

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	3
Meetings Voted	62	91.18%
Meetings with One or More Votes Against Management	32	47.06%
Votable Ballots	7:	
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.

	Manageme	nt 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

	Vota Prop		Propo Vot		Manage Propo		Shareh Propo		Votes A		Signifi Vot	
	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%
Total	1015	100.00%	943	92.91%	967	95.27%	48	4.73%	64	6.31%	0	0.00%

Warehouses De Pauw SCA

Country: Belgium

Meeting Date: 02/02/2023

Record Date: 01/19/2023 Meeting ID: 1707954 Meeting Type: Extraordinary Shareholders Primary Security ID: B9T59Z100 Primary CUSIP: B9T59Z100 Primary ISIN: BE0974349814 Primary SEDOL: BK8VQD9 Earliest Cutoff Date: 01/25/2023 Total Ballots: 1 Voting Policy: Sustainability Additional Policy: Votable Shares: 2,450 *Shares on Loan: 0 Shares Instructed: 2,450 Shares Voted: 2,450 **Additional** Voting Vote Vote Vote Significant Votable **Policy** Against Against Against **Proposal** Mgmt Policy Vote Number **Proposal Text** Proponent Proposal **ISS Rec** Instruction Mgmt Policy ISS Vote Rec Rec Rec Extraordinary Shareholders' Meeting Mgmt No Agenda A.1 Receive Special Board Report Re: Mgmt No Renewal of Authorized Capital Voting Policy Rationale: This is a non-voting item. Blended Rationale: This is a non-voting item. A.2.I Authorize Increase in Share Capital of For Mamt Yes For For For No No No up to 50 Percent of Authorized Capital With Preemptive Rights by Cash Contributions Voting Policy Rationale: A vote FOR these items is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital. Blended Rationale: A vote FOR these items is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital. A2II Authorize Increase in Share Capital of Mamt Yes For For For For Nο Nο Nο up to 50 Percent of Authorized Capital by Optional Dividend Voting Policy Rationale: A vote FOR these items is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital. Blended Rationale: A vote FOR these items is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital. A2III Authorize Increase in Share Capital of Mgmt No No up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Means 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 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

Ticker: WDP

Proxy Level: N/A

share capital.

purpose of an optional dividend and * The third proposal is not considered excessive and is limited to 10 percent of the issued

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

Warehouses De Pauw SCA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
В		Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante authorization would allow Warehouses de Pauw					_	ards; * The				
		Blended Rationale: A vote FOR is warranted be authorization would allow Warehouses de Paux		•		•		* The				
С		Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante the implementation of items approved by the s			ns a routine	legal proced	ure and will au	ıthorize only	′			
		Blended Rationale: A vote FOR is warranted, as implementation of items approved by the share			routine legal	procedure a	nd will author	ize only the				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		2,450	2,450
Sustainable Bynamic, andssigned			01/10/2023	01/10/2023			
					Total Shares:	2,450	2,450

Ticker: ABBN

Proxy Level: N/A

ABB Ltd.

Meeting Date: 03/23/2023

Record D Primary	ate: Security ID:	H0010V101	Meeting Type: Annual Primary CUSIP: H0010)V101		-	ID: 1704809 ISIN: CH003			Primary SEI	DOL: 71088	399	
	utoff Date: 03/	14/2023	Total Ballots: 1			_	licy: Sustainab	•		Additional Po	-		
Votable Sh	nares: 4,883		*Shares on Loan: 0			Shares In	structed: 4,88	33		Shares Voted	: 4,883		
Proposal Number	•			Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Stat Statutory Reports	tements and	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa warranted.	nle: A vote FOR the annual	accounts, and	nual report, a	and auditor's	report for th	he fiscal year i	in review is				
		Blended Rationale: A warranted.	vote FOR the annual acco	ounts, annual i	report, and a	nuditor's rep	ort for the fis	cal year in rev	riew is				
2		Approve Remunerati (Non-Binding)	ion Report	Mgmt	Yes	For	For		For	For	No	No	No
		- ,	ele: A vote FOR the remun					remuneration	practices ar	re in			
			vote FOR the remuneration	•				uneration prac	tices are in	line			

Country: Switzerland

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

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

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

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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
9.3		Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incl. on the board. Votes FOR the remaining nomi		5		er Voser is wa	arranted for la	ck of divers	ity			
		Blended Rationale: A vote AGAINST incumbe board. Votes FOR the remaining nominees ar	-		air Peter Vo	oser is warran	ted for lack of	diversity or	n the			
10		Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this prop	osal is warrante	ed due to a la	ack of conc	erns.						
		Blended Rationale: A vote FOR this proposal	is warranted du	e to a lack o	f concerns.							
11		Ratify KPMG AG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrar	nted because th	ere are no co	oncerns reg	arding this pr	oposal.					
		Blended Rationale: A vote FOR is warranted in	because there a	re no concer	rns regardir	g this propos	al.					
12		Transact Other Business (Voting)	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST is w shareholder to the proxy in case new voting to board of directors; and * The content of thes shareholders' best interest to vote against the	items or counte se new items or	rproposals ai counterprop	re introduce osals is not	ed at the mee	ting by shareh	olders or th	e			
		Blended Rationale: A vote AGAINST is warranthe proxy in case new voting items or countedirectors; and * The content of these new ite best interest to vote against this item on a pi	erproposals are l ems or counterp	introduced at roposals is n	t the meetii	ng by shareho	olders or the bo	oard of				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		4,883	4,883
Sustainable Dynamic, andssigned			03/10/2023	03/10/2023			
					Total Shares:	4,883	4,883

The Walt Disney Company

Meeting Date: 04/03/2023 Country: USA Ticker: DIS Proxy Level: 3 **Record Date:** 02/08/2023 Meeting Type: Annual Meeting ID: 1713426 **Primary CUSIP:** 254687106 Primary Security ID: 254687106 **Primary ISIN:** US2546871060 Primary SEDOL: 2270726 Earliest Cutoff Date: 03/31/2023 Total Ballots: 1 Voting Policy: Sustainability **Additional Policy:** Votable Shares: 3,100 *Shares on Loan: 0 Shares Instructed: 3,100 Shares Voted: 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
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								

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

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
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1c		Elect Director Amy L. Chang	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1d		Elect Director Francis A. deSouza	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1e		Elect Director Carolyn N. Everson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1f		Elect Director Michael B.G. Froman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nominees is warranted.										
1g		Elect Director Robert A. Iger	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1h		Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.							,	
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1 i		Elect Director Calvin R. McDonald	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1j		Elect Director Mark G. Parker	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1k		Elect Director Derica W. Rice	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	e auditor is v	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.							

The Walt Disney Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the proposaligned, with Bob Chapek's pay levels declining committee's decision to provide Chapek with a of the long-term incentive that was based on a review, as the company will transition to a three Iger) in FY23. In addition, the company increasand a majority of the STI and LTI is comprised make up 60 percent of Bob Iger's LTI awards in return of Bob Iger as CEO, shareholders should for Iger's long-term successor by 2024.	during his fina below-target S nnually set goo e-year measur sed the perforn of clearly disco n FY23. While	al year as CE STI payout. A als, these co rement perio mance-based losed financi Disney unde	O. The redu Although son ncerns were d for the RC I portion of t ial targets. F rwent signifi	nction in total me concerns of sufficiently in DIC metric (two the long-terms further, perfoot ficant leaders!	pay was prima are raised rega mitigated for the vo years for in a incentive for a mance-based thip changes, in	arily due to a arding a port he year in coming CEO other NEOs, awards will ncluding the	the tion					
		Blended Rationale: A vote FOR the proposal is aligned, with Bob Chapek's pay levels declining committee's decision to provide Chapek with a of the long-term incentive that was based on a review, as the company will transition to a thre Iger) in FY23. In addition, the company increas and a majority of the STI and LTI is comprised make up 60 percent of Bob Iger's LTI awards in return of Bob Iger as CEO, shareholders should for Iger's long-term successor by 2024.	during his fina below-target S nnually set goo ee-year measur sed the perforn of clearly disc n FY23. While	al year as CE STI payout. A als, these co rement perio mance-based losed financi Disney unde	O. The redu Although son ncerns were d for the RC I portion of t al targets. F rwent signifi	nction in total me concerns of sufficiently in DIC metric (two the long-terms further, perfoot ficant leaders!	pay was prima are raised rega mitigated for the vo years for in a incentive for armance-based thip changes, in	arily due to a arding a port he year in coming CEO other NEOs, awards will ncluding the	tion					
4		Advisory Vote on Say on Pay Frequency Voting Policy Rationale: A vote for the adoption	Mgmt	Yes	One Year	One Year	Annual sav-o	One Year	One Year	No	No	No		
		considered a best practice as they give shareho Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho	olders a regula. an ANNUAL say	r opportunity v-on-pay freq	to opine or nuency is wa	n executive p erranted. Ann	ay. ual say-on-pay							
5		Report on Risks Related to Operations in China	SH	Yes	Against	Against		Against	Against	No	No	No		
		Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company appears to provide shareholders with sufficient disclosure to assess its management of risks related to its operations in China and to have policies in place that seem to address human rights concerns raised by the proponent.												
		Blended Rationale: A vote AGAINST this proposed disclosure to assess its management of risks readdress human rights concerns raised by the p	lated to its ope	-		-								
6		Report on Charitable Contributions	SH	Yes	Against	Against		Against	Against	No	No	No		
		Voting Policy Rationale: A vote AGAINST this paregarding its charitable contributions, and absein determining the company's charitable giving	ent self-dealing		•				n					
		Blended Rationale: A vote AGAINST this proposits charitable contributions, and absent self-dead determining the company's charitable giving sti	aling or gross r					_	g					
7		Report on Political Expenditures	SH	Yes	Against	For		For	For	Yes	No	No		
		Voting Policy Rationale: A vote FOR this propose expenditures with stated values would enable soversees and manages risks related to its politic	shareholders to	have a moi					ny					
B_U B	-11-	Blended Rationale: A vote FOR this proposal is with stated values would enable shareholders t manages risks related to its political partnership	o have a more											
Ballot Det	ails													

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		3,100	3,100
			03/13/2023	03/13/2023			

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

Total Shares:	3,100	3,100

The Bank of Nova Scotia

Meeting Date: 04/04/2023 Record Date: 02/07/2023

Primary Security ID: 064149107

Country: Canada

Meeting Type: Annual

Primary CUSIP: 064149107

Ticker: BNS

Meeting ID: 1708085

Primary ISIN: CA0641491075

Proxy Level: 3

Primary SEDOL: 2076281

Earliest Cutoff Date: 03/30/2023

Total Ballots: 1
*Shares on Loan: 0

Voting Policy: Sustainability

Additional Policy: Shares Voted: 3,475

Votable SI	hares: 3,475	*Shares on Loan: 0			Shares In	structed: 3,4	75		Shares Voted	l: 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
		Voting Policy Rationale: Vote FOR all propos	ed nominees as	no significan	nt concerns i	have been ide	entified at this	time.			-	
		Blended Rationale: Vote FOR all proposed no	ominees as no si	gnificant con	ncerns have	been identifi	ed at this time.					
1.2		Elect Director Guillermo E. Babatz	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as	no significan	nt concerns i	have been ide	entified at this	time.			-	
		Blended Rationale: Vote FOR all proposed no	ominees as no si	gnificant con	ncerns have	been identifi	ed at this time.	•				
1.3		Elect Director Scott B. Bonham	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as	no significan	nt concerns i	have been ide	entified at this	time.			-	
		Blended Rationale: Vote FOR all proposed no	ominees as no si	gnificant con	ncerns have	been identifi	ed at this time.				-	
1.4		Elect Director Daniel (Don) H. Callahan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as	no significan	nt concerns i	have been ide	entified at this	time.			-	
		Blended Rationale: Vote FOR all proposed no	Slended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.							-		
1.5		Elect Director W. Dave Dowrich	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as	no significan	nt concerns i	have been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed no	ominees as no si	gnificant con	ncerns have	been identifi	ed at this time.					
1.6		Elect Director Lynn K. Patterson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as	no significan	nt concerns i	have been ide	entified at this	time.			-	
		Blended Rationale: Vote FOR all proposed no	ominees as no si	ignificant con	ncerns have	been identifi	ed at this time.				-	
1.7		Elect Director Michael D. Penner	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as	no significan	nt concerns i	have been ide	entified at this	time.			-	
		Blended Rationale: Vote FOR all proposed no	ominees as no si	ignificant con	ncerns have	been identifi	ed at this time.				-	
1.8		Elect Director Una M. Power	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as	no significan	nt concerns i	have been ide	entified at this	time.			-	
		Blended Rationale: Vote FOR all proposed no	ominees as no si	gnificant con	ncerns have	been identifi	ed at this time.					
1.9		Elect Director Aaron W. Regent	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as	no significan	nt concerns i	have been ide	entified at this	time.			-	
		Blended Rationale: Vote FOR all proposed no	ominees as no si	gnificant con	ncerns have	been identifi	ed at this time.				-	

The Bank of Nova Scotia

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

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The Bank of Nova Scotia

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		3,475	3,475
Sustainable by name, anabogned			03/20/2023	03/20/2023			
					Total Shares:	3,475	3,475

Adecco Group AG

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

Earliest Cutoff Date: 04/04/2023Total Ballots: 1Voting Policy: SustainabilityAdditional Policy:Votable Shares: 3,437*Shares on Loan: 0Shares Instructed: 3,437Shares Voted: 3,437

votable bi	idi C51 5, 157	Shares on Loan o			Silai es 1	iisti uctcui 3,	.57		Silai es vocea	1 3, 137		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the annuarranted.	ual accounts, an	nual report,	and auditor	's report for t	the fiscal year i	in review is				
		Blended Rationale: A vote FOR the annual a warranted.	nccounts, annual	report, and a	auditor's rep	port for the fi	iscal year in rev	view is				
1.2		Approve Remuneration Report (Non-Binding)	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the remyear-on-year disclosure improvements are a results on an ex-post basis. As such, the spunclear. * The Akkodis president received a reasons for support are: * Compensation accompensation framework remains aligned watargets for the one-off award and has commensation for the one-off award and has commensation for the one-off award and has commensation.	acknowledged, the ecific performanc one-off performations tions taken durin with market practi	ne company of achievement ance-based ance the year historice. * The co	continues to ents underly award to ind have been w ompany has	refrain from ving payouts i centivize a su vell explained disclosed the	disclosing spector the year are the year are the year are the cessful integral and the broad the applicable pectors.	cific targets somewhat ation. The i ler	t			
		targets for the one-off award and has committed to providing full ex-post disclosure of achievements. Blended Rationale: A vote FOR the remuneration report is warranted, though it is not without concerns: * Although year-on-year disclosure improvements are acknowledged, the company continues to refrain from disclosing specific targets and results on an ex-post basis. As such, the specific performance achievements underlying payouts for the year are somewhat unclear. * The Akkodis president received a one-off performance-based award to incentivize a successful integration. The main reasons for support are: * Compensation actions taken during the year have been well explained and the broader compensation framework remains aligned with market practice. * The company has disclosed the applicable performance targets for the one-off award and has committed to providing full ex-post disclosure of achievements.										
2.1		Approve Allocation of Income and Dividends of CHF 1.85 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these re	solutions are war	rranted.								
		Blended Rationale: Votes FOR these resolut	ions are warrante	ed.								
2.2		Approve Dividends of CHF 0.65 per Share from Capital Contribution Reserves	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these re	solutions are war	rranted.								
		Blended Rationale: Votes FOR these resolut	ions are warrante	ed.								

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

Adecco Group AG

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

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Adecco Group AG

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.1.9		Elect Sandhya Venugopal as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the propose	ed nominees ar	re warrantea	!.							
		Blended Rationale: Votes FOR the proposed no.	minees are wa	rranted.								
5.2.1		Reappoint Rachel Duan as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the propose	ed nominees ar	re warranted	!							
		Blended Rationale: Votes FOR the proposed no.	minees are wa	rranted.								
5.2.2		Reappoint Didier Lamouche as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the propose	ed nominees ar	re warranted	<u>'</u> .							
		Blended Rationale: Votes FOR the proposed no.	minees are wa	rranted.								
5.2.3		Reappoint Kathleen Taylor as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the propose	ed nominees ar	re warranted	!							
		Blended Rationale: Votes FOR the proposed no.	minees are wa	rranted.								
5.3		Designate Keller AG as Independent Proxy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al is warranted	d due to a la	ck of concer	ns.						
		Blended Rationale: A vote FOR this proposal is	warranted due	e to a lack of	concerns.							
5.4		Ratify Ernst & Young AG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed because the	re are no co	ncerns regal	rding this pro	pposal.					
		Blended Rationale: A vote FOR is warranted be	cause there ar	e no conceri	ns regarding	this proposa	1/.					
6		Transact Other Business (Voting)	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST is war shareholder to the proxy in case new voting ite board of directors; and * The content of these shareholders' best interest to vote against this	ms or counter new items or o	proposals are counterpropo	e introduced osals is not k	at the meet	ing by shareho	olders or the				
		Blended Rationale: A vote AGAINST is warrante the proxy in case new voting items or counterp directors; and * The content of these new item best interest to vote against this item on a prec	roposals are ir s or counterpr	ntroduced at roposals is no	the meeting	by sharehol	lders or the bo	ard of				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		3,437	3,437
Sustainable Dynamic, unassigned			03/30/2023	03/30/2023			
					Total Shares:	3,437	3,437

Koninklijke Ahold Delhaize NV

Meeting Date: 04/12/2023Country: NetherlandsTicker: ADProxy Level: N/ARecord Date: 03/15/2023Meeting Type: AnnualMeeting ID: 1704745

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

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

Additional Voting Vote Vote Proposal Significant Votable Mgmt Policy Policy Vote Against Against Against Number Vote Proposal Text Proponent Proposal Rec ISS Rec Rec Rec Instruction Mgmt Policy ISS Annual Meeting Agenda No Mgmt Open Meeting 1 Mamt No Voting Policy Rationale: No vote is required for this item. Blended Rationale: No vote is required for this item. Receive Report of Management Board Mgmt No (Non-Voting) Voting Policy Rationale: No vote is required for this item. Blended Rationale: No vote is required for this item. 3 Receive Explanation on Company's No Reserves and Dividend Policy Voting Policy Rationale: This is a non-voting item Blended Rationale: This is a non-voting item Adopt Financial Statements Mgmt For For For No No Yes No Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors. Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors. Approve Dividends Mgmt Yes For For For For No No No Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive. Approve Remuneration Report Mamt Yes For For For No No No 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. 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. Blended Rationale: A vote FOR is warranted as the proposed remuneration report is in 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. Approve Discharge of Management Mgmt No No Board 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. 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. Approve Discharge of Supervisory Mamt Yes For For For For Nο Nο Nο 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. 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.

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Koninklijke Ahold Delhaize NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9		Reelect Peter Agnefjall to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear is no known controversy concerning the candid	to possess th				-					
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates					•	-				
10		Reelect Bill McEwan to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear is no known controversy concerning the candid	to possess the									
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates						_				
11		Reelect Katie Doyle to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear is no known controversy concerning the candid	to possess th									
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates					-	_				
12		Elect Julia Vander Ploeg to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appeal is no known controversy concerning the candid	to possess th									
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates					-	_				
13		Reelect Frans Muller to Management Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this electic years; * The candidate appears to possess the controversy concerning the candidate.							our			
		Blended Rationale: A vote FOR this election is years; * The candidate appears to possess the controversy concerning the candidate.						5				
14		Elect JJ Fleeman to Management Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this electic years; * The candidate appears to possess the controversy concerning the candidate.						-	our			
		Blended Rationale: A vote FOR this election is years; * The candidate appears to possess the controversy concerning the candidate.						-				
15		Ratify KPMG Accountants N.V. as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed because the	ere are no co	ncerns rega	arding this pro	oposal.					
		Blended Rationale: A vote FOR is warranted be	ecause there ar	re no concer	ns regarding	g this proposa	al.					

