie as Director	Mgmt	Yes	For	For			Against	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p> <p><i>Blended Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p>													
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 of Ros O'Shea, Pdraig 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, Pdraig 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 Dynamic, unassigned	283964.001	AutoApproved	Auto-Instructed	Auto-Approved		1,974,820	0
			09/20/2023	09/20/2023			
<b>Total Shares:</b>						<b>1,974,820</b>	<b>0</b>

## iShares IV plc - iShares MSCI USA SRI UCITS ETF

<b>Meeting Date:</b> 10/13/2023	<b>Country:</b> Ireland	<b>Ticker:</b> SUAS	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 10/12/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1786609	
<b>Primary Security ID:</b> G4955M671	<b>Primary CUSIP:</b> G4955M671	<b>Primary ISIN:</b> IE00BYVJRR92	<b>Primary SEDOL:</b> BYVJRR9
<b>Earliest Cutoff Date:</b> 10/06/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 1,227,996	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,227,996	<b>Shares Voted:</b> 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

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

## iShares IV plc - iShares MSCI USA 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
		<i>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.</i>										
		<i>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.</i>										
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i>										
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i>										
		<i>Blended Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i>										
4		Re-elect Ros O'Shea as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i>										
		<i>Blended Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i>										
5		Re-elect Pdraig Kenny as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i>										
		<i>Blended Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i>										

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# iShares IV plc - iShares MSCI USA 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
6		Re-elect Deirdre Somers as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i></p> <p><i>Blended Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i></p>												
7		Re-elect William McKechnie as Director	Mgmt	Yes	For	For		Against	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i></p> <p><i>Blended Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i></p>												
8		Elect Peter Vivian as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i></p> <p><i>Blended Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i></p>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 09/22/2023	Auto-Approved 09/22/2023		1,227,996	0
<b>Total Shares:</b>						<b>1,227,996</b>	<b>0</b>

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

# iShares MSCI Japan SRI UCITS ETF

<b>Meeting Date:</b> 10/13/2023	<b>Country:</b> Ireland	<b>Ticker:</b> SUJP	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 10/12/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1786605	
<b>Primary Security ID:</b> G4955M812	<b>Primary CUSIP:</b> G4955M812	<b>Primary ISIN:</b> IE00BYX8XC17	<b>Primary SEDOL:</b> BYM9WJ5
<b>Earliest Cutoff Date:</b> 10/06/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 793,701	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 793,701	<b>Shares Voted:</b> 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
<p><i>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.</i></p> <p><i>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.</i></p>												
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p>												
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i></p>												
4		Re-elect Ros O'Shea as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p> <p><i>Blended Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p>												
5		Re-elect Pdraig Kenny as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p> <p><i>Blended Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p>												

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# iShares MSCI Japan 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
6		Re-elect Deirdre Somers as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p> <p><i>Blended Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p>												
7		Re-elect William McKechnie as Director	Mgmt	Yes	For	For		Against	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p> <p><i>Blended Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p>												
8		Elect Peter Vivian as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p> <p><i>Blended Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Pdraig 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.</i></p>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 10/11/2023	Auto-Approved 10/11/2023		793,701	0
<b>Total Shares:</b>						<b>793,701</b>	<b>0</b>

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# Newcrest Mining Ltd.

<b>Meeting Date:</b> 10/13/2023	<b>Country:</b> Australia	<b>Ticker:</b> NCM	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 10/11/2023	<b>Meeting Type:</b> Court	<b>Meeting ID:</b> 1759133	
<b>Primary Security ID:</b> Q6651B114	<b>Primary CUSIP:</b> Q6651B114	<b>Primary ISIN:</b> AU000000NCM7	<b>Primary SEDOL:</b> 6637101
<b>Earliest Cutoff Date:</b> 10/09/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 2,230	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,230	<b>Shares Voted:</b> 2,230

Proposal Number	Significant Vote	Proposal Text	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		Court-Ordered Meeting	Mgmt	No								
		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
<p><i>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.</i></p> <p><i>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.</i></p>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		2,230	2,230
			09/27/2023	09/27/2023			
<b>Total Shares:</b>						<b>2,230</b>	<b>2,230</b>

# Transurban Group

<b>Meeting Date:</b> 10/19/2023	<b>Country:</b> Australia	<b>Ticker:</b> TCL	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 10/17/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1771935	
<b>Primary Security ID:</b> Q9194A106	<b>Primary CUSIP:</b> Q9194A106	<b>Primary ISIN:</b> AU000000TCL6	<b>Primary SEDOL:</b> 6200882
<b>Earliest Cutoff Date:</b> 10/13/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 13,696	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 13,696	<b>Shares Voted:</b> 13,696