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Koninklijke Ahold Delhaize NV

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		15,858	15,858
Sustainable Dynamic, unassigned			03/10/2023	03/10/2023			
					Total Shares:	15,858	15,858

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

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

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

 Primary Security ID: L9398E651
 Primary CUSIP: L9398E651
 Primary ISIN: L00629460675
 Primary SEDOL: B59RQP3

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 Instructed: 1,950 Shares Voted: 1,950 *Shares on Loan: 0

roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive and Approve Board's and Auditor's Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item	is warranted du	ie to the lack	k of concern.	s regarding t	his proposal.					
		Blended Rationale: A vote FOR this item is wa	arranted due to	the lack of c	oncerns reg	arding this p	roposal.					
2		Approve Financial Statements	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warran is not without concern that the annual report					•	-				
		Blended Rationale: A vote FOR is warranted a without concern that the annual report is not			_				not			
3		Approve Allocation of Income and Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item	is warranted du	ie to the lack	k of concern.	s regarding t	his proposal.					
		Blended Rationale: A vote FOR this item is wa	arranted due to	the lack of c	concerns reg	arding this p	roposal.					
4		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item the past year.	is warranted gi	ven the lack	of any speci	ific concern v	vith the board	's actions ov	er			
		Blended Rationale: A vote FOR this item is we past year.	arranted given t	he lack of ar	ny specific co	oncern with t	he board's act	ions over th	e			
5.a		Acknowledge Resignation of Frank Musel and Ian Ashment as Directors	Mgmt	No								
		Voting Policy Rationale: This is a non-voting in	tem.									
		Blended Rationale: This is a non-voting item.										
5.b		Approve Discharge of Frank Musel and Ian Ashment as Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item the past year.	is warranted gi	ven the lack	of any speci	ific concern v	vith the board	's actions ov	er			
		Blended Rationale: A vote FOR this item is we past year.	arranted given t	the lack of ar	ny specific co	oncern with t	he board's act	ions over th	e			
5.c		Approve Discharge of Jorgen Jessen, Anja-Isabel Bohnen and Francesca Guagnini as Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item the past year.	is warranted gi	ven the lack	of any speci	ific concern v	vith the board	's actions ov	er			
		Blended Rationale: A vote FOR this item is we past year.	arranted given t	the lack of ar	ny specific co	oncern with t	he board's act	ions over th	e			
5.d		Re-elect Andreas Haberzeth as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item	is warranted in	the absence	of any cond	cern about th	e board and it	's compositio	on.			
		Blended Rationale: A vote FOR this item is wa	arranted in the a	absence of a	ny concern a	about the boo	ard and its cor	nposition.				
5.e		Approve Discharge of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item fiscal year.	is warranted in	the absence	of concern	about the au	ditor's actions	during the	last			
		Blended Rationale: A vote FOR this item is we year.	arranted in the a	absence of c	oncern abou	it the auditor	's actions duri	ng the last f	îscal			

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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	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
5.f		Renew Appointment of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this auditorauditor.	r election is wa	arranted due	to a lack of	concern reg	arding the suit	ability of the	е			
		Blended Rationale: A vote FOR this auditor electronic auditor.	ction is warran	ted due to a	lack of cond	cern regardin	g the suitabilit	y of the				
6		Transact Other Business (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required for	this item.									
		Blended Rationale: No vote is required for this	item.									

Ballot Details

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		1,950	1,950
			03/31/2023	03/31/2023			
					Total Shares:	1,950	1,950

Meeting Date: 04/19/2023	Country: France		Ticker: FGR		Proxy Level: N/A				
Record Date: 04/17/2023	Meeting Type: Annual/Special		Meeting ID: 172292	5					
Primary Security ID: F2924U106	24U106					Primary SE	DOL: B13X0)13	
Earliest Cutoff Date: 04/14/2023	st Cutoff Date: 04/14/2023 Total Ballots: 1			Voting Policy: Sustainability					
Votable Shares: 2,345	*Shares on Loan: 0		Shares Instructed: 2,3	45		Shares Voted	l: 2,345		
Proposal Significant		Votable	Mgmt	Additional Policy	Voting Policy	Vote	Vote Against	Vote Against	Vote Against

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Ordinary Business	Mgmt	No								
1		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the approva and lack of concerns.	of the annua	l accounts a	re warrante	d due to the	unqualified au	ditors' opinio	on			
		Blended Rationale: Votes FOR the approval of t lack of concerns.	the annual acc	ounts are wa	arranted due	e to the unqu	ualified auditor	s' opinion an	nd			
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the approva and lack of concerns.	of the annua	l accounts a	re warrante	d due to the	unqualified au	ditors' opinio	on			
		Blended Rationale: Votes FOR the approval of t lack of concerns.	the annual acc	ounts are wa	arranted due	e to the unqu	ualified auditor	s' opinion an	nd			
3		Approve Allocation of Income and Dividends of EUR 3.60 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this income without being excessive.	e allocation pro	oposal is war	rranted beca	nuse the prop	oosed payout r	atio is adequ	ıate			
		Blended Rationale: A vote FOR this income allowithout being excessive.	cation proposa	al is warrante	ed because i	the proposed	l payout ratio i	is adequate				

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Reelect Benoit de Ruffray as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote FOR the (re)elector concerns (Item 5). A vote FOR the (re)election board independence (including all board memi representatives, employee representatives, an recommended) and the absence of specific con AGAINST the reelection of Benoit de Ruffray (A	n of this non-in bers: 54.5 perc d employee sh ncerns (Item 6	dependent n cent vs 33.3 p areholder rep i). As the fun	nominee is v percent rec presentativ	varranted give commended; e es (if any): 75	en the satisfact excluding gover 1.0 percent vs s	rory level of rnment 50 percent				
		Blended Rationale: A vote FOR the (re)election (Item 5). A vote FOR the (re)election of this nu independence (including all board members: 5 representatives, employee representatives, and recommended) and the absence of specific con AGAINST the reelection of Benoit de Ruffray (A	on-independen 54.5 percent vs d employee sh ncerns (Item 6	nt nominee is 33.3 percen areholder re i). As the fun	s warranted nt recomme presentativ	given the sat nded; excludin es (if any): 75	isfactory level ng government 1.0 percent vs	of board 50 percent				
5		Reelect Isabelle Salaun as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the (re)elector. concerns (Item 5). A vote FOR the (re)election. board independence (including all board memorepresentatives, employee representatives, and recommended) and the absence of specific conformal and the relection of Benoit de Ruffray (1).	n of this non-in bers: 54.5 perc d employee sh ncerns (Item 6	dependent name tent vs 33.3 pareholder rep i). As the fun	nominee is v percent rec presentativ	varranted give commended; e es (if any): 75	en the satisfact excluding gover 1.0 percent vs s	tory level of nment 50 percent				
		Blended Rationale: A vote FOR the (re)election (Item 5). A vote FOR the (re)election of this mindependence (including all board members: 5 representatives, employee representatives, americommended) and the absence of specific con AGAINST the reelection of Benoit de Ruffray (A	on-independen 54.5 percent vs d employee sh ncerns (Item 6	nt nominee is 33.3 percen areholder re i). As the fun	s warranted nt recomme presentativ	given the sat nded; excludin es (if any): 75	isfactory level ng government 1.0 percent vs	of board 50 percent				
6		Reelect Laurent Dupont as Representative of Employee Shareholders to the Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the (re)elector. concerns (Item 5). A vote FOR the (re)election. board independence (including all board memirepresentatives, employee representatives, an recommended) and the absence of specific conditions. AGAINST the reelection of Benoit de Ruffray (A	n of this non-in bers: 54.5 perc d employee sh ncerns (Item 6	dependent n cent vs 33.3 p areholder rep i). As the fun	nominee is v percent rec presentativ	varranted give commended; e es (if any): 75	en the satisfact excluding gover 1.0 percent vs s	rory level of rnment 50 percent				
		Blended Rationale: A vote FOR the (re)election (Item 5). A vote FOR the (re)election of this mindependence (including all board members: 5 representatives, employee representatives, an recommended) and the absence of specific con AGAINST the reelection of Benoit de Ruffray (A	on-independen 54.5 percent vs d employee sh ncerns (Item 6	nt nominee is 33.3 percen areholder re i). As the fun	warranted ot recomme presentativ	given the sat nded; excludin es (if any): 75	isfactory level ng government .0 percent vs :	of board : 50 percent				
7		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remur	neration policy	is warranted	d because it	does not rais	e any significa	nt concern.				
		Blended Rationale: A vote FOR this remunerate	ion policy is wa	arranted beca	ause it doe.	s not raise any	/ significant co	ncern.				
8		Approve Remuneration Policy of Chairman and CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remur criteria of the annual bonus can compensate e performance on every criteria, * Post-mandate unvested awards in case of retirement or end	each other, lead e vesting will no	ding to the a ot be prorate	ward of a need and the	nax level bonu chairman and	ıs without reac CEO could reta	hing max ain rights to				
		Blended Rationale: A vote FOR this remunerate the annual bonus can compensate each other, every criteria, * Post-mandate vesting will not case of retirement or end of CEO mandate. Th	leading to the be prorated ar	award of a land the chairn	max level b man and CE	oonus without O could retair	reaching max rights to unve	performance	on			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
9		Approve Compensation Report	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this remur	neration report	is warranted	l because it	does not rais	se any significa	nt concern.					
		Blended Rationale: A vote FOR this remunerate	ion report is wa	arranted bec	ause it does	not raise an	y significant co	oncern.					
10		Approve Compensation of Benoit de Ruffray, Chairman and CEO	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this remurare no details regarding the achievement level reached their max level but the bonus surpass The main reason for support is that: * The coll LTIP. * There are no other concerns regarding	of the qualitated of its max beform npany has imp	tive criteria a ore capping,	ttached to t meaning th	the bonus, * i at performan	Not all perform ce criteria offs	nance criteria et each othe	er.				
		Blended Rationale: A vote FOR this remunerate no details regarding the achievement level of the reached their max level but the bonus surpass. The main reason for support is that: * The conditional transfer of the concerns regarding the concerns regard	he qualitative ed its max befo npany has imp	criteria attac ore capping,	hed to the b meaning th	oonus, * Not at performan	all performanc nce criteria offs	e criteria et each othe	er.				
11		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Such share buyback p	rograms merit	a vote FOR.									
		Blended Rationale: Such share buyback progra	ms merit a voi	te FOR.									
		Extraordinary Business	Mgmt	No									
12		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.											
		Blended Rationale: A vote FOR this item is war	ranted as such	n share capit	al reduction.	s are favorab	le to sharehold	ders.					
13		Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrant	ed since this po	otential trans	sfer of wealt	th is in sharei	holders' interes	sts.					
		Blended Rationale: A vote FOR is warranted sin	nce this potent	tial transfer o	of wealth is i	in shareholde	ers' interests.						
14		Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 156.8 Million	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR the authori the recommended guidelines for issuances wit Item 19 is warranted as it limits shareholder d	h and without ,	preemptive i	rights. A vot	e FOR the co	mmon limit pr	•					
		Blended Rationale: Votes FOR the authorizatio recommended guidelines for issuances with an 19 is warranted as it limits shareholder dilution	d without pree	emptive right	s. A vote FC	OR the comm	on limit propos						
15		Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR the authori the recommended guidelines for issuances wit Item 19 is warranted as it limits shareholder d	h and without ,	preemptive i	rights. A vot	e FOR the co	mmon limit pr						
		Blended Rationale: Votes FOR the authorization recommended guidelines for issuances with an 19 is warranted as it limits shareholder dilution	ns under Items nd without pree	s 14 to 18 ar emptive right	e warranted s. A vote FC	n as their prop OR the comm	posed volumes on limit propos						

Proposal Number	Significant Vote	Proposal Text	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
		Voting Policy Rationale: Votes FOR the authorithe recommended guidelines for issuances with Item 19 is warranted as it limits shareholder di	h and without	preemptive i	rights. A vot	e FOR the co	ommon limit pr	•				
		Blended Rationale: Votes FOR the authorization recommended guidelines for issuances with an 19 is warranted as it limits shareholder dilution	d without pree	emptive right	s. A vote FO	OR the comm	non limit propo.	-				
17		Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 14-16	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the authorithe recommended guidelines for issuances with Item 19 is warranted as it limits shareholder di	h and without	preemptive i	rights. A vot	e FOR the co	ommon limit pr	-				
		Blended Rationale: Votes FOR the authorization recommended guidelines for issuances with an 19 is warranted as it limits shareholder dilution	d without pree	emptive right	s. A vote FO	OR the comm	, non limit propo.	,				
18		Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the authorithe recommended guidelines for issuances with Item 19 is warranted as it limits shareholder di	h and without	preemptive i	rights. A vot	e FOR the co	ommon limit pr					
		Blended Rationale: Votes FOR the authorization recommended guidelines for issuances with an 19 is warranted as it limits shareholder dilution	d without pree	emptive right	s. A vote FO	OR the comm	non limit propo.	-				
19		Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 15, 16 and 18 at EUR 39.2 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the authorithe recommended guidelines for issuances with Item 19 is warranted as it limits shareholder di	h and without	preemptive i	rights. A vot	e FOR the co	ommon limit pr					
		Blended Rationale: Votes FOR the authorization recommended guidelines for issuances with an 19 is warranted as it limits shareholder dilution	d without pree	emptive right	s. A vote FO	OR the comm	on limit propo					
20		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the employ percent) respects the recommended guidelines	-	hase plans is	s warranted	because its p	proposed volur	me (3.83				
		Blended Rationale: A vote FOR the employee's respects the recommended guidelines.	tock purchase	plans is war	ranted beca	use its propo	osed volume (3	3.83 percent,)			
21		Authorize up to 1.02 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is problematic.	s warranted be	ecause the te	erms of the p	proposed aut	thorization are	not				
		Blended Rationale: A vote FOR this item is war	rranted becaus	e the terms	of the propo	sed authoriz	ration are not p	problematic.				
		Ordinary Business	Mgmt	No								

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
22		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this routine	e item is warra	nted.								
		Blended Rationale: A vote FOR this routine item	n is warranted									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		2,345	2,345
Susumusic Dynamic, anassigned			03/30/2023	03/30/2023	_		
					Total Shares:	2,345	2,345

The Toronto-Dominion Bank

Meeting Date: 04/20/2023	Country: Canada	Ticker: TD	Proxy Level: 3
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Record Date: 02/21/2023 Meeting Type: Annual Meeting ID: 1702211

 Primary Security ID: 891160509
 Primary CUSIP: 891160509
 Primary ISIN: CA8911605092
 Primary SEDOL: 2897222

Earliest Cutoff Date: 04/18/2023Total Ballots: 1Voting Policy: SustainabilityAdditional Policy:Votable Shares: 4,490*Shares on Loan: 0Shares Instructed: 4,490Shares Voted: 4,490

votable 3	iaics. 1,150	Shares on Loan: 0			Shares 11	istructeu. 1,1	150		Silares voteu	. 1,130		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Cherie L. Brant	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	sed nominees as	no significan	t concerns	have been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed r	nominees as no si	ignificant con	ncerns have	been identifi	ied at this time					
1.2		Elect Director Amy W. Brinkley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propo	sed nominees as	no significan	t concerns	have been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.3		Elect Director Brian C. Ferguson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed r	nominees as no si	ignificant con	ncerns have	been identifi	ied at this time					
1.4		Elect Director Colleen A. Goggins	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propo	sed nominees as	no significan	nt concerns	have been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed r	nominees as no si	ignificant con	ncerns have	been identifi	ied at this time					
1.5		Elect Director David E. Kepler	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propo	sed nominees as	no significan	nt concerns	have been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed r	nominees as no si	ignificant con	ncerns have	been identifi	ied at this time					
1.6		Elect Director Brian M. Levitt	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed r	nominees as no si	ignificant con	ncerns have	been identifi	ied at this time					

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

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
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have i	been identifie	ed at this time.					
1.8		Elect Director Karen E. Maidment	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.9		Elect Director Bharat B. Masrani	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.10		Elect Director Claude Mongeau	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.11		Elect Director S. Jane Rowe	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.12		Elect Director Nancy G. Tower	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.13		Elect Director Ajay K. Virmani	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.14		Elect Director Mary A. Winston	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the ratification reasonable relative to total fees paid to the audition		oung LLP as	auditor as	non-audit fee	es (3 percent)	were				
		Blended Rationale: Vote FOR the ratification of relative to total fees paid to the auditor.	Ernst & Young	g LLP as aud	itor as non-	audit fees (3	percent) were	reasonable				
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR this non-bind	ding advisory v	ote as there	are no sign	ificant issues	at this time.					
		Blended Rationale: Vote FOR this non-binding a	advisory vote a	as there are	no significai	nt issues at ti	his time.					
		Shareholder Proposals	Mgmt	No								

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 Agains	
4		SP 1: Disclose Assessment on Human Rights Risk in Connection with Clients Owning Canadian Multi-Family Rental REITs in Canada	SH	Yes	Against	Against		For	For	Yes	No	Yes	
		Voting Policy Rationale: A vote FOR this proposuses to assess human rights impacts in its open managing human rights related risks.		-			•	•	ny				
		Blended Rationale: A vote FOR this proposal is to assess human rights impacts in its operation human rights related risks.											
5		SP 2: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	SH	Yes	Against	Against		Against	Against	No	No	No	
		Voting Policy Rationale: A vote AGAINST the 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. Blended Rationale: A vote AGAINST the proposal is warranted at this time. The bank's plan on emission reduction and data quality touches on the a certain extent, some components called for by the proponent. It will provide a better understanding of											
		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.											
6		SP 3: Advisory Vote on Environmental Policies	SH	Yes	Against	Against		For	For	Yes	No	Yes	
		Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks. Such information would also allow shareholders to express their opinions on the climate risk management practices of the company.											
		Blended Rationale: A vote FOR this proposal is emissions would allow investors to better unde information would also allow shareholders to e	rstand how the	e company is	managing i	its climate ch	ange related r	isks. Such	ıy.				
7		SP 4: Invest in and Finance the Canadian Oil and Gas Sector	SH	Yes	Against	Against		Against	Against	No	No	No	
		Voting Policy Rationale: A vote AGAINST this si ambition appears to be reasonably aligned with support oil and gas clients in low carbon transi Net-Zero goals.	n global and Ca	anadian clima	ate initiatives	s and the bai	nk has underta	aken efforts					
		Blended Rationale: A vote AGAINST this sharel appears to be reasonably aligned with global a oil and gas clients in low carbon transition; and Net-Zero goals.	nd Canadian ci	limate initiati	ives and the	bank has un	dertaken effor	rts to suppor	t		-		
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	
		Annual Basis 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.											
		Blended Rationale: A vote AGAINST this propo- designed to promote pay for performance, take for shareholders and for the benefit of all empi	ng compensati						vth		-		

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 Reduction and Net-Zero Goals would help ensu the resolution would also provide shareholders related risks.	re stronger ali	gnment betv	ween the co	mpany's polic	cies and action	s. Adoption				

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
Sustainable Dynamic, unassigned			04/04/2023	04/04/2023			
					Total Shares:	4,490	4,490

iShares II plc - iShares MSCI Europe SRI UCITS ETF

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

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

Primary Security ID: G4953W358 Primary CUSIP: G4953W358 Primary ISIN: IE00B52VJ196 Primary SEDOL: B3MMMX1

Earliest Cutoff Date: 04/14/2023Total Ballots: 1Voting Policy: SustainabilityAdditional Policy:Votable Shares: 213,061*Shares on Loan: 0Shares Instructed: 213,061Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: A vote FOR the Compa warranted because no significant concerns have	•		the director	s' report and	financial state	ements is					
		Blended Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.											
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: A vote FOR this item is	warranted as	no significai	nt concerns i	have been id	entified.						
		Blended Rationale: A vote FOR this item is war	ranted as no s	ignificant co	ncerns have	been identifi	ied.						
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: A vote FOR this item is	warranted as	no significal	nt concerns i	have been id	entified.						
	Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.												

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

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Elect Peter Vivian as Director

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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		Re-elect William McKechnie as Director	Mgmt	Yes	For	For		Against	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR warranted because no significant concerns hav nomination committee chair William McKechnie of Peter Vivian is warranted, although it is not and he may participate in the meetings held by is not in line with recommended best practice. fund, which do not always adopt a conventional	NST the re-ell ne board. Ite I independen nagement er	lection of incur om 8 A vote FC nce issue has b ngagement cor	nbent OR the election Deen identifie Deen mittee, who	ed .						
		Blended Rationale: Items 4-6 A vote FOR the r warranted because no significant concerns hav nomination committee chair William McKechnie of Peter Vivian is warranted, although it is not and he may participate in the meetings held by is not in line with recommended best practice. fund, which do not always adopt a conventional	e been identifice is warranted without concern the Board in Mitigating, the	ied. Item 7 A for lack of di rn because: fulfilling its d e main reasol	Vote AGAII Versity on ti A potentia Uuties as ma	NST the re-ell ne board. Ite I independen nagement en	lection of incur m 8 A vote FC nce issue has b ngagement cor	mbent OR the election Deen identifie Deenmittee, who	ed .			

Do Not

Vote

No

No

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

Mgmt

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	AutoApproved	Auto-Instructed	Auto-Approved		213,061	0
Sustainable Bynamicy anassigned			03/03/2023	03/15/2023			
					Total Shares:	213,061	0

National Bank of Canada

_	Date: 04/21/2		Country: Canada Meeting Type: Annua	I		Ticker: N	IA ID: 170204:	1		Proxy Level	: 3			
Primary 9	Security ID:	633067103	Primary CUSIP: 6330	67103		Primary	ISIN: CA633	30671034		Primary SEI	Primary SEDOL: 2077303			
	rarliest Cutoff Date: 04/18/2023 Yotable Shares: 940		Total Ballots: 1 *Shares on Loan: 0			Voting Policy: Sustainability Shares Instructed: 940				Additional Policy: Shares Voted: 940				
Proposal Number	oposal Significant Votable				Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1	1.1 Elect Director Maryse Bertrand Mgmt		Mgmt	Yes	For For For				For	No	No	No		
Voting Policy Rationale: Vote FOR all proposed nominees as no sign						t concerns l	nave been ide	entified at this	time.					

Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.

National Bank of Canada

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

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

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
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	concerns ha	ave been ide	ntified at this t	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	nificant cond	erns have b	een identifie	d at this time.					
2		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR this non-bind	ding advisory v	ote as there	are no signi	ficant issues	at this time.					
		Blended Rationale: Vote FOR this non-binding a	advisory vote a	s there are r	no significan	t issues at th	nis time.					
3		Ratify Deloitte LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the ratification relative to total fees paid to the auditor.	on of Deloitte L	LP as audito	r as non-aud	dit fees (10 p	percent) were	reasonable				
		Blended Rationale: Vote FOR the ratification of to total fees paid to the auditor.	Deloitte LLP a.	s auditor as i	non-audit fe	es (10 perce	nt) were reasc	onable relativ	re			
		Shareholder Proposal	Mgmt	No								
4		SP 1: Advisory Vote on Environmental Policies	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propos would enable investors to better understand he proposal would also allow shareholders to expr	ow the compan	ny is managin	ng its climate	e change rela	ated risks. Ado	ption of this	25			
		Blended Rationale: A vote FOR this proposal is would enable investors to better understand ho proposal would also allow shareholders to expr	ow the compan	ny is managin	ng its climate	e change rela	ated risks. Ado	ption of this				

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		940	940
			03/23/2023	03/23/2023			
					Total Shares:	940	940

United Overseas Bank Limited (Singapore)

Meeting i	Date: 04/21/2	2023	Country: Singapore			Ticker: U11				Proxy Level	: N/A		
Record D	Record Date: Primary Security ID: Y9T10P105		Meeting Type: Annual			Meeting :	ID: 1732799)					
Primary S	Primary Security ID: Y9T10P105		Primary CUSIP: Y9T10	OP105		Primary 1	ISIN: SG1M	31001969		Primary SEC	OCL: 69167	81	
	Earliest Cutoff Date: 04/14/2023 Votable Shares: 2,275		Total Ballots: 1 *Shares on Loan: 0			Voting Policy: Sustainability Shares Instructed: 2,275				Additional Policy: Shares Voted: 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

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.

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.

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
		Voting Policy Rationale: A vote FOR this resolu	tion is warrant	ed because	this is a rout	tine dividend	proposal.					
		Blended Rationale: A vote FOR this resolution in	is warranted be	ecause this is	s a routine d	dividend prop	osal.					
3		Approve Directors' Fees	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Director fees in Singap at the company, a vote FOR this proposal is we		/ reasonable	. In the abs	ence of know	ın concerns ov	er director f	ees			
		Blended Rationale: Director fees in Singapore a the company, a vote FOR this proposal is warn		sonable. In t	the absence	of known co.	ncerns over di	rector fees a	nt .			
4		Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposition, its remuneration, and the way the audit v		-	absence of a	nny known iss	sues concernin	g the audit				
		Blended Rationale: A vote FOR this proposal is remuneration, and the way the audit was cond		en the abser	nce of any k	nown issues	concerning the	e audit firm,	its			
5		Elect Wee Ee Cheong as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomine	es is warrante	d.								
		Blended Rationale: A vote FOR all nominees is	warranted.									
6		Elect Steven Phan Swee Kim as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomine	es is warrante	d.								
		Blended Rationale: A vote FOR all nominees is	warranted.									
7		Elect Chia Tai Tee as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomine	es is warrante	d.								
		Blended Rationale: A vote FOR all nominees is	warranted.									
8		Elect Ong Chong Tee as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomine	es is warrante	d.								
		Blended Rationale: A vote FOR all nominees is	warranted.									
9		Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolu within the recommended limit.	tion is warrant	ed because	the issuance	request with	hout preemptiv	ve rights is				
		Blended Rationale: A vote FOR this resolution of the recommended limit.	is warranted be	ecause the is	ssuance requ	uest without ,	preemptive rig	hts is within				
10		Approve Issuance of Shares Pursuant to the UOB Scrip Dividend Scheme	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolu with the discretion and flexibility to receive divinvestment objectives.		-	•		•					
		Blended Rationale: A vote FOR this resolution of the discretion and flexibility to receive dividence investment objectives.	_				-		h			

United Overseas Bank Limited (Singapore)

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
11		Authorize Share Repurchase Program	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolu repurchase mandate are within the recommend		ed given tha	nt the size a	nd pricing pro	ovisions of the	proposed				
		Blended Rationale: A vote FOR this resolution repurchase mandate are within the recommend		iven that the	size and pi	ricing provisio	ons of the prop	osed				

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		2,275	2,275
Sustainable Bynamic, anassigned			04/06/2023	04/06/2023			
					Total Shares:	2,275	2,275

Record D	Date: 04/24/2 Pate: 03/27/20 Security ID:	023	Country: Netherland Meeting Type: Annu Primary CUSIP: N4	ıal		_	NGA ID: 171175 ISIN: NL00			Proxy Level	•	390	
Earliest Cu	utoff Date: 04/	14/2023	Total Ballots: 1			Voting Po	licy: Sustainal	bility		Additional Po	licy:		
	nares: 35,122		*Shares on Loan: 0			_	structed: 35,	•		Shares Voted	-		
Proposal Number	mber Vote Proposal Text			Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
		Annual Meeting Age	enda	Mgmt	No								
1		Open Meeting		Mgmt	No								
		Voting Policy Rationa	ale: No vote is required	for this item.									
		Blended Rationale: N	No vote is required for t	his item.								-	
2A		Receive Report of E (Non-Voting)	xecutive Board	Mgmt	No								
		Voting Policy Rationa	ale: No vote is required	for this item.									
		Blended Rationale: N	No vote is required for t	his item.								-	
2B		Receive Report of S (Non-Voting)	upervisory Board	Mgmt	No								
		Voting Policy Rationa	ale: No vote is required	for this item.									
		Blended Rationale: N	No vote is required for t	his item.									
2C		Approve Remunerat	cion Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational regarding actual con	ale: A vote FOR is warra tent and disclosure.	ented as the prop	osed remune	eration repo	rt is in in line	e with market p	oractice,				
		Blended Rationale: A actual content and o	A vote FOR is warranted fisclosure.	as the proposed	l remuneratio	on report is	in in line with	h market practi	ice, regardii	ng		-	

ING Groep NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2D		Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrants auditors.	ed because of	the absence	of concern	with the com	pany's audit p	rocedures or	r its			
		Blended Rationale: A vote FOR is warranted be auditors.	ecause of the a	bsence of co	oncern with	the company	's audit proced	dures or its				
3A		Receive Explanation on Dividend and Distribution Policy	Mgmt	No								
		Voting Policy Rationale: This is a non-voting ite	em.									
		Blended Rationale: This is a non-voting item.										
3B		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this divide being excessive.	nd proposal is	warranted b	ecause the p	proposed pay	out ratio is ad	lequate with	out			
		Blended Rationale: A vote FOR this dividend pubeing excessive.	roposal is warr	anted becau	se the propo	osed payout i	ratio is adequa	te without				
4A		Approve Discharge of Executive Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrants controversies that the management board and			•		-	nd compelling	7			
		Blended Rationale: A vote FOR is warranted be controversies that the management board and			•	-		mpelling				
4B		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrants controversies that the management board and			-		-	nd compelling	7			
		Blended Rationale: A vote FOR is warranted be controversies that the management board and			-	_		mpelling				
5		Ratify KPMG Accountants N.V. (KPMG) as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ed because the	ere are no co	ncerns rega	rding this pro	oposal.					
		Blended Rationale: A vote FOR is warranted be	ecause there a	re no concer	ns regarding	this propose	al.					
6		Reelect Tanate Phutrakul to Executive Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this electic years; * The candidate appears to possess the controversy concerning the candidate.						_	our			
		Blended Rationale: A vote FOR this election is years; * The candidate appears to possess the controversy concerning the candidate.						-				
7A		Elect Alexandra Reich to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum for lack of diversity on the board. A vote FOR t		_		-	rna) Verhagen	is warranted	d			
		Blended Rationale: A vote AGAINST incumber lack of diversity on the board. A vote FOR the	_				Verhagen is w	arranted for				
7B		Elect Karl Guha to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum for lack of diversity on the board. A vote FOR t		-		-	rna) Verhagen	is warranted	đ			
		Blended Rationale: A vote AGAINST incumbeniack of diversity on the board. A vote FOR the	t nominating c	ommittee me	ember Hendi	rika (Herna)	Verhagen is w	arranted for				

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

ING Groep NV

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

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		35,122	35,122
, , , , , , , , , , , , , , , , , , , ,			03/24/2023	03/24/2023			

Total Shares:	35.122	35,122

Canadian National Railway Company

Meeting Date: 04/25/2023

Country: Canada

Meeting ID: 1713416

Ticker: CNR

Proxy Level: 3

Record Date: 03/03/2023

Meeting Type: Annual **Primary CUSIP:** 136375102

Primary ISIN: CA1363751027

Primary SEDOL: 2180632

Earliest Cutoff Date: 04/24/2023

Primary Security ID: 136375102

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 1.370 *Shares on Loan: 0

Shares Instructed: 1,370 Shares Voted: 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
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	o significant	t concerns ha	ave been ide	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	d at this time.					
1B		Elect Director Jo-ann dePass Olsovsky	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	o significant	t concerns ha	ave been ide	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	d at this time.					
1C		Elect Director David Freeman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	o significant	t concerns ha	ave been ide	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1D		Elect Director Denise Gray	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	o significant	t concerns ha	ave been ide	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant con	cerns have b	een identifie	d at this time.					
1E		Elect Director Justin M. Howell	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	o significant	t concerns ha	ave been ide	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	ınificant con	cerns have b	een identifie	d at this time.					
1F		Elect Director Susan C. Jones	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	o significant	t concerns ha	ave been ide	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	ınificant con	cerns have b	een identifie	d at this time.					
1G		Elect Director Robert Knight	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	o significant	t concerns ha	ave been ide	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	ınificant con	cerns have b	een identifie	d at this time.					
1H		Elect Director Michel Letellier	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	o significant	t concerns ha	ave been ide	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	ınificant con	cerns have b	een identifie	d at this time.					
1I		Elect Director Margaret A. McKenzie	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	o significant	t concerns ha	ave been ide	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant cond	cerns have b	een identifie	d at this time.					

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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	
13		Elect Director Al Monaco	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
1K		Elect Director Tracy Robinson	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
		Blended Rationale: Vote FOR all proposed nomi											
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Vote FOR the ratification relative to total fees paid to the auditor.	n of KPMG LLI	P as auditor	as non-audi	t fees (0 perd	cent) were rea	sonable					
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.													
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.											
		Blended Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.											
4		Management Advisory Vote on Climate Change	Mgmt	Yes	For	For		For	For	No	No	No	
		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.											
		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.											
Rallet Det	sile												

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		1,370	1,370
, ,			04/07/2023	04/07/2023			
					Total Shares:	1,370	1,370

ASML Holding NV

Record Date: 03/29/2023 Me			Country: Netherlands	•					: N/A				
			Meeting Type: Annual Primary CUSIP: N07059202			Meeting ID: 1692183 Primary ISIN: NL0010273215				Primary SEDOL: B929F46			
Earliest Cutoff Date: 04/18/2023 Tot			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:				
Votable Shares: 508		*Shares on Loan: 0			Shares Instructed: 508			Shares Voted: 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
		Annual Meeting Age	nda	Mgmt	No								
1		Onen Meeting		Mamt	No								

Blended Rationale: No vote is required for this item.

Voting Policy Rationale: No vote is required for this item.

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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								
		Voting Policy Rationale: This is a non-voting item	т									
		Blended Rationale: This is a non-voting item										
3a		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante problematic pay practices are identified, wherea					with market p	oractice and I	70			
		Blended Rationale: A vote FOR is warranted as problematic pay practices are identified, wherea			•		market praction	ce and no				
3b		Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante auditors.	d because of t	the absence	of concern v	with the com	pany's audit p	rocedures or	its			
		Blended Rationale: A vote FOR is warranted bed auditors.	cause of the a	bsence of co	oncern with t	the company	's audit proced	dures or its				
3c		Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No								
		Voting Policy Rationale: This is a non-voting item	m.									
		Blended Rationale: This is a non-voting item.										
3d		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this divident being excessive.	nd proposal is	warranted b	ecause the p	proposed pay	out ratio is ad	lequate witho	out			
		Blended Rationale: A vote FOR this dividend probeing excessive.	oposal is warra	anted becau.	se the propo	sed payout r	ratio is adequa	te without				
4a		Approve Discharge of Management Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the management board and/			-		-	nd compelling	7			
		Blended Rationale: A vote FOR is warranted becontroversies that the management board and/			•	-		mpelling				
4b		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the management board and/			-		-	nd compelling	7			
		Blended Rationale: A vote FOR is warranted becontroversies that the management board and/			•	_		mpelling				
5		Approve Number of Shares for Management Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted be	cause the te	rms of the p	roposed equ	ity plan are no	nt problemati	ic.			
		Blended Rationale: A vote FOR this item is warn	ranted because	e the terms	of the propo	sed equity pi	lan are not pro	oblematic.				

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
		Voting Policy Rationale: Qualified support for I practice and not particular concerns are raised fees no longer being subject to special majorit additional work. A vote FOR Item 6b is warran board regarding this remuneration proposal.	d with the policy ty requirements	v itself. Howe and the pot	ever, this is tential for a	not without of dditional pay	concern for the in case of sign	e approval of nificant				
		Blended Rationale: Qualified support for Item and not particular concerns are raised with the longer being subject to special majority requir A vote FOR Item 6b is warranted, since there this remuneration proposal.	e policy itself. Frements and the	dowever, this potential fo	s is not with or additiona	nout concern i I pay in case i	for the approve of significant a	al of fees no additional wo	rk.			
6b		Amend Remuneration of the Members of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Qualified support for a practice and not particular concerns are raised fees no longer being subject to special majority additional work. A vote FOR Item 6b is warrand board regarding this remuneration proposal.	d with the policy ty requirements	v itself. Howe and the pot	ever, this is tential for a	not without of dditional pay	concern for the in case of sign	e approval of nificant				
		Blended Rationale: Qualified support for Item and not particular concerns are raised with the longer being subject to special majority requir A vote FOR Item 6b is warranted, since there this remuneration proposal.	e policy itself. Frements and the	dowever, this e potential fo	s is not with or additiona	nout concern i I pay in case i	for the approve of significant a	al of fees no additional wo	rk.			
7		Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt	No								
		Voting Policy Rationale: This is a non-voting it	rem.									
		Blended Rationale: This is a non-voting item.										
8		Elect N.S. Andersen to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elec exceeding four years; * The candidates appea no known controversy concerning the candida	er to possess th						is .			
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to posses controversy concerning the candidates							-			
8b		Elect J.P. de Kreij to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these electric exceeding four years; * The candidates appear no known controversy concerning the candidates.	ar to possess th				•		's			
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to posses controversy concerning the candidates					,		_			
8c		Discuss Composition of the Supervisory Board	Mgmt	No								
		Voting Policy Rationale: This is a non-voting it	rem.									
		Blended Rationale: This is a non-voting item.										
9		Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ted because the	ere are no co	ncerns reg	arding this pro	oposal.					
		Blended Rationale: A vote FOR is warranted b	ecause there a	re no concer	ns regardin	g this propose	al.					

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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
		Voting Policy Rationale: A vote FOR this propos volume and duration.	al is warranted	d because it	is in line wit	th commonly	used safeguar	ds regarding	1			
		Blended Rationale: A vote FOR this proposal is volume and duration.	warranted bed	ause it is in	line with col	mmonly usea	l safeguards re	egarding				
10b		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos volume and duration.	al is warranted	d because it	is in line wit	th commonly	used safeguar	rds regarding				
		Blended Rationale: A vote FOR this proposal is volume and duration.	warranted bed	cause it is in	line with coi	mmonly usea	l safeguards re	egarding				
11		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante volume and pricing; * The authorization would capital; and * The authorization would allow the prior to the repurchase.	allow ASML Ho	olding to rep	urchase up	to 10.00 perd	cent of the issu	ied share	-			
		Blended Rationale: A vote FOR is warranted be volume and pricing; * The authorization would capital; and * The authorization would allow the prior to the repurchase.	allow ASML Ho	olding to rep	urchase up	to 10.00 perd	cent of the issu	ied share	ice			
12		Authorize Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed because the	cancellation	of shares is	s in sharehold	ders' interests.					
		Blended Rationale: A vote FOR is warranted be	cause the cand	cellation of s	hares is in s	hareholders'	interests.					
13		Other Business (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required for	this item.									
		Blended Rationale: No vote is required for this	item.									
14		Close Meeting	Mgmt	No								
		Voting Policy Rationale: No vote is required for	this item.									
		Blended Rationale: No vote is required for this	item.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		508	508
Sustainable Dynamic, unassigned			03/27/2023	03/27/2023			
					Total Shares:	508	508

Warehouses De Pauw SCA

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

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

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

Warehouses De Pauw SCA

6

Earliest Cutoff Date: 04/18/2023 Total Ballots: 1 Additional Policy: Voting Policy: Sustainability Shares Voted: 2.450 Votable Shares: 2,450 *Shares on Loan: 0 Shares Instructed: 2,450

Additional Voting Vote Vote Proposal Significant Votable Mgmt Policy Policy Vote Against Against Against Number Vote Proposal Text Proponent Proposal Rec ISS Rec Rec Rec Instruction Mgmt Policy ISS Annual Meeting Agenda No Mgmt Receive Directors' Reports 1 Mamt No (Non-Voting) Voting Policy Rationale: No vote is required. Blended Rationale: No vote is required. Receive Auditors' Reports Mgmt No (Non-Voting) Voting Policy Rationale: No vote is required. Blended Rationale: No vote is required. Acknowledgement of the Decision of Mgmt No the Board of Directors Regarding the Payment of anOptional Dividend Voting Policy Rationale: This is a non-voting item. Blended Rationale: This is a non-voting item. Approve Financial Statements and Mgmt Yes For For For For No No No Allocation of Income Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive. Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive. Approve Discharge of Directors Mamt Yes For For For For No No No

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. Mamt

Mamt

Mgmt

controversies that the board is not fulfilling its fiduciary duties.