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2a		Resolutions for Transurban Holdings Limited (THL) and Transurban International Limited (TIL)	Mgmt	No								
		Elect Sarah Ryan as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted as no material issues have been identified.</i></p> <p><i>Blended Rationale: A vote FOR the election of all nominees is warranted as no material issues have been identified.</i></p>												
2b		Elect Mark Birrell as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted as no material issues have been identified.</i></p> <p><i>Blended Rationale: A vote FOR the election of all nominees is warranted as no material issues have been identified.</i></p>												

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# 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
2c		Elect Patricia Cross as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted as no material issues have been identified.</i></p> <p><i>Blended Rationale: A vote FOR the election of all nominees is warranted as no material issues have been identified.</i></p>												
3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
		Resolutions for Transurban Holdings Limited (THL), Transurban International Limited (TIL) and Transurban Holding Trust (THT)	Mgmt	No								
4		Approve Increase to the Non-Executive Director Fee Pool	Mgmt	Yes	None	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
5		Approve Grant of Performance Awards to Michelle Jablko	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>Blended 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.</i></p>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		13,696	13,696
			10/02/2023	10/02/2023			
<b>Total Shares:</b>						<b>13,696</b>	<b>13,696</b>

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<b>Meeting Date:</b> 11/03/2023	<b>Country:</b> Australia	<b>Ticker:</b> COL	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 11/01/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1791456	
<b>Primary Security ID:</b> Q26203408	<b>Primary CUSIP:</b> Q26203408	<b>Primary ISIN:</b> AU0000030678	<b>Primary SEDOL:</b> BYWR0T5
<b>Earliest Cutoff Date:</b> 10/30/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 3,500	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,500	<b>Shares Voted:</b> 3,500

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
2		Elect Wendy Stops as Director	Mgmt	Yes	For	For			For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the re-election of Wendy Stops is warranted. No material issues have been identified regarding her nomination in respect of board and committee composition, nor any wider corporate governance concerns.</i></p> <p><i>Blended Rationale: A vote FOR the re-election of Wendy Stops is warranted. No material issues have been identified regarding her nomination in respect of board and committee composition, nor any wider corporate governance concerns.</i></p>												
3		Approve Remuneration Report	Mgmt	Yes	For	For			For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR the remuneration report (Item 3) is warranted. * Quantitative pay for performance analysis indicates no material misalignment between pay, performance and shareholder outcomes. * The new CEO's fixed remuneration was set below the former CEO's level in line with market practice. * STI bonuses were well below maximum and there was partial LTI vesting in line with longer term shareholder results. The qualification is raised to highlight: * Incomplete disclosure in the STI, and non-disclosure of the Return on Capital (ROC) targets in the LTI preventing shareholders from independently assessing goal rigour. * The ROC measure was assessed as fully achieved despite years of relatively flat ROC performance, while the RTSR measure failed to vest, which may indicate some misalignment of the ROC targets with shareholder returns.</i></p> <p><i>Blended Rationale: A qualified vote FOR the remuneration report (Item 3) is warranted. * Quantitative pay for performance analysis indicates no material misalignment between pay, performance and shareholder outcomes. * The new CEO's fixed remuneration was set below the former CEO's level in line with market practice. * STI bonuses were well below maximum and there was partial LTI vesting in line with longer term shareholder results. The qualification is raised to highlight: * Incomplete disclosure in the STI, and non-disclosure of the Return on Capital (ROC) targets in the LTI preventing shareholders from independently assessing goal rigour. * The ROC measure was assessed as fully achieved despite years of relatively flat ROC performance, while the RTSR measure failed to vest, which may indicate some misalignment of the ROC targets with shareholder returns.</i></p>												
4		Approve Short-term Incentive Grant of STI Shares to Leah Weckert	Mgmt	Yes	For	For			For	No	No	No
<p><i>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 Leah 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.</i></p> <p><i>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 Leah 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.</i></p>												

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## Coles 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
5		Approve Long-term Incentive Grant of Performance Rights to Leah Weckert	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 10/16/2023	Auto-Approved 10/16/2023		3,500	3,500
<b>Total Shares:</b>						<b>3,500</b>	<b>3,500</b>

## Goodman Group

<b>Meeting Date:</b> 11/14/2023	<b>Country:</b> Australia	<b>Ticker:</b> GMG	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 11/12/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1791682	
<b>Primary Security ID:</b> Q4229W132	<b>Primary CUSIP:</b> Q4229W132	<b>Primary ISIN:</b> AU000000GMG2	<b>Primary SEDOL:</b> B03FYZ4
<b>Earliest Cutoff Date:</b> 11/09/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 9,325	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 9,325	<b>Shares Voted:</b> 9,325

  