Approve Discharge of Auditors

Approve Remuneration Report

Reelect Rik Vandenberghe as

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.

Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling

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.

Yes

For

For

For

For

For

For

For

Against

For

For

Against

Nο

Nο

No

Nο

Nο

Yes

Nο

Nο

Yes

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.

Yes

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.

Yes

Independent Director 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.

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.

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
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR remaining i		-		Vandenbergh	e is warranted	for lack of				
		Blended Rationale: A vote AGAINST incumbers on the board. A vote FOR remaining nominee	-			lenberghe is ı	warranted for I	lack of divers	sity			
10		Ratify Deloitte as Auditors and Approve Auditors' Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed because the	ere are no co	ncerns rega	rding this pro	pposal.					
		Blended Rationale: A vote FOR is warranted be	ecause there ar	re no conceri	ns regarding	this proposa	a/.					
11		Approve Remuneration of the Non-Executive Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed in the abser	nce of any sig	gns of exces	ssiveness.						
		Blended Rationale: A vote FOR is warranted in	the absence o	f any signs d	of excessiver	ness.						
12		Approve Remuneration of the Chairman of the Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed in the abser	nce of any sig	gns of exces	ssiveness.						
		Blended Rationale: A vote FOR is warranted in	the absence o	f any signs d	of excessiver	ness.						
13.1		Approve Change-of-Control Clause Re: Credit Agreements	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propose partnership/issuance of bonds/joint venture and change-of-control clauses, in the absence of w	d is considered	d to be routing	ne. Belgian i	law requires :	, .	-	//			
		Blended Rationale: A vote FOR this proposal is partnership/issuance of bonds/joint venture an change-of-control clauses, in the absence of w	d is considered	d to be routing	ne. Belgian i	law requires :		-	"			
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
		Voting Policy Rationale: A vote FOR this proposed considered to be routine. Belgian law requires the underlying contract is not valid.							h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap contract is not valid.					-					
Ballot Det	ails											

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		2,450	2,450
Susumusic Synamicy anassigned			04/07/2023	04/07/2023			
					Total Shares:	2,450	2,450



Meeting Date: 04/27/2023

Country: France

Ticker: CS

Proxy Level: N/A

Record Date: 04/25/2023

Meeting Type: Annual/Special

Meeting ID: 1718556

Primary SEDOL: 7088429

Primary Security ID: F06106102

Primary CUSIP: F06106102

Primary ISIN: FR0000120628

Additional Policy:

Earliest Cutoff Date: 04/24/2023

Votable Shares: 19,450

Total Ballots: 1 *Shares on Loan: 0 Voting Policy: Sustainability Shares Instructed: 19,450

Shares Voted: 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
		Ordinary Business	Mgmt	No								
1		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the approva and lack of concerns.	al of the annua	al accounts a	re warranted	d due to the	unqualified au	ditors' opinio	on			
		Blended Rationale: Votes FOR the approval of lack of concerns.	the annual acc	ounts are w	arranted due	to the unqu	alified auditors	s' opinion an	d			
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the approva and lack of concerns.	al of the annua	nl accounts a	re warranted	d due to the	unqualified au	ditors' opinio	on			
		Blended Rationale: Votes FOR the approval of lack of concerns.	the annual acc	ounts are w	arranted due	to the unqu	alified auditors	s' opinion an	d			
3		Approve Allocation of Income and Dividends of EUR 1.70 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this income without being excessive.	e allocation pro	oposal is wai	rranted beca	use the prop	osed payout r	atio is adequ	vate			
		Blended Rationale: A vote FOR this income allowithout being excessive.	cation proposa	al is warranto	ed because i	the proposed	l payout ratio i.	s adequate				
4		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remun	eration report	is warranted	d because it	does not rais	se any significa	nt concern.				
		Blended Rationale: A vote FOR this remuneration	on report is wa	arranted bec	ause it does	not raise an	y significant co	oncern.				
5		Approve Compensation of Denis Duverne, Chairman of the Board until April 28, 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these remule concern.	neration repor	ts are warra	nted becaus	e they do no	t raise any sigi	nificant				
		Blended Rationale: Votes FOR these remunerate	tion reports are	e warranted	because the	y do not rais	e any significa	nt concern.				
6		Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board since April 28, 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these remule concern.	neration repor	ts are warra	nted becaus	e they do no	t raise any sigi	nificant				
		Blended Rationale: Votes FOR these remunerate	tion reports are	e warranted	because the	y do not rais	e any significa	nt concern.				
7		Approve Compensation of Thomas Buberl, CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remun of disclosure on individual performance criteria are no other concerns.			_	_						
		Blended Rationale: A vote FOR this remuneration disclosure on individual performance criteria at are no other concerns.	-		-	_						



Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8		Approve Remuneration Policy of CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remur maintains the possibility of a post-mandate ve. The main reason for support is: * The disclosure.	sting of awards	s, with no ini	formation or	n the applicati	ion of a pro-ra	ta principle.	licy			
		Blended Rationale: A vote FOR this remunerate maintains the possibility of a post-mandate ve. The main reason for support is: * The disclosure	sting of awards	s, with no ini	formation or	n the applicat	ion of a pro-ra	ta principle.				
9		Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remui	neration policy	is warranted	because it	does not rais	e any significa	nt concern.				
		Blended Rationale: A vote FOR this remunerate	ion policy is wa	arranted beca	ause it does	not raise any	v significant co	ncern.				
10		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remun	neration policy	is warranted	because it	does not rais	e any significa	nt concern.				
		Blended Rationale: A vote FOR this remunerat	ion policy is wa	arranted beca	ause it does	not raise any	v significant co	ncern.				
11		Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propodoes not raise any concerns.	sal is warrante	d because th	ne informatio	on disclosed i	in the auditors	' special repo	ort			
		Blended Rationale: A vote FOR this proposal is not raise any concerns.	warranted bed	cause the inf	formation di	sclosed in the	e auditors' spec	cial report do	oes			
12		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Such share buyback p	rograms merit	a vote FOR.								
		Blended Rationale: Such share buyback progra	ams merit a vot	te FOR.								
		Extraordinary Business	Mgmt	No								
13		Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ed since this po	otential trans	sfer of wealt	th is in sharel	holders' interes	sts.				
		Blended Rationale: A vote FOR is warranted si	nce this potent	ial transfer d	of wealth is i	in shareholde	ers' interests.					
14		Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warran with and without preemptive rights.	ted as their pro	oposed volur	nes respect	the recomme	ended guidelin	es for issuari	ces			
		Blended Rationale: Votes FOR are warranted a and without preemptive rights.	s their propose	ed volumes i	espect the I	recommended	d guidelines fo	r issuances ı	vith			
15		Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warran with and without preemptive rights.	ted as their pro	oposed volur	mes respect	the recomme	ended guidelin	es for issuari	ces			
		Blended Rationale: Votes FOR are warranted a and without preemptive rights.	as their propose	ed volumes i	espect the I	recommended	d guidelines fo	r issuances v	with			



Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
16		Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant with and without preemptive rights.	ed as their pro	pposed volun	nes respect	the recomme	ended guidelin	es for issuar	oces			
		Blended Rationale: Votes FOR are warranted as and without preemptive rights.	s their propose	ed volumes r	espect the I	recommended	d guidelines fo	r issuances ı	with			
17		Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant with and without preemptive rights.	ed as their pro	pposed volun	nes respect	the recomme	ended guidelind	es for issuar	oces			
		Blended Rationale: Votes FOR are warranted as and without preemptive rights.	s their propose	ed volumes r	espect the I	recommended	d guidelines fo	r issuances I	with			
18		Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant with and without preemptive rights.	ed as their pro	pposed volun	nes respect	the recomme	ended guidelind	es for issuar	oces			
		Blended Rationale: Votes FOR are warranted as and without preemptive rights.	s their propose	ed volumes r	espect the I	recommended	d guidelines fo	r issuances I	with			
19		Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant with and without preemptive rights.	ed as their pro	pposed volun	nes respect	the recomme	ended guidelind	es for issuar	oces			
		Blended Rationale: Votes FOR are warranted as and without preemptive rights.	s their propose	ed volumes r	espect the i	recommended	d guidelines fo	r issuances I	with			
20		Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant with and without preemptive rights.	ed as their pro	pposed volun	nes respect	the recomme	ended guidelind	es for issuar	oces			
		Blended Rationale: Votes FOR are warranted as and without preemptive rights.	s their propose	ed volumes r	espect the i	recommended	d guidelines fo	r issuances I	with			
21		Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant with and without preemptive rights.	red as their pro	pposed volun	nes respect	the recomme	ended guidelin	es for issuar	oces			
		Blended Rationale: Votes FOR are warranted as and without preemptive rights.	s their propose	ed volumes r	espect the i	recommended	d guidelines fo	r issuances I	with			
22		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these propo	sed authorizat	tions are war	rranted as t	hey do not ra	ise concerns.					
		Blended Rationale: Votes FOR these proposed of	authorizations	are warranto	ed as they o	do not raise c	oncerns.					

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

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
23		Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these propos	sed authorizati	ions are war	ranted as th	ey do not rai	se concerns.					
		Blended Rationale: Votes FOR these proposed a	authorizations a	are warrante	d as they do	o not raise co	oncerns.					
24		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted as	such share c	apital reduc	tions are favo	orable to share	cholders.				
		Blended Rationale: A vote FOR this item is warr	anted as such	share capita	l reductions	are favorabl	e to sharehold	ers.				
25		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this routine	item is warrar	nted.								
		Blended Rationale: A vote FOR this routine item	is warranted.									
Ballot Deta	nils											

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		19,450	19,450
Sustainable Bynamic, unussigned			04/07/2023	04/07/2023			
					Total Shares:	19,450	19,450

Meeting Date: 04/27/2023	Country: France	Ticker: BN	Proxy Level: N/A
Record Date: 04/25/2023	Meeting Type: Annual/Special	Meeting ID: 1721360	
Primary Security ID: F12033134	Primary CUSIP: F12033134	Primary ISIN: FR0000120644	Primary SEDOL: B1Y9TB3
Earliest Cutoff Date: 04/24/2023	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Earliest Cutoff Date: 04/24/2023 Votable Shares: 2,040	Total Ballots: 1 *Shares on Loan: 0	Voting Policy: Sustainability Shares Instructed: 2,040	Additional Policy: Shares Voted: 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
		Ordinary Business	Mgmt	No								
1		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the appliand lack of concerns.	roval of the annu	al accounts a	are warrant	ed due to the	e unqualified au	uditors' opin	nion		_	
		Blended Rationale: Votes FOR the approval lack of concerns.	of the annual ac	counts are w	varranted du	ie to the ung	ualified audito	rs' opinion a	and		-	
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the apparant lack of concerns.	roval of the annu	al accounts a	are warranto	ed due to the	e unqualified at	uditors' opin	nion			
		Blended Rationale: Votes FOR the approval lack of concerns.	of the annual ac	counts are w	varranted du	ue to the unq	ualified audito	rs' opinion a	and			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Approve Allocation of Income and Dividends of EUR 2 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this income company maintains enough reserves to afford t	-			pite the high	payout ratio, i	because the				
		Blended Rationale: A vote FOR this income allocompany maintains enough reserves to afford t			-	he high payo	out ratio, becau	use the				
4		Reelect Valerie Chapoulaud-Floquet as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the (re)elect Chapoulaud-Floquet, Gilbert Ghostine, Lise King 4-7 and 26).						ncerns (Item:	s			
		Blended Rationale: Votes FOR the (re)elections Gilbert Ghostine, Lise Kingo and Sanjiv Mehta)			-		-					
5		Reelect Gilles Schnepp as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the (re)elect Chapoulaud-Floquet, Gilbert Ghostine, Lise King 4-7 and 26).		-	-	-	-	ncerns (Items	5			
		Blended Rationale: Votes FOR the (re)elections Gilbert Ghostine, Lise Kingo and Sanjiv Mehta)			-		-					
6	6	Ratify Appointment of Gilbert Ghostine as Director Following Resignation of Guido Barilla	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the (re)elect Chapoulaud-Floquet, Gilbert Ghostine, Lise King 4-7 and 26).		-	-	-	-	ncerns (Items	s			
		Blended Rationale: Votes FOR the (re)elections Gilbert Ghostine, Lise Kingo and Sanjiv Mehta)			-		-					
7		Ratify Appointment of Lise Kingo as Director Following Resignation of Cecile Cabanis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the (re)elect Chapoulaud-Floquet, Gilbert Ghostine, Lise King 4-7 and 26).		-	-	-	-	ncerns (Item:	s			
		Blended Rationale: Votes FOR the (re)elections Gilbert Ghostine, Lise Kingo and Sanjiv Mehta)										
8		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remune	eration report	is warrantea	because it	does not rais	e any significa	ant concern.				
		Blended Rationale: A vote FOR this remuneration	on report is wa	arranted beca	ause it does	not raise an	y significant co	oncern.				
9		Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remund	eration report	is warrantea	because it	does not rais	se any significa	ant concern.				
		Blended Rationale: A vote FOR this remuneration	on report is wa	arranted beca	ause it does	not raise an	y significant co	oncern.				
10		Approve Compensation of Gilles Schnepp, Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remune	eration report	is warrantea	because it	does not rais	se any significa	ant concern.				
		Blended Rationale: A vote FOR this remuneration	on report is wa	arranted beca	ause it does	not raise an	y significant co	oncern.				

Proposal Number	Significant Vote	Proposal Text	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
		Voting Policy Rationale: A vote FOR this remun	eration policy	is warranted	because it	does not rais	e any significa	nt concern.				
		Blended Rationale: A vote FOR this remuneration	on policy is wa	rranted beca	ause it does	not raise any	v significant co	ncern.				
12		Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remun	eration policy	is warranted	because it	does not rais	e any significa	nt concern.				
		Blended Rationale: A vote FOR this remuneration	on policy is wa	rranted beca	ause it does	not raise any	v significant co	ncern.				
13		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remun	eration policy	is warranted	because it	does not rais	e any significa	nt concern.				
		Blended Rationale: A vote FOR this remuneration	on policy is wa	rranted beca	ause it does	not raise any	v significant co	ncern.				
14		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Such share buyback pr	ograms merit	a vote FOR.								
		Blended Rationale: Such share buyback program	ms merit a vot	e FOR.								
		Extraordinary Business	Mgmt	No								
15		Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant with and without preemptive rights, and with o			•		ed guidelines fo	or issuances				
		Blended Rationale: Votes FOR are warranted as and without preemptive rights, and with or with		-		mmended gu	idelines for iss	uances with				
16		Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 16.9 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant with and without preemptive rights, and with o			-		ed guidelines fo	or issuances				
		Blended Rationale: Votes FOR are warranted as and without preemptive rights, and with or with				mmended gu	idelines for iss	ruances with				
17		Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warrant with and without preemptive rights, and with o			•		ed guidelines fo	or issuances				
		Blended Rationale: Votes FOR are warranted as and without preemptive rights, and with or with				mmended gu	idelines for iss	uances with				
18		Authorize Capital Increase of Up to EUR 16.9 Million for Future Exchange Offers	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Votes FOR are 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).												

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

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
19		Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warran with and without preemptive rights, and with o					ed guidelines f	or issuances				
		Blended Rationale: Votes FOR are warranted a and without preemptive rights, and with or wit				mmended gu	iidelines for iss	suances with				
20		Authorize Capitalization of Reserves of Up to EUR 42 Million for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ed since this p	otential trans	sfer of wealt	th is in share	holders' intere.	sts.			-	
		Blended Rationale: A vote FOR is warranted sin	nce this potent	tial transfer o	of wealth is i	in shareholde	ers' interests.				-	
21		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these employeemended guidelines.	loyee stock pui	rchase plans	are warrant	ed as the pro	oposed volume	es respect th	e			
		Blended Rationale: Votes FOR these employee recommended guidelines.	stock purchas	e plans are i	warranted as	s the propose	ed volumes res	spect the				
22		Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these emplerecommended guidelines.	'oyee stock pui	rchase plans	are warrant	ed as the pro	oposed volume	es respect th	e			
		Blended Rationale: Votes FOR these employee recommended guidelines.	stock purchas	e plans are i	warranted as	s the propose	ed volumes res	spect the				
23		Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is problematic.	s warranted be	ecause the te	erms of the p	proposed aut	horization are	not				
		Blended Rationale: A vote FOR this item is wan	rranted becaus	e the terms	of the propo	sed authoriz	ation are not p	problematic.				
24		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is	s warranted as	such share	capital redu	ctions are fa	vorable to shal	reholders.			-	
		Blended Rationale: A vote FOR this item is war	rranted as suci	h share capit	al reduction.	s are favorab	ole to sharehol	ders.				
		Ordinary Business	Mgmt	No								
25		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this routin	e item is warra	anted.								
		Blended Rationale: A vote FOR this routine item	m is warranted	t.								
26		Elect Sanjiv Mehta as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the (re)elec Chapoulaud-Floquet, Gilbert Ghostine, Lise Kin 4-7 and 26).		-				ncerns (Item	<i>95</i>		-	
		Blended Rationale: Votes FOR the (re)elections Gilbert Ghostine, Lise Kingo and Sanjiv Mehta)					-		,		-	

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		2,040	2,040
Sasamasic Synamicy unassigned			04/06/2023	04/06/2023			
					Total Shares:	2,040	2,040

Johnson & Johnson

Meeting Date: 04/27/2023 Country: USA **Record Date:** 02/28/2023

Meeting Type: Annual

Primary Security ID: 478160104 **Primary CUSIP:** 478160104

Earliest Cutoff Date: 04/26/2023 Total Ballots: 1 Votable Shares: 2,125 *Shares on Loan: 0 Ticker: JNJ Proxy Level: 3

Meeting ID: 1729404

Primary ISIN: US4781601046 Primary SEDOL: 2475833

Voting Policy: Sustainability **Additional Policy:** Shares Instructed: 2,125 Shares Voted: 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	
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director no	ominees is warr	anted.									
1b		Elect Director Mary C. Beckerle	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director no	ominees is warr	anted.									
1c		Elect Director D. Scott Davis	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director no	ominees is warr	anted.									
1d		Elect Director Jennifer A. Doudna	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director no	ominees is warr	anted.									
1e		Elect Director Joaquin Duato	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director no	ominees is warr	anted.									
1f		Elect Director Marillyn A. Hewson	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director no	ominees is warr	anted.									
1g		Elect Director Paula A. Johnson	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director no	ominees is warr	anted.									
1h		Elect Director Hubert Joly	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director no	ominees is warr	anted.									

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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	
1i		Elect Director Mark B. McClellan	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1j		Elect Director Anne M. Mulcahy	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1k		Elect Director Mark A. Weinberger	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
11		Elect Director Nadja Y. West	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No	
		rformance based, and total reported pay for CEO Duato was significantly below that of his predecessor. In addition to pay ing reasonably aligned, the company has provided additional disclosure details of certain exclusions from non-GAAP rformance measures. However, it is noted that the company still does not specify exactly how the adjustments for litigation penses connected to certain high-profile controversies have impacted incentive payouts. Sended Rationale: A vote FOR this proposal is warranted. The annual and long-term incentive programs are primarily rformance based, and total reported pay for CEO Duato was significantly below that of his predecessor. In addition to pay ing reasonably aligned, the company has provided additional disclosure details of certain exclusions from non-GAAP rformance measures. However, it is noted that the company still does not specify exactly how the adjustments for litigation penses connected to certain high-profile controversies have impacted incentive payouts.											
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No No	No	
		Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.											
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho	,	. ,	, ,		, ,	y votes are					
4		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	e auditor is v	varranted.								
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.								
5		Adopt Mandatory Arbitration Bylaw - Withdrawn	SH	No									
		Voting Policy Rationale: NONE - this proposal h	nas been witho	lrawn.									
		Blended Rationale: NONE - this proposal has be	een withdrawr	7.									
6		Report on Government Financial Support and Equitable Access to Covid-19 Products	SH	Yes	Against	For		For	For	Yes	No	No	
			ing Policy Rationale: A vote FOR this proposal is warranted, as reporting on the impact of public funding on the company's pring and access plans would allow shareholders to better assess the company's management of related risks throughout the spected lifetime of the vaccine.										
		Blended Rationale: A vote FOR this proposal is pricing and access plans would allow sharehold expected lifetime of the vaccine.			-	-	-		he				

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

Johnson & Johnson

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7		Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propose company's exclusion of large litigation-related control shareholder support for this proposal at last year disclosure and reconciliation in the proxy in order executives. Given that the proposal would provic circumstances, with an explanation to sharehold	osts from the e r's annual mee er to better un de the board v	executive con eting. In add derstand how with flexibility	mpensation plition, shareh w these spec v to adjust th	orogram, as nolders may i nific expenses ne application	evidenced by . have expected s impacted pay n of the policy	significant more robus for its top				
		circumstances, with an explanation to shareholders, the request is not viewed as overly prescriptive. 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.										
8		Report on Impact of Extended Patent Exclusivities on Product Access	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this 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.										
		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.										