Proposal Number	Significant Vote	Proposal Text	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 Auditor of Goodman Logistics (HK) Limited	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given this is a routine item and no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given this is a routine item and no significant concerns have been identified.</i></p>												
2a		Elect Stephen Johns as Director of Goodman Limited	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees (Items 2-6) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Stephen Johns (Item 2a and 2b) and Mark Johnson (Item 3) given they are chairman and member of the Remuneration &amp; Nomination Committee and concerns have been identified regarding problematic pay practices.</i></p> <p><i>Blended Rationale: A vote FOR all nominees (Items 2-6) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Stephen Johns (Item 2a and 2b) and Mark Johnson (Item 3) given they are chairman and member of the Remuneration &amp; Nomination Committee and concerns have been identified regarding problematic pay practices.</i></p>												

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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
2b		Elect Stephen Johns as Director of Goodman Logistics (HK) Limited	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees (Items 2-6) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Stephen Johns (Item 2a and 2b) and Mark Johnson (Item 3) given they are chairman and member of the Remuneration &amp; Nomination Committee and concerns have been identified regarding problematic pay practices.</i></p> <p><i>Blended Rationale: A vote FOR all nominees (Items 2-6) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Stephen Johns (Item 2a and 2b) and Mark Johnson (Item 3) given they are chairman and member of the Remuneration &amp; Nomination Committee and concerns have been identified regarding problematic pay practices.</i></p>												
3		Elect Mark Johnson as Director of Goodman Limited	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees (Items 2-6) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Stephen Johns (Item 2a and 2b) and Mark Johnson (Item 3) given they are chairman and member of the Remuneration &amp; Nomination Committee and concerns have been identified regarding problematic pay practices.</i></p> <p><i>Blended Rationale: A vote FOR all nominees (Items 2-6) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Stephen Johns (Item 2a and 2b) and Mark Johnson (Item 3) given they are chairman and member of the Remuneration &amp; Nomination Committee and concerns have been identified regarding problematic pay practices.</i></p>												
4		Elect Belinda Robson as Director of Goodman Limited	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees (Items 2-6) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Stephen Johns (Item 2a and 2b) and Mark Johnson (Item 3) given they are chairman and member of the Remuneration &amp; Nomination Committee and concerns have been identified regarding problematic pay practices.</i></p> <p><i>Blended Rationale: A vote FOR all nominees (Items 2-6) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Stephen Johns (Item 2a and 2b) and Mark Johnson (Item 3) given they are chairman and member of the Remuneration &amp; Nomination Committee and concerns have been identified regarding problematic pay practices.</i></p>												
5		Elect George Zoghbi as Director of Goodman Limited	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees (Items 2-6) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Stephen Johns (Item 2a and 2b) and Mark Johnson (Item 3) given they are chairman and member of the Remuneration &amp; Nomination Committee and concerns have been identified regarding problematic pay practices.</i></p> <p><i>Blended Rationale: A vote FOR all nominees (Items 2-6) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Stephen Johns (Item 2a and 2b) and Mark Johnson (Item 3) given they are chairman and member of the Remuneration &amp; Nomination Committee and concerns have been identified regarding problematic pay practices.</i></p>												
6		Elect Kitty Chung as Director of Goodman Logistics (HK) Limited	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees (Items 2-6) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Stephen Johns (Item 2a and 2b) and Mark Johnson (Item 3) given they are chairman and member of the Remuneration &amp; Nomination Committee and concerns have been identified regarding problematic pay practices.</i></p> <p><i>Blended Rationale: A vote FOR all nominees (Items 2-6) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Stephen Johns (Item 2a and 2b) and Mark Johnson (Item 3) given they are chairman and member of the Remuneration &amp; Nomination Committee and concerns have been identified regarding problematic pay practices.</i></p>												

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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		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR the remuneration report is warranted. Support is on the basis that, * The CEO's fixed remuneration is relatively low and unchanged for several years, with the LTI being the only bonus opportunity, * The FY23 and FY24 LTI performance periods have been increased from three to four years and there is a superior deferral mechanism to year ten, and * The EPS growth performance target at the upper threshold for vesting has been increased from 9 percent in the FY21 LTI to 10 percent in the FY22 LTI and now at 11 percent growth in the FY23 and FY24 LTI grants. The primary concern is that LTI quantum (and therefore total remuneration quantum) for the CEO is excessive relative to ASX 1-25 market cap peers and ASX-listed industry peers. The excess has been significantly reduced from the FY22 LTI grant. However, at LTI grant levels of near \$18 million, this remains significantly above the median of the market capitalisation peer group, being 5.1 times the median. The CEO's total remuneration for FY23 appears at 2.4 times the median of similar sized companies in the ASX 1-25 group. Given the significant quantum, concerns also exist for the rigor of the EPS growth targets, which have been historically set at levels which are well below reported achievements.</i></p> <p><i>Blended Rationale: A qualified vote FOR the remuneration report is warranted. Support is on the basis that, * The CEO's fixed remuneration is relatively low and unchanged for several years, with the LTI being the only bonus opportunity, * The FY23 and FY24 LTI performance periods have been increased from three to four years and there is a superior deferral mechanism to year ten, and * The EPS growth performance target at the upper threshold for vesting has been increased from 9 percent in the FY21 LTI to 10 percent in the FY22 LTI and now at 11 percent growth in the FY23 and FY24 LTI grants. The primary concern is that LTI quantum (and therefore total remuneration quantum) for the CEO is excessive relative to ASX 1-25 market cap peers and ASX-listed industry peers. The excess has been significantly reduced from the FY22 LTI grant. However, at LTI grant levels of near \$18 million, this remains significantly above the median of the market capitalisation peer group, being 5.1 times the median. The CEO's total remuneration for FY23 appears at 2.4 times the median of similar sized companies in the ASX 1-25 group. Given the significant quantum, concerns also exist for the rigor of the EPS growth targets, which have been historically set at levels which are well below reported achievements.</i></p>												
8		Approve Issuance of Performance Rights to Greg Goodman	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR the FY24 LTI grants to the CEO and executive directors is warranted at this time. Support is on the basis that the EPS vesting range has been made more challenging and set at 6 percent to 11 percent annual growth. This was increased since the FY22 grant which has a range of 6-10 percent growth and a 6-9 percent range in the FY21 LTI. Concerns are that * quantum remains excessive relative to ASX 1-25 market cap peers and the ASX-listed industry peer group, and * the EPS target range may remain inadequate and lack rigor.</i></p> <p><i>Blended Rationale: A qualified vote FOR the FY24 LTI grants to the CEO and executive directors is warranted at this time. Support is on the basis that the EPS vesting range has been made more challenging and set at 6 percent to 11 percent annual growth. This was increased since the FY22 grant which has a range of 6-10 percent growth and a 6-9 percent range in the FY21 LTI. Concerns are that * quantum remains excessive relative to ASX 1-25 market cap peers and the ASX-listed industry peer group, and * the EPS target range may remain inadequate and lack rigor.</i></p>												
9		Approve Issuance of Performance Rights to Danny Peeters	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR the FY24 LTI grants to the CEO and executive directors is warranted at this time. Support is on the basis that the EPS vesting range has been made more challenging and set at 6 percent to 11 percent annual growth. This was increased since the FY22 grant which has a range of 6-10 percent growth and a 6-9 percent range in the FY21 LTI. Concerns are that * quantum remains excessive relative to ASX 1-25 market cap peers and the ASX-listed industry peer group, and * the EPS target range may remain inadequate and lack rigor.</i></p> <p><i>Blended Rationale: A qualified vote FOR the FY24 LTI grants to the CEO and executive directors is warranted at this time. Support is on the basis that the EPS vesting range has been made more challenging and set at 6 percent to 11 percent annual growth. This was increased since the FY22 grant which has a range of 6-10 percent growth and a 6-9 percent range in the FY21 LTI. Concerns are that * quantum remains excessive relative to ASX 1-25 market cap peers and the ASX-listed industry peer group, and * the EPS target range may remain inadequate and lack rigor.</i></p>												
10		Approve Issuance of Performance Rights to Anthony Rozic	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR the FY24 LTI grants to the CEO and executive directors is warranted at this time. Support is on the basis that the EPS vesting range has been made more challenging and set at 6 percent to 11 percent annual growth. This was increased since the FY22 grant which has a range of 6-10 percent growth and a 6-9 percent range in the FY21 LTI. Concerns are that * quantum remains excessive relative to ASX 1-25 market cap peers and the ASX-listed industry peer group, and * the EPS target range may remain inadequate and lack rigor.</i></p> <p><i>Blended Rationale: A qualified vote FOR the FY24 LTI grants to the CEO and executive directors is warranted at this time. Support is on the basis that the EPS vesting range has been made more challenging and set at 6 percent to 11 percent annual growth. This was increased since the FY22 grant which has a range of 6-10 percent growth and a 6-9 percent range in the FY21 LTI. Concerns are that * quantum remains excessive relative to ASX 1-25 market cap peers and the ASX-listed industry peer group, and * the EPS target range may remain inadequate and lack rigor.</i></p>												

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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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 10/30/2023	Auto-Approved 10/30/2023		9,325	9,325
<b>Total Shares:</b>						<b>9,325</b>	<b>9,325</b>

Fortescue Metals Group Ltd.