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		2,125	2,125
Sustainable Dynamic, unassigned			04/18/2023	04/18/2023			
					Total Shares:	2,125	2,125

Kering SA

Meeting Date: 04/27/2023 Record Date: 04/25/2023	Country: France Meeting Type: Annual/Special	,			Ticker: KER Meeting ID: 1732166				Proxy Level: N/A			
Primary Security ID: F5433L103	Primary CUSIP: F5433L103		Primary ISI				Primary SEI	OL: 55050	72			
Earliest Cutoff Date: 04/24/2023	Total Ballots: 1		Voting Policy: Sustainability Additional Policy			licy:	:у:					
Votable Shares: 750	*Shares on Loan: 0		Shares Instru	ucted: 750			Shares Voted	: 750				
Proposal Significant Number Vote Proposal To	ext Proponent	Votable Proposal	Mgmt Rec I	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		

Ordinary Business Mgmt No

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

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

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

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

Ballot Details

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		750	750
Sustainable Dynamic, andssigned			04/04/2023	04/04/2023			
					Total Shares:	750	750

Umicore

Meeting	Date: 04/27/2	2023	Country: Belgium			Ticker: U	MI			Proxy Level	: N/A		
Record D	oate: 04/13/20	023	Meeting Type: Annual,	/Special		Meeting	ID: 1712115	5					
Primary 9	Security ID:	B95505184	Primary CUSIP: B9550)5184		Primary	ISIN: BE097	74320526		Primary SEI	OOL: BF444	ł66	
	utoff Date: 04/1	19/2023	Total Ballots: 1 *Shares on Loan: 0			-	licy: Sustainat	•		Additional Po	•		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Annual/Special Meet	ing Agenda	Mgmt	No								
		Annual Shareholders	s' Meeting Agenda	Mgmt	No								
A.1		Receive Supervisory Auditors' Reports (N		Mgmt	No								
		Voting Policy Rationa	nle: No vote is required.									1	
		Blended Rationale: N	lo vote is required.										

Umicore

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
A.2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR is standards. We note that the company provide financial metrics of the STI plan and performane respect to 2023 performance metrics. However performance STI metrics (50% weight, 100% pay for performance assessment. Finally, while responsiveness to the significant dissent on later	d improved dis ince metrics of er, we still raise achievement), e the company	sclosure (thre the LTI plan c concerns as which does i improved di	eshold, targe , while also s there is no not allow sh isclosure lev	ets, maximun providing for further disch nareholders t els, the comp	n and achieven rward looking c losure regardin to assess the st pany did not pi	ment) on the disclosure wi g the individ tringency of rovide furthe	ith Iual the			
		Blended Rationale: A qualified vote FOR is wan We note that the company provided improved metrics of the STI plan and performance metr to 2023 performance metrics. However, we st performance STI metrics (50% weight, 100% pay for performance assessment. Finally, while responsiveness to the significant dissent on la	disclosure (thi ics of the LTI pill raise concern achievement), e the company	reshold, targ plan, while a ns as there is which does improved di	ets, maximu Iso providing Is no further not allow sh isclosure lev	om and achie of forward loo disclosure re oareholders to els, the comp	vement) on the king disclosure garding the inc o assess the st pany did not pl	e financial e with respect dividual tringency of rovide furthe	ct the			
A.3		Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.80 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this divide being excessive.	end proposal is	warranted b	ecause the	proposed pa	yout ratio is ad	lequate with	out			
		Blended Rationale: A vote FOR this dividend p being excessive.	roposal is warr	ranted becau	se the prop	osed payout	ratio is adequa	ate without				
A.4		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: This is a non-voting it	em.									
		Blended Rationale: This is a non-voting item.										
A.5		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant controversies that the board is not fulfilling its		-	nformation a	bout significa	ant and compe	elling				
		Blended Rationale: A vote FOR is warranted in that the board is not fulfilling its fiduciary dution		of any inform	nation about	significant a	nd compelling	controversie	25			
A.6		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant controversies that the auditor is not fulfilling it		nce of any in	nformation a	bout significa	ant and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the auditor is not fulfilling its duties.	the absence o	of any inform	ation about	significant a	nd compelling	controversie	25			
A.7.1		Reelect Mario Armero as Member of the Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incur of diversity on the board. A vote FOR remaining		_				rranted for l	ack			
		Blended Rationale: A vote AGAINST incumber diversity on the board. A vote FOR remaining	_				ntes is warrant	ed for lack o	of			
A.7.2		Elect Marc Grynberg as Member of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incur of diversity on the board. A vote FOR remaining		_				rranted for l	ack			
		Blended Rationale: A vote AGAINST incumber diversity on the board. A vote FOR remaining	_				ntes is warrant	ed for lack o	of			

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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
		Voting Policy Rationale: A vote FOR is warranted as the company did not provide a compelling ra (fixed fee from EUR 60,000 to EUR 140,000).					-		15			
		Blended Rationale: A vote FOR is warranted in t the company did not provide a compelling ration fee from EUR 60,000 to EUR 140,000).		, -			•		ed			
		Special Shareholders' Meeting Agenda	Mgmt	No								
B.1		Approve Change-of-Control Clause Re: Joint Venture Agreement with PowerCo SE and Power HoldCo Lux SA and Sustainability-Linked Note Purchase Agreement	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propose and is considered to be routine. Belgian law req which the underlying contract is not valid.					,	-				
		Blended Rationale: A vote FOR this proposal is v is considered to be routine. Belgian law requires the underlying contract is not valid.										

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		6,925	6,925
Sustainable Bynamic, anassigned			04/05/2023	04/05/2023			
					Total Shares:	6,925	6,925

Agnico Eagle Mines Limited

. ,		Country: Canada			Ticker: A	ÆΜ			Proxy Level	: 3	e Vote Vote		
Record Date: 03/17/2	023	Meeting Type: Annual	/Special		Meeting	ID: 1716138	3						
Primary Security ID:	008474108	Primary CUSIP: 00847	74108		Primary	ISIN: CA008	34741085		Primary SEI	DOL: 20098	23		
Earliest Cutoff Date: 04	/25/2023	Total Ballots: 1			Voting Po	licy: Sustainat	pility		Additional Po	licy:			
Votable Shares: 915		*Shares on Loan: 0			Shares In	structed: 915			Shares Voted	: 915			
Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt		Vote Against ISS	
1.1	Elect Director Leona	a Aglukkaq	Mgmt	Yes	For	For		For	For	No	No	No	

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

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

Agnico Eagle Mines Limited

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

Agnico Eagle Mines Limited

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

Agnico Eagle Mines Limited

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

Additional

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

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		915	915
Susumusic Synamicy analogica			04/10/2023	04/10/2023			
					Total Shares:	915	915

Air Liquide SA

lack of concerns.

Meeting	Date: 05/03/2	2023	Country: France			Ticker: A	ΑI			Proxy Level	: N/A		
Record D	ate: 04/28/20)23	Meeting Type: Annua	al/Special		Meeting	ID: 1717272	2					
Primary :	Security ID:	F01764103	Primary CUSIP: F01	764103		Primary	ISIN: FR000	00120073		Primary SEI	OOL: B1YXE	3J7	
Earliest Co	itoff Date: 04/2	27/2023	Total Ballots: 1			Voting Po	olicy: Sustainat	oility		Additional Po	licy:		
Votable SI	Votable Shares: 1,100		*Shares on Loan: 0			Shares In	structed: 1,10	00		Shares Voted	: 1,100		
Proposal Number	-		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
		Ordinary Business		Mgmt	No								
1	Approve Financial Statements Statutory Reports		tatements and	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR the approval of the annual account and lack of concerns.						ed due to the	unqualified au	ıditors' opin	ion		-	
	Blended Rationale: Votes FOR the approval of the annual accounts						e to the unqu	ualified auditor	s' opinion a	nd			

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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
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the approve and lack of concerns.	al of the annua	al accounts a	re warrante	d due to the	unqualified au	ditors' opinio	on			
		Blended Rationale: Votes FOR the approval of lack of concerns.	the annual acc	counts are wa	arranted du	e to the unqu	ualified auditors	s' opinion an	d			
3		Approve Allocation of Income and Dividends of EUR 2.95 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this incomwithout being excessive.	e allocation pro	oposal is wai	rranted beca	ause the prop	oosed payout r	atio is adequ	ıate			
		Blended Rationale: A vote FOR this income allowithout being excessive.	ocation proposa	al is warranto	ed because	the proposed	l payout ratio i	is adequate				
4		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Such share buyback p	rograms merit	a vote FOR.								
		Blended Rationale: Such share buyback progra	ams merit a voi	te FOR.								
5		Elect Catherine Guillouard as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the election concerns (Items 5, 6, 7, 8 and 9).	ns of these inde	ependent no	minees are	warranted in	the absence o	f specific				
		Blended Rationale: Votes FOR the elections of (Items 5, 6, 7, 8 and 9).	these independ	dent nomine	es are warr	anted in the a	absence of spe	ecific concern	ns .			
6		Elect Christina Law as Director	Mgmt	Yes	For	For		For	For	No	No	No
Ü		Voting Policy Rationale: Votes FOR the election concerns (Items 5, 6, 7, 8 and 9).	ns of these inde	ependent no	minees are	warranted in	the absence o	f specific				
		Blended Rationale: Votes FOR the elections of (Items 5, 6, 7, 8 and 9).	these independ	dent nomine	es are warr	anted in the a	absence of spe	ecific concern	ns			
7		Elect Alexis Perakis-Valat as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the election concerns (Items 5, 6, 7, 8 and 9).	ns of these inde	ependent no.	minees are	warranted in	the absence o	f specific				
		Blended Rationale: Votes FOR the elections of (Items 5, 6, 7, 8 and 9).	these independ	dent nomine	es are warr	anted in the a	absence of spe	ecific concern	is			
8		Elect Michael H. Thaman as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the election concerns (Items 5, 6, 7, 8 and 9).	ns of these inde	ependent no	minees are	warranted in	the absence o	f specific				
		Blended Rationale: Votes FOR the elections of (Items 5, 6, 7, 8 and 9).	these independ	dent nomine	es are warr	anted in the a	absence of spe	ecific concern	15			
9		Ratify Appointment of Monica de Virgiliis as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the election concerns (Items 5, 6, 7, 8 and 9).	ns of these inde	ependent no.	minees are	warranted in	the absence o	f specific				
		Blended Rationale: Votes FOR the elections of (Items 5, 6, 7, 8 and 9).	these independ	dent nomine	es are warr	anted in the a	absence of spe	ecific concern	ıs			
10		Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo- does not raise any concern.	sal is warrante	d because th	ne informatio	on disclosed i	in the auditors	' special repo	ort			
		Blended Rationale: A vote FOR this proposal is not raise any concern.	warranted bed	cause the inf	formation di	isclosed in the	e auditors' spec	cial report de	pes		-	

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

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

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

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved	Issuer Confirmed	1,100	1,100
Sustainable Dynamic, unussigned			04/04/2023	04/04/2023			
					Total Shares:	1,100	1,100

GSK Plc

Record D	Date: 05/03/2 Pate: 04/28/20 Security ID:	023	Country: United Kin Meeting Type: Ann Primary CUSIP: G3	ual		•	GSK j ID: 1727450 , ISIN: GB001			Proxy Level Primary SEI	·	WP6	
Earliest Cutoff Date: 04/27/2023 Votable Shares: 26,197			Total Ballots: 1 *Shares on Loan: 0			_	olicy: Sustainal	•		Additional Po	•		
Proposal Number	posal Significant Votable				Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1		Accept Financial Sta Statutory Reports	tements and	Mgmt	Yes	For	For		For	For	No	No	No

^{*}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
		Voting Policy Rationale: A vote FOR the Compa warranted as no significant concerns have bee	•	ubmission oi	f the director	rs' report and	l financial state	ements is				
		Blended Rationale: A vote FOR the Company's as no significant concerns have been identified		ission of the	directors' re	port and fina	ncial statemer	nts is warrar	nted			
2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the remun Although there was a high level of dissent on hin response. * Several of the targets governing warranted because: * The Company has engage of the LTIP targets are sensitive, and that the rooted in the Company's strategy, as announce profit growth.	last year's rem of the LTIP met ged extensivel metrics are ce	uneration por trics are disco wwith share ontral to the o	plicy, no chai closed only re cholders on to Company's s	nges to remu etrospectively he 2022 polic trategic goal	neration have v. However, su sy; * It is acce s; and * Outco	been affect pport is pted that so omes are firi	me mly			
		Blended Rationale: A vote FOR the remuneration there was a high level of dissent on last year's response. * Several of the targets governing to because: * The Company has engaged extensional targets are sensitive, and that the metrics are the Company's strategy, as announced in 2021 growth.	remuneration he LTIP metric ively with shar central to the	policy, no co s are disclos eholders on Company's s	hanges to re sed only retro the 2022 po strategic goa	muneration i ospectively. F licy; * It is a lls; and * Out	have been affe However, supp ccepted that s tcomes are firi	ected in ort is warra ome of the i mly rooted in	nted LTIP			
3		Elect Julie Brown as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomin	ees is warrant	ed as no sigi	nificant conc	erns have be	een identified.					
		Blended Rationale: A vote FOR the nominees is	s warranted as	no significa	ant concerns	have been id	dentified.					
4		Elect Vishal Sikka as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomin	ees is warrant	ed as no sigi	nificant conc	erns have be	en identified.					
		Blended Rationale: A vote FOR the nominees is	s warranted as	no significa	ant concerns	have been id	dentified.					
5		Elect Elizabeth McKee Anderson as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomin	ees is warrant	ed as no sigi	nificant conc	erns have be	en identified.					
		Blended Rationale: A vote FOR the nominees is	s warranted as	no significa	nt concerns	have been id	lentified.					
6		Re-elect Sir Jonathan Symonds as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomin	ees is warrant	ed as no sigi	nificant conc	erns have be	en identified.					
		Blended Rationale: A vote FOR the nominees is	s warranted as	s no significa	nt concerns	have been id	dentified.					
7		Re-elect Dame Emma Walmsley as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomin	ees is warrant	ed as no sigi	nificant conc	erns have be	en identified.					
		Blended Rationale: A vote FOR the nominees is	s warranted as	no significa	ant concerns	have been id	dentified.					
8		Re-elect Charles Bancroft as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomin	ees is warrant	ed as no sigi	nificant conc	erns have be	en identified.					
		Blended Rationale: A vote FOR the nominees is	s warranted as	no significa	nt concerns	have been id	dentified.					
9		Re-elect Hal Barron as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the nomin	ees is warrant	ed as no sigi	nificant conc	erns have be	en identified.					
		Blended Rationale: A vote FOR the nominees is	s warranted as	s no significa	ant concerns	have been id	dentified.					



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

GSK Plc

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		26,197	26,197
Sustainable Bynamic, anassigned			04/13/2023	04/13/2023			
					Total Shares:	26,197	26,197

PepsiCo, Inc.

Meeting	Date: 05/03/2	.023	Country: USA			Ticker: Pl	ΕP			Proxy Level	: 3		
Record D	ate: 03/01/20)23	Meeting Type: Annual			Meeting	ID: 1731975	5					
Primary 9	Security ID: 7	713448108	Primary CUSIP: 71344	8108		Primary 1	ISIN: US713	34481081		Primary SED	OCL: 26815	11	
Earliest Cu			Total Ballots: 1			Voting Pol	icy: Sustainab	oility		Additional Po	licy:		
Votable Shares: 992			*Shares on Loan: 0			Shares Ins	structed: 992			Shares Voted	: 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
		Voting Policy Rationa	warranted.										

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

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

PepsiCo, Inc.

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

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

PepsiCo, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
1n		Elect Director Darren Walker	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director nominees is warranted.												
		Blended Rationale: A vote FOR the director nor	Blended Rationale: A vote FOR the director nominees is warranted.											
10		Elect Director Alberto Weisser	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.										
	Blended Rationale: A vote FOR the director nominees is warranted.													
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	e auditor is v	varranted.									
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.									
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR this 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.												
		Blended Rationale: A vote FOR this proposal is review, though shareholders would benefit from						the year in						
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No		
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareholders.					-	n-pay votes	are					
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareholders.	-		-			y votes are						
5		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes		
		Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.												
		Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.												
6		Issue Transparency Report on Global Public Policy and Political Influence	SH	Yes	Against	Against		For	For	Yes	No	Yes		
		Voting Policy Rationale: A vote FOR this resolution 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.												
		Blended Rationale: A vote FOR this resolution in memberships in political organizations and lobit oversight of spending would help shareholders	is warranted, a bying expendit	ns increased ures, as well	global transp as the comp	parency and pany's its ma	disclosure aro anagement- an	und its nd board-leve	el					
7		Report on Impacts of Restrictive Reproductive Healthcare Legislation	SH	Yes	Against	Against		For	For	Yes	No	Yes		
		Voting Policy Rationale: A vote FOR this resolu associated with proposed or enacted state polichow the company is managing such risks.		•										
		Blended Rationale: A vote FOR this resolution with proposed or enacted state policies that recompany is managing such risks.							ated					
8		Publish Annual Congruency Report on Net-Zero Emissions Policy	SH	Yes	Against	Against		Against	Against	No	No	No		
		Voting Policy Rationale: A vote AGAINST this p emissions targets, and its emissions generated company's congruence between its publicly sta	from employe	e travel. Thi	is information	n allows shai	reholders to as							
		Blended Rationale: A vote AGAINST this propo targets, and its emissions generated from emp congruence between its publicly stated goals, a	loyee travel. T	his informati	ion allows sh	areholders t	o assess the c		ns					

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

PepsiCo, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		992	992
Sustainable Dynamic, anassigned			04/19/2023	04/19/2023			
					Total Shares:	992	992

Allianz SE

Meeting Date: 05/04/2023

Earliest Cutoff Date: 04/24/2023

Votable Shares: 1,428

Record Date: 04/27/2023

Primary Security ID: D03080112

Country: Germany Meeting Type: Annual

Primary CUSIP: D03080112

Total Ballots: 1 *Shares on Loan: 0 Ticker: ALV

Meeting ID: 1692351

Primary ISIN: DE0008404005

Voting Policy: Sustainability Shares Instructed: 1,428

Proxy Level: N/A

Primary SEDOL: 5231485

Additional Policy:

Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1		Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt	No									
		Voting Policy Rationale: This is a non-voting item.											
		Blended Rationale: This is a non-voting item.											
2		Approve Allocation of Income and Dividends of EUR 11.40 per Share	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: A vote FOR this resolution is warranted.											
		Blended Rationale: A vote FOR this resolution is	s warranted.										
3.1		Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Vating Policy Pationals: The formal discharge of three management heard members is highlighted for chareholder attention											

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

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

Allianz SE

3.3

Fiscal Year 2022

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

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

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

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

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

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.

Allianz SE

3.5

for Fiscal Year 2022

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

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

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

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

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

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.

Allianz SE

3.7

Fiscal Year 2022

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

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

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

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

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

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.

3.9

Fiscal Year 2022

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

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

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

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

for Fiscal Year 2022

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

3.11

Fiscal Year 2022

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

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

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

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

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

4.2

Fiscal Year 2022

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

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

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

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

Burkhardt-Berg for Fiscal Year 2022

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

Fiscal Year 2022

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

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

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

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

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

4.6

Fiscal Year 2022

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

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

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

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

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

4.8

Fiscal Year 2022

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

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

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

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

for Fiscal Year 2022

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

4.10

Fiscal Year 2022

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

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

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

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

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

4.12

Year 2022

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

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

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

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

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

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4.13		Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2022	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: The formal discharge due to the settlements with major investors at three members served the management board (Item 3.7), and Guenther Thallinger (Item 3.8, wish to use the discharge resolution to hold mand supervisory board members is considered measures and paying back investors nearly US fact that the management and supervisory board from various independent consultants, and the former members of the management board. Vimembers are warranted due to a lack of further	nd US authorition of the time of the time of the time of the heart and the time of	es in the Strume of the alle igh level of the countable. No rause of the sen and trans iated internation	nctured Alph ged fraud: (genes (nearing evertheless, swift respon parent comm parent comm parent did not r	na Funds in 2 Oliver Baete g USD 1 billi cautious sup se by the con munication th nd commission eveal any bro	2022, and the in (Item 3.1), Given 3.1), Given 3.1), Some shapport FOR the impany in taking the coned external in eaches of duty	fact that thes ulio Terzariol reholders ma managemen ng remedial matter, and nvestigations by current o	ee ay t t the s or				
	11 3 1 , 3												
4.14		Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal Year 2022	Mgmt	Yes	For	For		For		No	No	No	
		Voting Policy Rationale: The formal discharge due to the settlements with major investors at three members served the management board (Item 3.7), and Guenther Thallinger (Item 3.8) wish to use the discharge resolution to hold mand supervisory board members is considered measures and paying back investors nearly US fact that the management and supervisory board from various independent consultants, and the former members of the management board. Vimembers are warranted due to a lack of further	nd US authorition of the time of the time of the time of the heart and the time of	es in the Strume of the alle igh level of the countable. No rause of the sen and trans iated internation	nctured Alph ged fraud: (genes (nearing evertheless, swift respon parent comm parent comm parent did not r	na Funds in 2 Oliver Baete g USD 1 billi cautious sup se by the con munication th nd commission eveal any bro	2022, and the in (Item 3.1), Given 3.1), Given 3.1), Some shapport FOR the impany in taking the coned external in eaches of duty	fact that thes ulio Terzariol reholders ma managemen ng remedial matter, and nvestigations by current o	ee ay t t the s or				
	Blended Rationale: The formal discharge of 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.												
5		Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: A vote FOR is warrant	ed because the	ere are no co	ncerns rega	rding this pr	oposal.						

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

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6		Approve Remuneration Report	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this resolut line with, and even exceed in many respects, be aligned at this time. Nevertheless, the company remain of concern.	est practice sta	andards in G	ermany, and	pay for pen	formance app	ear reasonab				
		Blended Rationale: A vote FOR this resolution is with, and even exceed in many respects, best paligned at this time. Nevertheless, the company remain of concern.	oractice standa	rds in Germa	any, and pay	for perform	ance appear r	easonably	,			
7		Approve Remuneration of Supervisory Board	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propose warranted.	ed change in ti	he remunera	tion schedu	le for supervi	isory board m	embers is				
		Blended Rationale: A vote FOR the proposed characteristics warranted.	ange in the re	muneration	schedule for	supervisory	board membe	ers is				
8		Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this resolut and shareholders' participation rights would be concern: * The company does not elaborate on decisions will be made on a case-by-case basis.	protected (in I	line with Ger	man law). H	lowever, this	proposal is no	ot without	ars			
		Blended Rationale: A vote FOR this resolution is shareholders' participation rights would be protent the company does not elaborate on the circulate made on a case-by-case basis.	ected (in line v	vith German	law). Howe	ver, this prop	oosal is not wi	thout concer	n:			
9		Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Votes FOR the propose	d amendments	s are warran	ted because	they are nor	n-contentious	in nature.				
		Blended Rationale: Votes FOR the proposed am	endments are	warranted b	ecause they	are non-con	ntentious in na	ture.				
10		Amend Article Re: Location of Annual Meeting	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Votes FOR the propose	d amendments	s are warran	ted because	they are noi	n-contentious	in nature.				
		Blended Rationale: Votes FOR the proposed am	endments are	warranted b	ecause they	are non-con	ntentious in na	ture.				
Ballot Deta	ails											
Inctitutional	Account Detail	Custodian										

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	AutoApproved	Auto-Instructed	Auto-Approved		1,428	0
Sastanasie Byranney anassigned			03/17/2023	03/25/2023			
					Total Shares:	1,428	0

Fortis Inc.

Meeting Date: 05/04/2023 Country: Canada Ticker: FTS Proxy Level: 3

Record Date: 03/17/2023 Meeting Type: Annual Meeting ID: 1716068

Primary Security ID: 349553107 **Primary CUSIP:** 349553107 **Primary ISIN:** CA3495531079 Primary SEDOL: 2347200

Fortis Inc.

 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		
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significani	t concerns h	ave been ide	entified at this	time.						
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant con	cerns have l	been identifie	ed at this time.							
1.2		Elect Director Pierre J. Blouin	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: Vote FOR all proposed	nominees as	no significant	t concerns h	ave been ide	entified at this	time.						
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.							
1.3		Elect Director Lawrence T. Borgard	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significani	t concerns h	ave been ide	entified at this	time.						
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant con	cerns have l	been identifie	ed at this time.							
1.4		Elect Director Maura J. Clark	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.						
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant con	cerns have l	been identifie	ed at this time.							
1.5		Elect Director Lisa Crutchfield	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant con	cerns have l	been identifie	ed at this time.							
1.6		Elect Director Margarita K. Dilley	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.						
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant con	cerns have l	been identifie	ed at this time.							
1.7		Elect Director Julie A. Dobson	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: Vote FOR all proposed	nominees as	no significani	t concerns h	ave been ide	entified at this	time.						
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant con	cerns have l	been identifie	ed at this time.							
1.8		Elect Director Lisa L. Durocher	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: Vote FOR all proposed	nominees as	no significant	t concerns h	ave been ide	entified at this	time.						
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.							
1.9		Elect Director David G. Hutchens	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: Vote FOR all proposed	nominees as	no significant	t concerns h	ave been ide	entified at this	time.						
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant con	cerns have l	been identifie	ed at this time.							
1.10		Elect Director Gianna M. Manes	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.						
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant con	cerns have l	been identifie	ed at this time.							
1.11		Elect Director Donald R. Marchand	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.						
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant con	cerns have l	been identifie	ed at this time.							

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

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
		Voting Policy Rationale: Vote FOR all proposed	nominees as n	o significant	concerns ha	ve been ider	ntified at this t	ime.				
		Blended Rationale: Vote FOR all proposed nomi	nees as no sig	nificant conc	erns have be	een identified	d at this time.					
2		Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the ratification relative to total fees paid to the auditor.	n of Deloitte L	LP as audito	r as non-aud	lit fees (1 pe	rcent) were re	asonable				
		Blended Rationale: Vote FOR the ratification of total fees paid to the auditor.	Deloitte LLP as	s auditor as i	non-audit fee	es (1 percent) were reason	able relative	to			
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR this non-bind	ling advisory v	ote as there	are no signit	ficant issues	at this time.					
		Blended Rationale: Vote FOR this non-binding a	dvisory vote a	s there are r	no significant	issues at the	is time.					

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		1,300	1,300
Sustainable Dynamic, unassigned			04/14/2023	04/14/2023			
					Total Shares:	1,300	1,300

Hang Seng Bank Limited

Meeting Date: 05/04/2023	Country: Hong Kong	Ticker: 11	Proxy Level: N/A
Record Date: 04/27/2023	Meeting Type: Annual	Meeting ID: 1732814	

 Primary Security ID: Y30327103
 Primary CUSIP: Y30327103
 Primary ISIN: HK0011000095
 Primary SEDOL: 6408374

 Earliest Cutoff Date: 04/26/2023
 Total Ballots: 1
 Voting Policy: Sustainability
 Additional Policy:

 Votable Shares: 6,000
 *Shares on Loan: 0
 Shares Instructed: 6,000
 Shares Voted: 6,000

votable 3	iaies. 0,000	Silates oil Loan: 0			Silai es II	isti ucteu. 0,0	00		Silares votet	1. 0,000			
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	
		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.											
		Blended Rationale: In the absence of any statutory reports, a vote FOR this resolution		cerning the c	ompany's at	ıdited accour	nts, financial st	tatements, a	and				
2a		Elect Kathleen C H Gan as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the election of all nominees is warranted.											
		Blended Rationale: A vote FOR the election	n of all nominees i	s warranted.							-		
2b		Elect Patricia S W Lam as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the el	ection of all nomin	ees is warra	nted.						-		
		Blended Rationale: A vote FOR the election	n of all nominees i	s warranted.							-		

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

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
		Voting Policy Rationale: A vote FOR the election	n of all nomine	ees is warrar	nted.							
		Blended Rationale: A vote FOR the election of	all nominees is	warranted.								
2d		Elect Kenneth S Y Ng as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election	n of all nomine	ees is warrar	nted.							
		Blended Rationale: A vote FOR the election of	all nominees is	warranted.								
2e		Elect Say Pin Saw as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election	n of all nomine	ees is warrar	nted.							
		Blended Rationale: A vote FOR the election of	all nominees is	warranted.								
3		Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposition, its remuneration, and the way the audit w		-	absence of a	ny known iss	sues concernin	g the audit				
		Blended Rationale: A vote FOR this proposal is remuneration, and the way the audit was cond	_	en the abser	nce of any ki	nown issues	concerning the	e audit firm,	its			
4		Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolu proposed share repurchase.	tion is warrant	ed given the	absence of	any known is	ssues concerni	ing the				
		Blended Rationale: A vote FOR this resolution is share repurchase.	is warranted gi	iven the abse	ence of any l	known issues	s concerning ti	he proposed				
5		Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST this rethan 10 percent of the relevant class of shares discount limit for issuance for cash and non-ca	for issuance for	or non-cash	_			_	•			
		Blended Rationale: A vote AGAINST this resolu percent of the relevant class of shares for issue limit for issuance for cash and non-cash consid	ance for non-co		_		_					
6		Adopt New Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolu means for shareholders to participate in generathe company.		-								
		Blended Rationale: A vote FOR this resolution of for shareholders to participate in general meet company.	-				•					
Pallet Det	oile											

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
Subdamable Bynamicy anabogned			04/22/2023	04/22/2023			
					Total Shares:	6,000	6,000

Meeting Date: 05/04/2023 **Record Date:** 04/20/2023

Country: Belgium

Ticker: KBC

Proxy Level: N/A

Primary Security ID: B5337G162

Meeting Type: Annual Primary CUSIP: B5337G162 Meeting ID: 1743317

Primary SEDOL: 4497749

Earliest Cutoff Date: 04/26/2023

Votable Shares: 7,351

Total Ballots: 1 *Shares on Loan: 0 Voting Policy: Sustainability Shares Instructed: 7,351

Primary ISIN: BE0003565737

Additional Policy: Shares Voted: 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
		Annual Meeting Agenda	Mgmt	No								
1		Receive Directors' Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required.										
		Blended Rationale: No vote is required.										
2		Receive Auditors' Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required.										
		Blended Rationale: No vote is required.										
3		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: This is a non-voting ite	m.									
		Blended Rationale: This is a non-voting item.										
4		Approve Financial Statements, Allocation of Income, and Dividends of EUR 4 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante concerning with the company's audit procedure given the company's financial position.				•						
		Blended Rationale: A vote FOR is warranted in concerning with the company's audit procedure given the company's financial position.				,			/e			
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR is sufficient considering market practice and enable a long-term incentive plan, at least 40 percent not without noting the absence of specific discipant achievement levels (ex-post basis) for the	oles shareholde of the variable cosure on the c	ers to assess remunerati	s the stringer ion is deferre	ncy of the po d and paid o	licy; * Despite out in phantom	the absence stock. This	is			
		Blended Rationale: A qualified vote FOR is warn considering market practice and enables sharel long-term incentive plan, at least 40 percent of without noting the absence of specific disclosur achievement levels (ex-post basis) for the STI	holders to asse the variable r re on the comp	ess the string remuneration	gency of the n is deferred	policy; * De: and paid out	spite the abser t in phantom s	nce of a tock. This is	not			
6		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the board is not fulfilling its it		-	nformation al	out significa	nt and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the board is not fulfilling its fiduciary duties		f any inform	ation about :	significant ar	nd compelling (controversies	5			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant controversies that the auditor is not fulfilling it		nce of any in	formation a	about significa	ant and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the auditor is not fulfilling its duties.	the absence o	f any inform	ation abou	t significant a	nd compelling	controversie	S			
8		Approve Auditors' Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ed because the	ere are no co	ncerns reg	arding this pr	oposal.					
		Blended Rationale: A vote FOR is warranted be	ecause there ar	re no concer	ns regardin	g this propos	al.					
9.1		Reelect Koenraad Debackere as Independent Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A votes AGAINST incu diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees a members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Fra	ections of Alain re non-indepen also warranted	Bostoen, Mandent whereast because he	arc De Ceu as the boar e is chairma	ster, Franky L d lack sufficie an of the audi	Depickere, Fran nt independen it committee as	nk Donck and ce among its s a	1			
		Blended Rationale: A votes AGAINST incumber diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees a members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Fra	ections of Alain re non-indepen also warranted	Bostoen, Ma dent wherea d because he	arc De Ceu as the boar e is chairma	ster, Franky L d lack sufficie an of the audi	Depickere, Fran nt independen it committee as	nk Donck and ce among its s a				
9.2		Reelect Alain Bostoen as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A votes AGAINST incu diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees a members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Fra	ections of Alain re non-indepen also warranted	Bostoen, Mandent wheread because he	arc De Ceu as the boar e is chairma	ster, Franky L d lack sufficie an of the audi	Depickere, Fran nt independen it committee as	nk Donck and ce among its s a	1			
		Blended Rationale: A votes AGAINST incumber diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees a members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Fra	ections of Alain re non-indepen also warranted	Bostoen, Ma dent wherea d because he	arc De Ceu as the boar e is chairma	ster, Franky D d lack sufficie an of the audi	Depickere, Fran nt independen it committee as	nk Donck and ce among its s a				
9.3		Reelect Franky Depickere as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A votes AGAINST incu diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees a members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Fra	ections of Alain re non-indepen also warranted	Bostoen, Mandent whereast he	arc De Ceu as the boar e is chairma	ster, Franky L d lack sufficie an of the audi	Depickere, Fran Int independen It committee as	ik Donck and ce among its s a	1			
		Blended Rationale: A votes AGAINST incumber diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees a members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Fra	ections of Alain re non-indepen also warranted	Bostoen, Ma dent wherea d because he	arc De Ceu as the boar e is chairma	ster, Franky D d lack sufficie an of the audi	Depickere, Fran nt independen it committee as	nk Donck and ce among its s a				
9.4		Reelect Frank Donck as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A votes AGAINST incu diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees a members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Fra	ections of Alain re non-indepen also warranted	Bostoen, Madent wheread because he	arc De Ceu as the boar e is chairma	ster, Franky L d lack sufficie an of the audi	Depickere, Fran nt independen it committee as	nk Donck and ce among its s a	1			
		Blended Rationale: A votes AGAINST incumber diversity on the board. A vote AGAINST the ele Raf Sels is warranted because the nominees a members. A vote AGAINST Marc De Ceuster is non-independent director. A vote AGAINST Fra	ections of Alain re non-indepen also warranted	Bostoen, Ma dent wherea d because he	arc De Ceu as the boar e is chairma	ster, Franky L d lack sufficie an of the audi	Depickere, Fran nt independen it committee as	nk Donck and ce among its s a				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
9.5		Elect Marc De Ceuster as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No	
		Voting Policy Rationale: A votes AGAINST incum diversity on the board. A vote AGAINST the elec Raf Sels is warranted because the nominees are members. A vote AGAINST Marc De Ceuster is a non-independent director. A vote AGAINST Frat	ctions of Alain e non-indepen also warranted	Bostoen, Ma dent wherea I because he	arc De Ceust s the board s is chairman	er, Franky Do lack sufficien of the audit	epickere, Fran nt independend committee as	k Donck and ce among its s a	•				
		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 Bostoen, 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.											
9.6		Elect Raf Sels as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No	
		Voting Policy Rationale: A votes AGAINST incum diversity on the board. A vote AGAINST the elec Raf Sels is warranted because the nominees are members. A vote AGAINST Marc De Ceuster is a non-independent director. A vote AGAINST Frai	epickere, Fran nt independend committee as	k Donck and ce among its s a	•								
		Blended Rationale: A votes AGAINST incumbent diversity on the board. A vote AGAINST the elec Raf Sels is warranted because the nominees are members. A vote AGAINST Marc De Ceuster is a non-independent director. A vote AGAINST Fran	ctions of Alain e non-indepen also warranted	Bostoen, Ma dent wherea I because he	arc De Ceust s the board s is chairman	er, Franky Do lack sufficien of the audit	epickere, Fran nt independen committee as	k Donck and ce among its a					
10		Transact Other Business	Mgmt	No									
		Voting Policy Rationale: This is a routine non-vo	oting item.										
		Blended Rationale: This is a routine non-voting	item.										