<b>Meeting Date:</b> 11/21/2023	<b>Country:</b> Australia	<b>Ticker:</b> FMG	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 11/19/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1798510	
<b>Primary Security ID:</b> Q39360104	<b>Primary CUSIP:</b> Q39360104	<b>Primary ISIN:</b> AU000000FMG4	<b>Primary SEDOL:</b> 6086253
<b>Earliest Cutoff Date:</b> 11/16/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 9,121	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 9,121	<b>Shares Voted:</b> 9,121

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		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 is not in line with better market practice as it 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 is not in line with better market practice as it 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.*

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## 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
<p><i>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 Dexu 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.</i></p> <p><i>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 problematic pay practices are noted. She is also chair of the remuneration committee at ASX-listed Dexu 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.</i></p>												
3		Elect Mark Barnaba as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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 Dexu 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.</i></p> <p><i>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 problematic pay practices are noted. She is also chair of the remuneration committee at ASX-listed Dexu 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.</i></p>												
4		Elect Penny Bingham-Hall as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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 Dexu 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.</i></p> <p><i>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 problematic pay practices are noted. She is also chair of the remuneration committee at ASX-listed Dexu 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.</i></p>												

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## 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
<p><i>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 Dexu 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.</i></p> <p><i>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 problematic pay practices are noted. She is also chair of the remuneration committee at ASX-listed Dexu 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.</i></p>												
6		Approve the Change of Company Name to Fortescue Ltd	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted on the basis that no corporate governance concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted on the basis that no corporate governance concerns have been identified.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		9,121	9,121
			10/31/2023	10/31/2023			
<b>Total Shares:</b>						<b>9,121</b>	<b>9,121</b>

## Cisco Systems, Inc.

<b>Meeting Date:</b> 12/06/2023	<b>Country:</b> USA	<b>Ticker:</b> CSCO	<b>Proxy Level:</b> 3
<b>Record Date:</b> 10/09/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1797911	
<b>Primary Security ID:</b> 17275R102	<b>Primary CUSIP:</b> 17275R102	<b>Primary ISIN:</b> US17275R1023	<b>Primary SEDOL:</b> 2198163
<b>Earliest Cutoff Date:</b> 12/05/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 13,086	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 13,086	<b>Shares Voted:</b> 13,086

Proposal Number	Significant Vote	Proposal Text	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 Wesley G. Bush	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1b		Elect Director Michael D. Capellas	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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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
1c		Elect Director Mark Garrett	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director John D. Harris, II	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Kristina M. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Sarah Rae Murphy	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Charles H. Robbins	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Daniel H. Schulman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Marianna Tessel	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										
		<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. Pay and performance are reasonably aligned for the year in review. Although the CEO has a relatively large target bonus opportunity, the annual bonus was largely based on pre-set financial metrics which appear to utilize rigorous target goals. The majority of the annual LTI program is based on performance-conditioned equity; however, a significant portion of the vesting percentage is determined based on one-year performance. The special equity award to each NEO also utilizes one-year performance periods, though its growth goals appear to be rigorous. Continued monitoring of these structural issues is warranted.</i>										
		<i>Blended Rationale: A vote FOR the proposal is warranted, with caution. Pay and performance are reasonably aligned for the year in review. Although the CEO has a relatively large target bonus opportunity, the annual bonus was largely based on pre-set financial metrics which appear to utilize rigorous target goals. The majority of the annual LTI program is based on performance-conditioned equity; however, a significant portion of the vesting percentage is determined based on one-year performance. The special equity award to each NEO also utilizes one-year performance periods, though its growth goals appear to be rigorous. Continued monitoring of these structural issues is warranted.</i>										
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		<i>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.</i>										
		<i>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.</i>										

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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
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
6		Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	SH	Yes	Against	Against		For	For	Yes	No	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.</i>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		13,086	13,086
			11/29/2023	11/29/2023			
<b>Total Shares:</b>						<b>13,086</b>	<b>13,086</b>

## Microsoft Corporation

<b>Meeting Date:</b> 12/07/2023	<b>Country:</b> USA	<b>Ticker:</b> MSFT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 09/29/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1798481	
<b>Primary Security ID:</b> 594918104	<b>Primary CUSIP:</b> 594918104	<b>Primary ISIN:</b> US5949181045	<b>Primary SEDOL:</b> 2588173
<b>Earliest Cutoff Date:</b> 12/06/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 1,348	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,348	<b>Shares Voted:</b> 1,348

  

Proposal Number	Significant Vote	Proposal Text	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
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.02		Elect Director Hugh F. Johnston	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.03		Elect Director Teri L. List	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.04		Elect Director Catherine MacGregor	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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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
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.06		Elect Director Satya Nadella	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.07		Elect Director Sandra E. Peterson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.08		Elect Director Penny S. Pritzker	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.09		Elect Director Carlos A. Rodriguez	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.10		Elect Director Charles W. Scharf	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.11		Elect Director John W. Stanton	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.12		Elect Director Emma N. Walmsley	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are aligned for the year in review. Annual incentives were primarily based on objective criteria and the CEO's long-term awards were entirely performance-conditioned. However, the CEO's base salary and STI payout opportunities remained relatively large and long-term incentives rely primarily on annual performance periods, which compensation decisions warrant continued monitoring.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are aligned for the year in review. Annual incentives were primarily based on objective criteria and the CEO's long-term awards were entirely performance-conditioned. However, the CEO's base salary and STI payout opportunities remained relatively large and long-term incentives rely primarily on annual performance periods, which compensation decisions warrant continued monitoring.</i>										
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		<i>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.</i>										
		<i>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.</i>										

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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		Ratify Deloitte and & Touche as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
5		Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to provide sufficient information for investors to be able to determine how the company is managing pay equity and health and wellness benefits related risks.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted, as the company appears to provide sufficient information for investors to be able to determine how the company is managing pay equity and health and wellness benefits related risks.</i></p>												
6		Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to be taking appropriate steps to protect itself against risks related to discrimination based on political ideology or viewpoint.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted, as the company appears to be taking appropriate steps to protect itself against risks related to discrimination based on political ideology or viewpoint.</i></p>												
7		Report on Government Take Down Requests	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company provides sufficient information regarding its policies and processes for removing content.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted, as the company provides sufficient information regarding its policies and processes for removing content.</i></p>												
8		Report on Risks of Weapons Development	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as shareholders would benefit from the requested report by allowing them to better understand Microsoft's management and oversight of risks related to weapons development.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted as shareholders would benefit from the requested report by allowing them to better understand Microsoft's management and oversight of risks related to weapons development.</i></p>												
9		Report on Climate Risk in Retirement Plan Options	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. While the company offers an option to employees that want to invest more responsibly, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. While the company offers an option to employees that want to invest more responsibly, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.</i></p>												
10		Publish a Tax Transparency Report	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.</i></p>												
11		Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.</i></p>												

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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
12		Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>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 trade association memberships, and the company is unable to control the accuracy of these associations' disclosures.</i></p> <p><i>Blended 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 trade association memberships, and the company is unable to control the accuracy of these associations' disclosures.</i></p>												
13		Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Increased disclosure and greater transparency regarding risks related to misinformation and disinformation, including from generative AI, would benefit shareholders on its potential business impacts and how the company is managing these risks.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Increased disclosure and greater transparency regarding risks related to misinformation and disinformation, including from generative AI, would benefit shareholders on its potential business impacts and how the company is managing these risks.</i></p>												

### 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		1,348	1,348
			11/27/2023	11/27/2023			
<b>Total Shares:</b>						<b>1,348</b>	<b>1,348</b>

## Solvay SA

<b>Meeting Date:</b> 12/08/2023	<b>Country:</b> Belgium	<b>Ticker:</b> SOLB	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 11/24/2023	<b>Meeting Type:</b> Extraordinary Shareholders	<b>Meeting ID:</b> 1802646	
<b>Primary Security ID:</b> B82095116	<b>Primary CUSIP:</b> B82095116	<b>Primary ISIN:</b> BE0003470755	<b>Primary SEDOL:</b> 4821100
<b>Earliest Cutoff Date:</b> 11/29/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 5,555	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 5,555	<b>Shares Voted:</b> 5,555

Proposal Number	Significant Vote	Proposal Text	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 Shareholders' Meeting Agenda	Mgmt	No								
1		Receive Special Board and Auditor Report Re: Demerger Proposal	Mgmt	No								
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>												
2		Acknowledge Information on Significant Changes in the Assets and Liabilities of the Companies Involved in the Demerger	Mgmt	No								
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>												

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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 Demerger Proposal	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because: * the spin-off into Solvay (essential chemicals) and Syensqo (specialty chemicals) is supported by compelling rationale and a positive market reaction; * no governance nor legal issue has been identified in this case; and * each shareholder will receive new shares in Syenqo on pro rata basis of their shareholding in Solvay.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because: * the spin-off into Solvay (essential chemicals) and Syensqo (specialty chemicals) is supported by compelling rationale and a positive market reaction; * no governance nor legal issue has been identified in this case; and * each shareholder will receive new shares in Syenqo on pro rata basis of their shareholding in Solvay.</i></p>												
4		Approve Reduction in Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted as these items are conditional on the proposed demerger proposal, which warrants support.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as these items are conditional on the proposed demerger proposal, which warrants support.</i></p>												
5		Amend Article 5 to Reflect Changes in Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted as these items are conditional on the proposed demerger proposal, which warrants support.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as these items are conditional on the proposed demerger proposal, which warrants support.</i></p>												
6		Receive Special Board Report Re: Article 7:199 Paragraph 2 of the Code of Companies and Associations	Mgmt	No								
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>												
7		Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the potential increase without preemptive rights is not considered to be excessive (10 percent).</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the potential increase without preemptive rights is not considered to be excessive (10 percent).</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												