Ballot Details

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		7,351	7,351
Sustainable Dynamic, anassigned			04/14/2023	04/14/2023			
					Total Shares:	7,351	7,351

KBC Group SA/NV

Meeting Date: 05/04/2023			Ticker: KBC				Proxy Level: N/A				
Record Date: 04/20/2023	Meeting Type: Extraordinary Shareholders		Meeting ID: 1	743319)						
Primary Security ID: B5337G162	Primary CUSIP: B5337G162		Primary ISIN	Primary ISIN: BE0003565737				Primary SEDOL: 4497749			
Earliest Cutoff Date: 04/26/2023	Total Ballots: 1		Voting Policy: S	ustainab	ility		Additional Po	licy:			
Votable Shares: 7,351	*Shares on Loan: 0		Shares Instruct	ed: 7,35	51		Shares Voted	: 7,351			
Proposal Significant Number Vote Proposal Text	Proponent	Votable Proposal	Mgmt Rec ISS	Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	

Extraordinary General Meeting Agenda Mgmt No

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive Special Board Report Re: Article 7:199 of the Belgian Companies and Associations Code	Mgmt	No								
		Voting Policy Rationale: This is a non-voting ite	em.									
		Blended Rationale: This is a non-voting item.										
2.1		Authorization to Increase Share Capital within the Framework of Authorized Capital Without Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: The proposed authorizincluding 10 percent without preemptive rights line with our policy guidelines, which recomme shares are issued without preemptive rights. The Services policy guidelines.	of existing sho	areholders a company to	nd 37.93 pe increase cap	rcent with pr pital up to a r	reemptive right maximum of 10	ts, which is ii O percent wh	en			
		Blended Rationale: The proposed authorization including 10 percent without preemptive rights line with our policy guidelines, which recomme shares are issued without preemptive rights. The Services policy guidelines.	of existing sho	areholders a company to	nd 37.93 pe increase cap	rcent with pr pital up to a r	reemptive right maximum of 10	ts, which is ii O percent wh	en			
2.2		Approve Issuance of Shares with Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: The proposed authoriz including 10 percent without preemptive rights line with our policy guidelines, which recomme shares are issued without preemptive rights. The Services policy guidelines.	of existing should be of existing and allowing a contract of the contract of t	areholders a company to	nd 37.93 pe increase cap	rcent with pr pital up to a r	reemptive right maximum of 10	ts, which is ii O percent wh	n en			
		Blended Rationale: The proposed authorization including 10 percent without preemptive rights line with our policy guidelines, which recomme shares are issued without preemptive rights. The Services policy guidelines.	of existing should be of existing and allowing a contract of the contract of t	areholders a company to	nd 37.93 pe increase cap	ercent with propinal of the pr	reemptive right maximum of 10	ts, which is ii O percent wh	en			
3		Amend Article 7 Re: Insert Transitional Provision	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR items 3 to update the articles. These amendments are ne			_	es are not co	ontroversial and	d generally				
		Blended Rationale: A vote FOR items 3 to 8 is the articles. These amendments are neutral in			_	e not contro	versial and ger	nerally updati	ę			
4		Amend Article 8 Re: Allocation of Share Premiums	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR items 3 to update the articles. These amendments are ne			_	es are not co	ontroversial and	d generally				
		Blended Rationale: A vote FOR items 3 to 8 is the articles. These amendments are neutral in			_	e not control	versial and ger	nerally updati	2			
5		Authorize Cancellation of Treasury Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR items 3 to update the articles. These amendments are ne			_	es are not co	ontroversial and	d generally				
		Blended Rationale: A vote FOR items 3 to 8 is the articles. These amendments are neutral in			_	e not control	versial and ger	nerally updati	ę			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6		Amend Article 17 Re: Signing of Reports Recording the Decisions of the Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR items 3 to a update the articles. These amendments are neu-			-	s are not con	ntroversial and	generally				
		Blended Rationale: A vote FOR items 3 to 8 is with articles. These amendments are neutral in t			_	not controve	ersial and gene	erally update				
7		Amend Article 20 Re: Powers of the Executive Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR items 3 to 8 update the articles. These amendments are neu-			_	s are not con	ntroversial and	generally				
		Blended Rationale: A vote FOR items 3 to 8 is with the articles. These amendments are neutral in t			-	not controve	ersial and gene	erally update				
8		Amend Article 23 Re: Deletion of Transitional Provision	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR items 3 to a update the articles. These amendments are neu-			-	s are not con	ntroversial and	generally				
		Blended Rationale: A vote FOR items 3 to 8 is with the articles. These amendments are neutral in t			-	not controve	ersial and gene	erally update				
9		Approve Coordination of the Articles of Association and Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante board to make amendments to the articles of as		osal concern	ns a routine l	egal procedu	re and will aut	thorize the				
		Blended Rationale: A vote FOR is warranted, as make amendments to the articles of association		concerns a r	outine legal	procedure ar	nd will authoriz	e the board	to			
10		Authorize Implementation of Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante the implementation of items approved by the sl			ns a routine l	egal procedu	re and will aut	thorize only				
		Blended Rationale: A vote FOR is warranted, as implementation of items approved by the share			outine legal	procedure ar	nd will authoriz	e only the				
11		Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante the implementation of items approved by the sl			ns a routine l	egal procedu	ire and will aut	thorize only				
		Blended Rationale: A vote FOR is warranted, as implementation of items approved by the share			outine legal	procedure ar	nd will authoriz	e only the				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		7,351	7,351
Sustainable Dynamic, unassigned			04/14/2023	04/14/2023			
					Total Shares:	7,351	7,351

Meeting Date: 05/04/2023

Country: France

Ticker: SU

Proxy Level: N/A

Record Date: 05/02/2023

Primary Security ID: F86921107

Meeting Type: Annual/Special

Meeting ID: 1734294

Primary SEDOL: 4834108

Earliest Cutoff Date: 05/01/2023

Primary CUSIP: F86921107

Primary ISIN: FR0000121972

Additional Policy:

Votable Shares: 3,659

Total Ballots: 1 *Shares on Loan: 0 Voting Policy: Sustainability Shares Instructed: 3,659

Shares	Voted: 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
		Ordinary Business	Mgmt	No								
1		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the approve and lack of concerns.	al of the annua	al accounts a	re warrante	d due to the	unqualified au	iditors' opinio	on			
		Blended Rationale: Votes FOR the approval of lack of concerns.	the annual acc	counts are w	arranted due	e to the unqu	ualified auditor	s' opinion an	d			
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the approve and lack of concerns.	al of the annua	al accounts a	re warrante	d due to the	unqualified au	ıditors' opinid	on			
		Blended Rationale: Votes FOR the approval of lack of concerns.	the annual acc	counts are w	arranted due	e to the unqu	ıalified auditor	s' opinion an	nd .			
3		Approve Treatment of Losses and Dividends of EUR 3.15 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed in the abser	nce of any sp	pecific conce	rns.						
		Blended Rationale: A vote FOR is warranted in	the absence of	of any specifi	c concerns.							
4		Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed in the abser	nce of any sp	pecific conce	rns.						
		Blended Rationale: A vote FOR is warranted in	the absence of	of any specifi	c concerns.							
5		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remun	eration report	is warranted	d because it	does not rais	se any significa	ant concern.				
		Blended Rationale: A vote FOR this remuneration	ion report is wa	arranted bec	ause it does	not raise an	y significant co	oncern.				
6		Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST this mandate vesting of ongoing LTIP plans (2021 between performance conditions of the 2020 L Covid19 for FY20.	and 2022) with	hout any pro	rata tempor	is. * There is	s a compensat	tion effect				
		Blended Rationale: A vote AGAINST this remur vesting of ongoing LTIP plans (2021 and 2022, performance conditions of the 2020 LTIP plan, FY20.) without any p	prorata temp	oris. * The	re is a compe	ensation effect	between				
7		Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remure entitled to potential full post mandate vesting.										
		Blended Rationale: A vote FOR this remunerate entitled to potential full post mandate vesting.	, ,						3.			

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

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
14		Reelect Lip-Bu Tan as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: * Votes FOR the election of specific concerns (Items 13 to 16). * A vote satisfactory level of board independence (include government representatives, employee represent recommended) and the absence of specific votes of specific votes.	FOR the reeled ding all board in entatives, and contactives.	ction of this members: 68 employee sh	non-indepei 8.8 percent	ndent nomine vs 33.3 perce	ee is warranted ent recommend	d given the ded; excludii	ng			
		Blended Rationale: * Votes FOR the election and specific concerns (Items 13 to 16). * A vote FO satisfactory level of board independence (include government representatives, employee represe percent recommended) and the absence of spe	OR the reelection of the reelection of the reelection of the reele	on of this not members: 68 employee sh	n-independe 8.8 percent	ent nominee i vs 33.3 perce	is warranted gi ent recommend	iven the ded; excludii	ng			
15		Elect Abhay Parasnis as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: * Votes FOR the election of specific concerns (Items 13 to 16). * A vote satisfactory level of board independence (include government representatives, employee represented percent recommended) and the absence of specific votes in the satisfactory level of specific votes.	FOR the reeled ding all board in tentatives, and contactives.	ction of this members: 68 employee sh	non-indepei 8.8 percent	ndent nomine vs 33.3 perce	ee is warranted ent recommend	d given the ded; excludii	ng			
		Blended Rationale: * Votes FOR the election and specific concerns (Items 13 to 16). * A vote FO satisfactory level of board independence (include government representatives, employee represent percent recommended) and the absence of specific process.	OR the reelection of the reelection of the reelection of the reele	on of this not members: 68 employee sh	n-independe 8.8 percent	ent nominee i vs 33.3 perce	is warranted ga ent recommend	iven the ded; excludii	ng			
16		Elect Giulia Chierchia as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: * Votes FOR the electic of specific concerns (Items 13 to 16). * A vote satisfactory level of board independence (include government representatives, employee represent percent recommended) and the absence of specific process.	FOR the reeled ding all board in tentatives, and contactives.	ction of this members: 68 employee sh	non-indepei 8.8 percent	ndent nomine vs 33.3 perce	ee is warranted ent recommend	d given the ded; excludii	ng			
		Blended Rationale: * Votes FOR the election and specific concerns (Items 13 to 16). * A vote FO satisfactory level of board independence (include government representatives, employee represent recommended) and the absence of specific specific process.	OR the reelection of the reelection of the reelection of the reele	on of this not members: 68 employee sh	n-independe 8.8 percent	ent nominee i vs 33.3 perce	is warranted ga ent recommend	iven the ded; excludii	ng			
17		Approve Company's Climate Transition Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante 1.5C trajectory validated by SBTi with intermed market practices. However, qualified support of targets (scope 1,2 and 3) by 2025.	iary checkpoir	nts and as th	e disclosure	framework a	and content are	e in line with				
		Blended Rationale: A vote FOR is warranted as trajectory validated by SBTi with intermediary of practices. However, qualified support only is was (scope 1,2 and 3) by 2025.	checkpoints an	nd as the disc	closure fram	nework and co	ontent are in li	ne with man				
18		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Such share buyback pro	ograms merit	a vote FOR.								
		Blended Rationale: Such share buyback program	ms merit a vot	te FOR.								
		Extraordinary Business	Mgmt	No								

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

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

Ballot Details

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		3,659	3,659
			04/18/2023	04/18/2023			
					Total Shares:	3,659	3,659

Meeting	Date: 05/09/2	2023	Country: Belgium			Ticker:	AED			Proxy Level	: N/A		
Record D	Date: 04/25/20	023	Meeting Type: Annual			Meeting	ID: 171135	1					
Primary	Security ID:	B0130A108	Primary CUSIP: B013	0A108		Primary	ISIN: BE00	03851681		Primary SEI	OOL: B1G5	KP1	
Earliest Co	utoff Date: 05/	02/2023	Total Ballots: 1			Voting Po	olicy: Sustainal	bility		Additional Po	licy:		
Votable S	hares: 820		*Shares on Loan: 0			Shares I	nstructed: 820)		Shares Voted	: 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
		Annual Meeting Age	enda	Mgmt	No								
1		Receive Directors' R (Non-Voting)	eports	Mgmt	No								
		Voting Policy Rationa	ale: No vote is required.										
		Blended Rationale: N	No vote is required.										
2		Receive Auditors' Re (Non-Voting)	eports	Mgmt	No								
		Voting Policy Rationa	ale: No vote is required.										
		Blended Rationale: N	No vote is required.										

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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								
		Voting Policy Rationale: This is a non-voting it	em.									
		Blended Rationale: This is a non-voting item.										
4.1		Approve Financial Statements and Allocation of Income	Mgmt	Yes	For	For		For	For	No	No -	No
		Voting Policy Rationale: A vote FOR this divide being excessive.							out			
		Blended Rationale: A vote FOR this dividend pobeing excessive.	roposal is warr	anted becau	se the prop	osed payout i	ratio is adequa	te without				
4.2		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this divide being excessive.	nd proposal is	warranted b	ecause the	proposed pay	out ratio is ad	lequate with	out			
		Blended Rationale: A vote FOR this dividend pobeing excessive.	roposal is warr	anted becau	se the prop	osed payout i	ratio is adequa	te without				
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified FOR is war company provided adequate disclosure on the of full retrospective disclosure on the STI targe that investors can assess the stringency of the year vote on renumeration report (16.3% of d Blended Rationale: A qualified FOR is warrante	performance a ets. It would be STI plan. Furt lissent).	assessment. e highly pref thermore, we	However, so ferable to ob e note the la	ome level of o otain more de ack of respon.	concern raises etailed targets of siveness regard	for the abse of the STI, s ding the last	ence o		-	
		company provided adequate disclosure on the of full retrospective disclosure on the STI targethat investors can assess the stringency of the year vote on renumeration report (16.3% of disclosure).	ets. It would be STI plan. Furt	e highly pret	erable to ob	otain more de	tailed targets	of the STI, s	ro			
6.1		Approve Discharge of Serge Wibaut as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant controversies that the supervisory board mem.		,		bout significa	ant and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the supervisory board member is not fulfi.		,	ation about	significant a	nd compelling	controversie	25			
6.2		Approve Discharge of Stefaan Gielens as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant controversies that the supervisory board mem.		-		about significa	ant and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the supervisory board member is not fulfi.			ation about	significant a	nd compelling	controversie	25			
6.3		Approve Discharge of Ingrid Daerden as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant controversies that the supervisory board mem.		,		about significa	ant and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the supervisory board member is not fulfil		-	ation about	significant a	nd compelling	controversie	25			
6.4		Approve Discharge of Sven Bogaerts as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant controversies that the supervisory board mem.		,		about significa	ant and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the supervisory board member is not fulfi		,	ation about	significant a	nd compelling	controversie	25		-	

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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
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board memb				bout significa	nt and compe	lling				
		Blended Rationale: A vote FOR is warranted in a that the supervisory board member is not fulfilli		-	ation about .	significant ar	nd compelling	controversies	5			
6.6		Approve Discharge of Elisabeth May-Roberti as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board members.		-		bout significa	nt and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the supervisory board member is not fulfilli		-	ation about .	significant ar	nd compelling	controversies	5			
6.7		Approve Discharge of Luc Plasman as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board memb				bout significa	nt and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the supervisory board member is not fulfilli			ation about .	significant ar	nd compelling	controversies	5			
6.8		Approve Discharge of Marleen Willekens as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board memb		,		bout significa	nt and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the supervisory board member is not fulfilli		-	ation about .	significant ar	nd compelling	controversies	S			
6.9		Approve Discharge of Charles-Antoine van Aelst asDirector	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board memb		,		bout significa	nt and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the supervisory board member is not fulfilli		•	ation about .	significant ar	nd compelling	controversies	5			
6.10		Approve Discharge of Pertti Huuskonen as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board memb		,		bout significa	nt and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the supervisory board member is not fulfilli		•	ation about .	significant ar	nd compelling	controversies	5			
6.11		Approve Discharge of Henrike Waldburg as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board memb		,		bout significa	nt and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the supervisory board member is not fulfilli		•	ation about .	significant ar	nd compelling	controversies	5			
6.12		Approve Discharge of Raoul Thomassen as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the supervisory board memb		-		bout significa	nt and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the supervisory board member is not fulfilli		-	ation about .	significant ar	nd compelling	controversies	5			

Proposal Number	Significant Vote	Proposal Text	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
		Voting Policy Rationale: A vote FOR is warrante controversies that the auditor is not fulfilling its		nce of any in	formation al	bout significa	nt and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the auditor is not fulfilling its duties.	the absence o	f any inform	ation about .	significant ar	nd compelling	controversies	7			
8.1a		Reelect Marleen Willekens as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear no known controversy concerning the candidate	to possess the				,		3			
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates							-			
8.1b		Reelect Pertti Huuskonen as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear no known controversy concerning the candidate	to possess the				-		7			
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates					-		-			
8.1c		Reelect Luc Plasman as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear no known controversy concerning the candidate	to possess the				-		5			
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates					-		-			
8.1d		Reelect Sven Bogaerts as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear no known controversy concerning the candidate	to possess the				,		5			
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates										
8.1e		Reelect Ingrid Daerden as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear no known controversy concerning the candidates	to possess the				•		5			
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates					•		-			
8.1f		Reelect Charles-Antoine van Aelst as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear no known controversy concerning the candidates	to possess the				-		5			
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates							-			

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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
		Voting Policy Rationale: A vote FOR is warrante	ed in the abser	nce of conce	rns regardir	ng the propos	al.					
		Blended Rationale: A vote FOR is warranted in	the absence o	f concerns re	egarding the	e proposal.						
9.1		Approve Change-of-Control Clause Re: Credit Agreement with Belfius Bank NV/SA	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propositions of the proposition of the proposition of the volume of the proposition of the proposition of the volume of the volum					-		h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder a contract is not valid.					•					
9.2		Approve Change-of-Control Clause Re: Credit Agreements with KBC Belgium NV/SA dated 7 April 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo- considered to be routine. Belgian law requires the underlying contract is not valid.					-		h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ay contract is not valid.					•					
9.3		Approve Change-of-Control Clause Re: Credit Agreement with Intesa Sanpaolo S.p.A., Amsterdam Branch dated 8 June 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.										
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder a contract is not valid.					-					
9.4		Approve Change-of-Control Clause Re: Credit Agreement with ING Belgium NV/SA dated 14 June 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo- considered to be routine. Belgian law requires the underlying contract is not valid.							h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder an contract is not valid.					•					
9.5		Approve Change-of-Control Clause Re: Credit Agreement with Bank Of China (EUROPE) S.A. dated 1 July 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo- considered to be routine. Belgian law requires the underlying contract is not valid.					-		h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder a contract is not valid.					-					

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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
		Voting Policy Rationale: A vote FOR this proposed considered to be routine. Belgian law requires the underlying contract is not valid.							h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap- contract is not valid.										
9.7		Approve Change-of-Control Clause Re: Credit Agreement with ABN Amro Bank N.V. dated 28 July 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposed considered to be routine. Belgian law requires the underlying contract is not valid.					-		h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap- contract is not valid.					-					
9.8		Approve Change-of-Control Clause Re: Credit Agreements with ING Belgium NV/SA dated 22 November 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposed considered to be routine. Belgian law requires the underlying contract is not valid.					-		h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap- contract is not valid.										
9.9		Approve Change-of-Control Clause Re: Credit Agreements with European Investment Bank on 21 May 2018, 20 June 2019, and 28 February 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposed considered to be routine. Belgian law requires the underlying contract is not valid.					-		h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap- contract is not valid.										
9.10		Approve Change-of-Control Clause Re: Credit Agreement with KBC Belgium N.V. dated 30 January 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposed considered to be routine. Belgian law requires the underlying contract is not valid.					,		h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap- contract is not valid.					•					
13		Transact Other Business	Mgmt	No								
		Voting Policy Rationale: This is a routine non-vi	oting item.									
		Blended Rationale: This is a routine non-voting	item.									
Ballot Det	ails											

Ballot Details

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

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		820	820
			04/14/2023	04/14/2023			
					Total Shares:	820	820

Solvay SA

Meeting Date: 05/09/2023Country: BelgiumTicker: SOLBProxy Level: N/ARecord Date: 04/25/2023Meeting Type: AnnualMeeting ID: 1710534Primary Security ID: B82095116Primary CUSIP: B82095116Primary ISIN: BE0003470755Primary SEDOL: 4821100

 Earliest Cutoff Date: 05/01/2023
 Total Ballots: 1
 Voting Policy: Sustainability
 Additional Policy:

 Votable Shares: 4,634
 *Shares on Loan: 0
 Shares Instructed: 4,634
 Shares Voted: 4,634

votable 3i	iaies. 1,051	Shares on Loan. o			Silai es 1	iisti ucteu. 1,0.	, ,		Silares voted	. 1,051		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Annual Meeting Agenda	Mgmt	No								
1		Receive Directors' Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required.										
		Blended Rationale: No vote is required.										
2		Receive Auditors' Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required.										
		Blended Rationale: No vote is required.										
3		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: This is a non-voting it	em.									
		Blended Rationale: This is a non-voting item.										
4		Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.05 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant controversies concerning the annual accounts, earnings per share, the company gives adequa	and * Althoug	gh the comp	any propos	es to grant les	s than 30 perd	cent of the	lling		-	
		Blended Rationale: A vote FOR is warranted be controversies concerning the annual accounts, earnings per share, the company gives adequa	and * Althoug	gh the comp	any propos	es to grant les	s than 30 per	cent of the				
5		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant controversies that the board is not fulfilling its		-	nformation	about significa	ant and compe	elling				
		Blended Rationale: A vote FOR is warranted in that the board is not fulfilling its fiduciary dution		of any inform	nation abou	t significant ai	nd compelling	controversie	25			

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		
6		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR is warrante controversies that the auditor is not fulfilling its		nce of any in	formation a	about significa	ant and compe	lling						
		Blended Rationale: A vote FOR is warranted in that the auditor is not fulfilling its duties.	the absence o	of any inform	ation about	t significant a	nd compelling	controversie	25					
7		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR is warrante content and practice. The company disclosure operformance assessment and how pay is alignet concerns, support is warranted. However, this without adequate explanation, and the decision latter concern is more adequately addressed un	on the short-to ed with perfori is not without n to grant opti	erm incentive mance of the concern for ons in conne	e plan is tra e company. the significa ection with t	nnsparent and In the absend ant base salad	ry increases of	nht into the uantum two executi						
		Blended Rationale: A vote FOR is warranted be and practice. The company disclosure on the si assessment and how pay is aligned with perfor warranted. However, this is not without concer explanation, and the decision to grant options in more adequately addressed under a separate v	hort-term ince mance of the in for the signi in connection	ntive plan is company. In ficant base s with the ann	transparen the absend salary increa	t and provide ce of further c ases of two e.	s insight into t quantum conce xecutives with	the performa erns, suppor out adequate	nce t is					
8		Approve Stock Option Plan Grants	Mgmt	Yes	For	Against		Against	Against	Yes	No	No		
		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. Blended Rationale: A vote AGAINST is warranted because * The proposed stock option grant is a discretionary transaction												
		Blended Rationale: A vote AGAINST is warrante related award whereas the existing pay packag grant for the CEO is EUR 2.6 million and is infla- creation metric is unclear and vague.	e already aim.	s to attract,	reward, and	d retain execu	itives; * The fa	air value of	ue					
9a		Receive Information on End of Mandates of Marjan Oudeman, Rosemary Thorne, and Charles Casimir-Lambert as Directors	Mgmt	No										
		Voting Policy Rationale: No vote is required for	this item.								•			
		Blended Rationale: No vote is required for this	item.											
9b		Approve Decrease in Size of Board	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR is warrante	ed because the	e proposal is	not conside	ered contention	ous to shareho	lders' rights.						
		Blended Rationale: A vote FOR is warranted be	cause the pro	posal is not d	considered	contentious t	o shareholders	' rights.						
9c		Reelect Marjan Oudeman as Director	Mgmt	Yes	For	For		For	For	No	No	No		
		Reelect Marjan Oudeman as Director Mgmt Yes For For For For No 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												
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to possess controversy concerning the candidates						-						
9d		Indicate Marjan Oudeman as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR is warrante	ed as the nom	inee appears	truly indep	pendent.								
		Blended Rationale: A vote FOR is warranted as	the nominee	appears trul	v independe	ent.								