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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		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
<p><i>Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards; * The authorization would allow Solvay to repurchase 10.00 percent of the outstanding share capital.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards; * The authorization would allow Solvay to repurchase 10.00 percent of the outstanding share capital.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												
11		Authorize Reissuance of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards; * The authorization would allow Solvay to repurchase 10.00 percent of the outstanding share capital.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards; * The authorization would allow Solvay to repurchase 10.00 percent of the outstanding share capital.</i></p>												
12		Authorize Board to Reissue Shares in the Event of a Serious and Imminent Harm	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
13		Approve Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted since the cancellation of repurchased shares benefit shareholders.</i></p> <p><i>Blended Rationale: A vote FOR is warranted since the cancellation of repurchased shares benefit shareholders.</i></p>												

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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
14		Change Date of the 2024 Ordinary Shareholders' Meeting	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted, as this proposal does not affect shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted, as this proposal does not affect shareholders' interests.</i></p>												
15		Adopt New Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted as the proposed amendments are not considered to adversely impact shareholders' rights.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the proposed amendments are not considered to adversely impact shareholders' rights.</i></p>												
16		Approve Change-in-Control Provision: Environmental Liabilities	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the proposed change-in-control provisions is warranted. Although concerns exist with regard to the significant environmental liabilities (approx. EUR 900 million combined) and potential uncertainties on liability assumptions, change-in-control provisions included in contracts are subject to shareholder approval in Belgium and generally considered routine and in this case aimed to ring-fence liabilities of the separated entities in case of a change-in-control.</i></p> <p><i>Blended Rationale: A vote FOR the proposed change-in-control provisions is warranted. Although concerns exist with regard to the significant environmental liabilities (approx. EUR 900 million combined) and potential uncertainties on liability assumptions, change-in-control provisions included in contracts are subject to shareholder approval in Belgium and generally considered routine and in this case aimed to ring-fence liabilities of the separated entities in case of a change-in-control.</i></p>												
17		Approve Change-in-Control Provision related to U.S. Tax Matters	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the proposed change-in-control provisions is warranted. Although concerns exist with regard to the significant environmental liabilities (approx. EUR 900 million combined) and potential uncertainties on liability assumptions, change-in-control provisions included in contracts are subject to shareholder approval in Belgium and generally considered routine and in this case aimed to ring-fence liabilities of the separated entities in case of a change-in-control.</i></p> <p><i>Blended Rationale: A vote FOR the proposed change-in-control provisions is warranted. Although concerns exist with regard to the significant environmental liabilities (approx. EUR 900 million combined) and potential uncertainties on liability assumptions, change-in-control provisions included in contracts are subject to shareholder approval in Belgium and generally considered routine and in this case aimed to ring-fence liabilities of the separated entities in case of a change-in-control.</i></p>												
18		Approve Exceptional Bonus for the CEO	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * The proposed EUR 12 million cash bonus is in connection with the proposed demerger proposal without being subject to the successful completion of the demerger, other performance conditions or longer term value creation following the demerger; * The proposed one-off award is in cash, and not necessarily aligned with longer-term interests of shareholders. * The proposed bonus is substantially above market practices and considered excessive; * The company already granted an option-award in connection with the demerger proposal in October 2022, further raising questions on the appropriateness of an additional EUR 12 million cash award for the CEO alone.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because: * The proposed EUR 12 million cash bonus is in connection with the proposed demerger proposal without being subject to the successful completion of the demerger, other performance conditions or longer term value creation following the demerger; * The proposed one-off award is in cash, and not necessarily aligned with longer-term interests of shareholders. * The proposed bonus is substantially above market practices and considered excessive; * The company already granted an option-award in connection with the demerger proposal in October 2022, further raising questions on the appropriateness of an additional EUR 12 million cash award for the CEO alone.</i></p>												
19		Acknowledge Resignation of Directors	Mgmt	No								
<p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>												
20.1		Elect Thomas Aebischer as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i></p>												

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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
20.2		Elect Thierry Bonnefous as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>												
20.3		Elect Yves Bonte as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>												
20.4		Elect Philippe Kehren as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>												
20.5		Elect Annette Stube as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>												
20.6		Elect Melchior de Vogue as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>												
21		Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
<i>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.</i>												
<i>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.</i>												

**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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		5,555	5,555
			11/20/2023	11/20/2023			
<b>Total Shares:</b>						<b>5,555</b>	<b>5,555</b>

**iShares VII plc - iShares MSCI USA Small Cap ESG Enhanced UCITS ETF**

<b>Meeting Date:</b> 12/15/2023	<b>Country:</b> Ireland	<b>Ticker:</b> CSUSS	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 12/14/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1800297	
<b>Primary Security ID:</b> G4955H342	<b>Primary CUSIP:</b> G4955H342	<b>Primary ISIN:</b> IE00B3VWM098	<b>Primary SEDOL:</b> B53N420

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# iShares VII plc - iShares MSCI USA Small Cap ESG Enhanced UCITS ETF

Earliest Cutoff Date: 11/28/2023

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 4,220

\*Shares on Loan: 0

Shares Instructed: 4,220

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
<p><i>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.</i></p> <p><i>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.</i></p>												
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p>												
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because there are no significant concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because there are no significant concerns regarding this proposal.</i></p>												
4		Re-elect Ros O'Shea as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i></p> <p><i>Blended Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i></p>												
5		Re-elect Pdraig Kenny as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i></p> <p><i>Blended Rationale: Items 4-6 A vote FOR the re-election/election of Ros O'Shea, Pdraig 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.</i></p>												

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# 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 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 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.*

7		Re-elect William McKechnie as Director	Mgmt	Yes	For	For		Against	Do Not Vote	No	No	No
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*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
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*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.*

## 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 Dynamic, unassigned	283964.001	AutoApproved	Auto-Instructed	Auto-Approved		4,220	0
			10/31/2023	10/31/2023			
<b>Total Shares:</b>						<b>4,220</b>	<b>0</b>

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

<b>Meeting Date:</b> 12/22/2023	<b>Country:</b> Luxembourg	<b>Ticker:</b> UIMR	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 12/15/2023	<b>Meeting Type:</b> Extraordinary Shareholders	<b>Meeting ID:</b> 1804768	
<b>Primary Security ID:</b> L9398E651	<b>Primary CUSIP:</b> L9398E651	<b>Primary ISIN:</b> LU0629460675	<b>Primary SEDOL:</b> B59RQP3
<b>Earliest Cutoff Date:</b> 11/20/2023	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> Sustainability	<b>Additional Policy:</b>
<b>Votable Shares:</b> 12,379	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 12,379	<b>Shares Voted:</b> 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
<p><i>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.</i></p> <p><i>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.</i></p>												
2		Amend Article 5 Re: Creation of Sub-Funds and/or Share Classes	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												
4		Amend Article 7 Re: Issue of Shares	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
5		Amend Article 8 Re: Redemption of Shares	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												
7		Amend Article 10 Re: Calculation of Net Asset Value per Share	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

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## 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
<p><i>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.</i></p> <p><i>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.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												
11		Amend Article 18 Re: Conflict of Interest Provisions	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												
14		Amend Article 26 Re: Update of References to "Custodian" to "Depositary"	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

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# 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
<p><i>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.</i></p> <p><i>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.</i></p>												
16		Amend Articles to Correct Typographical Errors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted as the proposed amendments to the articles of association are neutral in view of shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the proposed amendments to the articles of association are neutral in view of shareholders' interests.</i></p>												
17		Amend Articles to Retain the English Version of the Articles Only	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

## 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 Dynamic, unassigned	283964.001	AutoApproved	Auto-Instructed	Auto-Approved		12,379	0
			11/17/2023	11/17/2023			
<b>Total Shares:</b>						<b>12,379</b>	<b>0</b>

**Earliest Cutoff Date:** 12/08/2023

**Total Ballots:** 1

**Voting Policy:** Sustainability

**Additional Policy:**

**Votable Shares:** 12,861

**\*Shares on Loan:** 0

**Shares Instructed:** 12,861

**Shares Voted:** 12,861

Proposal Number	Significant Vote	Proposal Text	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
<p><i>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.</i></p> <p><i>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.</i></p>												
2		Amend Article 5 Re: Creation of Sub-Funds and/or Share Classes	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												

\*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
4		Amend Article 7 Re: Issue of Shares	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>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.</i>										
5		Amend Article 8 Re: Redemption of Shares	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>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.</i>										
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
		<i>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.</i>										
		<i>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.</i>										
7		Amend Article 10 Re: Calculation of Net Asset Value per Share	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>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.</i>										
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
		<i>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.</i>										
		<i>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.</i>										
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
		<i>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.</i>										
		<i>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.</i>										
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
		<i>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.</i>										
		<i>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.</i>										
11		Amend Article 18 Re: Conflict of Interest Provisions	Mgmt	Yes	For	For		For	For	No	No	No
		<i>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.</i>										
		<i>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.</i>										

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# 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
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
<p><i>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.</i></p> <p><i>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.</i></p>												
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
<p><i>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.</i></p> <p><i>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.</i></p>												
14		Amend Article 26 Re: Update of References to "Custodian" to "Depository"	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
15		Amend Article 28 Re: Quorum Requirements	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												
16		Amend Articles to Correct Typographical Errors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted as the proposed amendments to the articles of association are neutral in view of shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the proposed amendments to the articles of association are neutral in view of shareholders' interests.</i></p>												
17		Amend Articles to Retain the English Version of the Articles Only	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>												

## 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 Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 12/12/2023	Auto-Approved 12/12/2023		12,861	12,861
<b>Total Shares:</b>						<b>12,861</b>	<b>12,861</b>

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

## 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 Dynamic

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

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