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	
		Voting Policy Rationale: A vote FOR these electi exceeding four years; * The candidates appear no known controversy concerning the candidates	to possess the				•		•				
	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												
9f		Indicate Rosemary Thorne as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warranted	d as the nomin	nee appears	truly indepe	ndent.							
		Blended Rationale: A vote FOR is warranted as	the nominee a	ppears truly	independen	t.							
10		Transact Other Business	Mgmt	No									
		Voting Policy Rationale: This is a routine non-vo	oting item.										
		Blended Rationale: This is a routine non-voting	item.										

Ballot Details

Dallot 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			
					Total Shares:	4,634	4,634

Cofinimmo SA

Record D	Date: 05/10/2 ate: 04/26/20 Security ID: 1	023	Country: Belgium Meeting Type: Annual Primary CUSIP: B256			-	OFB ID: 1711355 ISIN: BE000			Proxy Level Primary SEE		88	
	Earliest Cutoff Date: 05/02/2023 Votable Shares: 755		Total Ballots: 1 *Shares on Loan: 0			Voting Policy: Sustainability Shares Instructed: 755			Additional Policy: Shares Voted: 755				
Proposal Number	al Significant		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
		Annual Meeting Age	nda	Mgmt	No								
1		Receive Directors' Re (Non-Voting)	eports	Mgmt	No								
	Voting Policy Rationale: No vote is required.												
	Blended Rationale: No vote is required.												

Mgmt

No

Receive Auditors' Reports

Voting Policy Rationale: No vote is required.

Blended Rationale: No vote is required.

(Non-Voting)

Proposal Number	Significant Vote	Proposal Text	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								
		Voting Policy Rationale: This is a non-voting ite	em.									
		Blended Rationale: This is a non-voting item.										
4		Approve Financial Statements, Allocation of Income, and Dividends of EUR 6.20 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this divided being excessive.	nd proposal is	warranted b	ecause the p	proposed pay	out ratio is ad	lequate with	out			
		Blended Rationale: A vote FOR this dividend pr being excessive.	oposal is warra	anted becau.	se the propo	osed payout i	ratio is adequa	te without				
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR is practice. However, this is not without concern a performance metrics related to personal object shareholders to assess the stringency of the property of the LTIP also raises concerns. Moreover, the conference of excessiveness with the quantum of the annual content.	considering the ives (25% wei ovided achieve ompany failed (e limited disc ght) for the ement levels. to provide a	closure provi STI and LTI The lack of rationale fol	ided surround plan, which clarity of the r the salary in	ding non-finan makes it harde e performance	cial er for period unde				
		Blended Rationale: A qualified vote FOR is wan However, this is not without concern considerir related to personal objectives (25% weight) for stringency of the provided achievement levels. concerns. Moreover, the company failed to pro with the quantum of the annual remuneration,	ng the limited o r the STI and L The lack of cla vide a rationalo	disclosure pr TT plan, wh arity of the p e for the sald	ovided surro ich makes it erformance ary increase.	nunding non- harder for si period under	financial perfo hareholders to r the LTIP also	rmance met assess the raises				
6		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the board is not fulfilling its		-	formation al	bout significa	ant and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the board is not fulfilling its fiduciary dutie		f any inform	ation about	significant ai	nd compelling	controversie	5			
7		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante controversies that the auditor is not fulfilling its		nce of any in	formation al	bout significa	ant and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the auditor is not fulfilling its duties.	the absence of	f any inform	ation about	significant ai	nd compelling	controversie	5			
8.1		Reelect Benoit Graulich as Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incum A vote FOR remaining nominee Jean Hilgers is			lich is warra	nted for lack	of diversity or	n the board.				
		Blended Rationale: A vote AGAINST incumbent FOR remaining nominee Jean Hilgers is warran			s warranted	for lack of d	liversity on the	board. A vo	ite			
8.2		Indicate Benoit Graulich as Independent Board Member	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed as the nomi	nee appears	truly indepe	endent.						
		Blended Rationale: A vote FOR is warranted as	the nominee a	appears truly	independer	nt.						
9.1		Elect Jean Hilgers as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum A vote FOR remaining nominee Jean Hilgers is			lich is warra	nted for lack	of diversity or	n the board.				
		Blended Rationale: A vote AGAINST incumbent FOR remaining nominee Jean Hilgers is warran	nominee Bend	oit Graulich i	is warranted	for lack of d	liversity on the	board. A vo	te			

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

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
9.2		Indicate Jean Hilgers as Independent Board Member	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrante	ed as the nomi	nee appears	truly indepe	endent.							
		Blended Rationale: A vote FOR is warranted as	the nominee a	appears truly	independer	nt.							
10.1		Ratify KPMG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrante	ed because the	ere are no co	ncerns rega	rding this pro	oposal.						
		Blended Rationale: A vote FOR is warranted be	cause there ar	re no conceri	ns regarding	this proposa	a/.						
10.2		Approve Auditors' Remuneration	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrante	ed because the	ere are no co	ncerns rega	rding this pro	oposal.						
		Blended Rationale: A vote FOR is warranted be	cause there ar	re no conceri	ns regarding	this proposa	al.						
11		Approve Change-of-Control Clause Re: Credit Agreement with INTESA SANPAOLO S.P.A. acting as an Agent	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this proposed considered to be routine. Belgian law requires the underlying contract is not valid.					-		h				
		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. Adopt Financial Statements of the Momt Yes For For For For No No											
12.1		Adopt Financial Statements of the Companies Absorbed by Merger by the Company	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: This proposal warrants procedures or its auditors.	a vote FOR be	ecause of the	e absence o	f concern wit	th the compan	y's audit					
		Blended Rationale: This proposal warrants a vo or its auditors.	ote FOR becaus	se of the abs	sence of con	cern with the	e company's at	udit procedui	res				
12.2		Approve Discharge of Directors of the Companies Absorbed by Merger by the Company	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrante controversies that the board is not fulfilling its		,	formation al	bout significa	nt and compe	lling					
		Blended Rationale: A vote FOR is warranted in that the board is not fulfilling its fiduciary dutie		f any inform	ation about	significant ar	nd compelling	controversies	S				
12.3		Approve Discharge of Auditors of the Companies Absorbed by Merger by the Company	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.												
		Blended Rationale: A vote FOR is warranted in that the auditor is not fulfilling its duties.	the absence o	f any inform	ation about	significant ar	nd compelling	controversies	s				
13		Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrante the implementation of items approved by the s			ns a routine	legal proced	lure and will au	ıthorize only					
		Blended Rationale: A vote FOR is warranted, as implementation of items approved by the share			routine legal	procedure a	and will author	ize only the					

Proposal Number	Significant Vote	Proposal Text	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								
		Voting Policy Rationale: This is a routine non-voting item.										
		Blended Rationale: This is a routine non-voting item.										

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		755	755
Sustainable Dynamic, anassigned			04/20/2023	04/20/2023			
					Total Shares:	755	755

Meeting Date: 05/10/2023 Country: Belgium Record Date: 04/26/2023 Meeting Type: Extra		ordinary			Ticker: COFB Meeting ID: 1740322				Proxy Level: N/A					
Earliest Cutoff Date: 05/02/2023 Total Ballots:			Primary CUSIP: B25	5654136		Primary	ISIN: BE00	03593044		Primary SE	Primary SEDOL: 4177988			
			Total Ballots: 1			Voting Po	olicy: Sustaina	bility		Additional Po	licy:			
			*Shares on Loan: 0			Shares I	Shares Instructed: 755				Shares Voted: 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 Share	eholders' Meeting	Mgmt	No									
1.1		Receive Special Boa Article 7:199 of the Associations Code		Mgmt	No									
		Voting Policy Ration	vale: This is a non-voting	item.										
		Blended Rationale:	This is a non-voting item											
1.2.1		Renew Authorizatio Capital up to 50 Per Capital With Preem Cash Contributions		Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR Item 1.2.1 is warranted as it would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; A vote FOR Item 1.2.2 is warranted as no concerns were identified with regard to the possibility to issue shares for the purpose of stock dividend; and A vote FOR Item 1.2.3 is warranted as it is in line with the commonly used safeguards set for capital increases without pre-emptive rights. In light of the positive vote recommendations, Article 6.2 of the company's articles												
		purpose of stock div capital increases wit of association will be Blended Rationale: A preemptive rights or	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											

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.

-	Significant Vote	Proposal Text	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		
		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.												
		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.												
1.2.3		Renew Authorization to Increase Share Capital up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Means	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR Item 1.2.1 either preemptive rights or priority allocation rights and a vote FOR Item 1.2.2 is warranted as purpose of stock dividend; and A vote FOR Iter capital increases without pre-emptive rights. In of association will be amended accordingly. The	ghts, while the no concerns w m 1.2.3 is warn n light of the po	e authorizatio vere identifie ranted as it i. ositive vote i	on does not od with regal is in line with recommenda	exceed 50 period to the positions of the commonations, Articles	ercent of the is sibility to issue nly used safeg	ssued share shares for u nuards set fo	the r					
		Blended Rationale: A vote FOR Item 1.2.1 is w. preemptive rights or priority allocation rights, v vote FOR Item 1.2.2 is warranted as no concer of stock dividend; and A vote FOR Item 1.2.3 is increases without pre-emptive rights. In light of association will be amended accordingly. There	while the autho ons were identi on warranted as of the positive w	orization does fied with reg s it is in line worte recomm	s not exceed pard to the p with the con mendations, p	d 50 percent possibility to i nmonly used Article 6.2 of	of the issued s ssue shares fo safeguards se	share capital or the purpos ot for capital	: A					
1.3		Amend Article 6.2 to Reflect Changes in Capital	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR Item 1.2.1 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.												
		Blended Rationale: A vote FOR Item 1.2.1 is warranted as it would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; A vote FOR Item 1.2.2 is warranted as no concerns were identified with regard to the possibility to issue shares for the purpose of stock dividend; and A vote FOR Item 1.2.3 is warranted as it is in line with the commonly used safeguards set for capital increases without pre-emptive rights. In light of the positive vote recommendations, Article 6.2 of the company's articles of association will be amended accordingly. Therefore, a vote FOR item 1.3 is warranted.												
2		Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.												
		Blended Rationale: A vote FOR is warranted, as implementation of items approved by the share	ize only the											
Ballot Detai	ils													
Institutional A (IA Name, IA	Account Detail Number)	Custodian Account Number Ballot Status	Instructed	i	Approve	ed	Ballot Voting	Status	Votable S	ihares	Shares	Voted		

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
Sustainable Dynamic, unassigned			04/20/2023	04/20/2023	_		
					Total Shares:	755	755

Nutrien Ltd.

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

Country: Canada Meeting Type: Annual Ticker: NTR

Proxy Level: 3

Primary Security ID: 67077M108

Primary CUSIP: 67077M108

Meeting ID: 1716194 Primary ISIN: CA67077M1086

Primary SEDOL: BDRJLN0

Earliest Cutoff Date: 05/05/2023

Total Ballots: 1

Votable Shares: 1,972

Voting Policy: Sustainability **Additional Policy:** *Shares on Loan: 0 Shares Instructed: 1,972 Shares Voted: 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
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	entified at this i	time.				
	Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
1.2		Elect Director Maura J. Clark	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.3		Elect Director Russell K. Girling	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.4		Elect Director Michael J. Hennigan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.5		Elect Director Miranda C. Hubbs	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.6		Elect Director Raj S. Kushwaha	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	entified at this	time.			•	
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.7		Elect Director Alice D. Laberge	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
1.8		Elect Director Consuelo E. Madere	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
	Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											

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

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
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significan	t concerns l	have been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant con	cerns have	been identifie	ed at this time.				1	
1.10		Elect Director Aaron W. Regent	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significan	t concerns l	have been ide	entified at this	time.) 	
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant con	cerns have	been identifie	ed at this time.					
1.11		Elect Director Ken A. Seitz	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significan	t concerns l	have been ide	entified at this	time.			*	
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant con	cerns have	been identifie	ed at this time.					
1.12		Elect Director Nelson L. C. Silva	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significan	t concerns l	have been ide	entified at this	time.			1	
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant con	cerns have	been identifie	ed at this time.					
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the ratification relative to total fees paid to the auditor.	on of KPMG LL	P as auditor	as non-aud	lit fees (3 per	rcent) were rea	sonable				
		Blended Rationale: Vote FOR the ratification of total fees paid to the auditor.	FKPMG LLP as	auditor as n	on-audit fee	es (3 percent)) were reasona	ble relative	to			
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR this non-bind	ding advisory v	ote as there	e are no sigi	nificant issues	at this time.					
		Blended Rationale: Vote FOR this non-binding	advisory vote	as there are	no significa	nt issues at t	his time.					

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		1,972	1,972
Sustainable Dynamic, unassigned			04/14/2023	04/14/2023			
					Total Shares:	1,972	1,972

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_	Meeting Date: 05/11/2023 Record Date: 05/04/2023					Ticker: ADS Meeting ID: 1700663				Proxy Level: N/A				
	Security ID:		Primary CUSIP: D0066	B185			SIN: DE000			Primary SED	OL: 40319	76		
Earliest Cu	Earliest Cutoff Date: 05/01/2023 Votable Shares: 1.079		Total Ballots: 1			Voting Policy: Sustainability				Additional Pol	Additional Policy:			
Votable Shares: 1,079		*Shares on Loan: 0			Shares Instructed: 1,079				Shares Voted: 1,079					
Proposal Significant Number Vote Proposal Text			Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
1		Receive Financial Sta	atements and	Mgmt	No									

Statutory Reports for Fiscal Year 2022

(Non-Voting)

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

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		·	•									
		Voting Policy Rationale: This is a non-voting ite Blended Rationale: This is a non-voting item.	777.									
2		-			_	_		_	-			
2		Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut	tion is warranto	ed.								
		Blended Rationale: A vote FOR this resolution is	s warranted.									
3		Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these proporties fiduciary duties.	osals are warra	nted as ther	re is no evide	nce that the	boards have r	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is I	no evidence i	that the boai	rds have not fu	ılfilled their				
4		Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these proportheir fiduciary duties.	sals are warra	nted as ther	re is no evide	nce that the	boards have r	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is I	no evidence i	that the boai	rds have not fu	ılfilled their				
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut market practice and appear to provide a good phareholder attention: * The high level of pensions granted severance/non-compete payments total perspective. Nevertheless, we note that these put the German Corporate Governance Code. Blended Rationale: A vote FOR this resolution is president and appear to provide a good.										
		market practice and appear to provide a good parameter attention: * The high level of pensions granted severance/non-compete payments total perspective. Nevertheless, we note that these payments Corporate Governance Code.	ion contributio aling nearly EU	ns granted t R 15 million,	to executives which may	. * Former C raise concert	CEO Kasper Roi Ins from a quar	rsted was ntum	,			
6		Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut years, the company is holding an in-person AG participation rights would be protected (in line	M this year, alt	ternative me								
		Blended Rationale: A vote FOR this resolution is company is holding an in-person AGM this year rights would be protected (in line with German	, alternative m				•					
7		Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos	ed amendmen	t is warrante	ed because it	is non-conto	entious.					
		Blended Rationale: A vote FOR the proposed an	mendment is v	varranted be	ecause it is no	on-contentio	us.					
8		Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos	ed share repui	rchase progr	am is warrar	ited.						
		Blended Rationale: A vote FOR the proposed st	hare repurchas	e program is	s warranted.							

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

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	vote Against Mgmt	Against Policy	Against ISS
9		Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al is warranted	1.								
		Blended Rationale: A vote FOR this proposal is	warranted.									

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		1,079	1,079
Susumusic Dynamic, anassigned			04/21/2023	04/21/2023			
					Total Shares	1.070	1.070

Meeting Date: 05/11/2023	Country: Germany	Ticker: BMW	Proxy Level: N/A
Record Date: 04/19/2023	Meeting Type: Annual	Meeting ID: 1692359	
Primary Security ID: D12096109	Primary CUSIP: D12096109	Primary ISIN: DE0005190003	Primary SEDOL: 5756029
Earliest Cutoff Date: 05/01/2023	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,762	*Shares on Loan: 0	Shares Instructed: 3,762	Shares Voted: 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								
		Voting Policy Rationale: This is a non-voting it	em.									
		Blended Rationale: This is a non-voting item.									-	
2		Approve Allocation of Income and Dividends of EUR 8.50 per Ordinary Share and EUR 8.52 per Preferred Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolu	ıtion is warranı	ted.							_	
		Blended Rationale: A vote FOR this resolution	is warranted.								-	
3		Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	osals are warra	anted as thei	re is no evid	dence that the	e boards have	not fulfilled			_	
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	d as there is i	no evidence	e that the boa	ards have not i	fulfilled their				
4.1		Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	osals are warra	anted as the	re is no evid	dence that the	e boards have	not fulfilled			_	
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	d as there is i	no evidence	that the boa	ards have not i	fulfilled their				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.2		Approve Discharge of Supervisory Board Member Manfred Schoch for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	osals are warra	anted as ther	re is no evia	lence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is i	no evidence	that the boa	nrds have not f	fulfilled their				
4.3		Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	osals are warra	anted as ther	re is no evia	lence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	l as there is i	no evidence	that the boa	nrds have not f	fulfilled their				
4.4		Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	osals are warra	anted as ther	re is no evia	lence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	l as there is i	no evidence	that the boa	nrds have not f	fulfilled their				
4.5		Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	osals are warra	anted as thei	re is no evia	lence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	s are warranted	l as there is i	no evidence	that the boa	nrds have not f	fulfilled their				
4.6		Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	osals are warra	anted as thei	re is no evia	lence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is i	no evidence	that the boa	nrds have not f	fulfilled their				
4.7		Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	osals are warra	anted as ther	re is no evia	lence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	d as there is i	no evidence	that the boa	nrds have not f	fulfilled their				
4.8		Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	osals are warra	anted as ther	re is no evia	lence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is i	no evidence	that the boa	ards have not f	fulfilled their				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.9		Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these properties fiduciary duties.	oosals are warra	anted as the	re is no evia	lence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposal fiduciary duties.	s are warranted	as there is	no evidence	that the boa	nrds have not i	fulfilled their				
4.10		Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	oosals are warra	anted as the	re is no evid	lence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposal fiduciary duties.	s are warranted	as there is	no evidence	that the boa	nrds have not i	fulfilled their				
4.11		Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	oosals are warra	anted as the	re is no evid	lence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposal fiduciary duties.	s are warranted	as there is	no evidence	that the boa	nrds have not i	fulfilled their				
4.12		Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these properties fiduciary duties.	oosals are warra	anted as the	re is no evid	lence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposal fiduciary duties.	s are warranted	as there is	no evidence	that the boa	nrds have not i	fulfilled their				
4.13		Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	oosals are warra	anted as the	re is no evia	lence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposal fiduciary duties.	s are warranted	as there is	no evidence	that the boa	nrds have not i	fulfilled their				
4.14		Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	oosals are warra	anted as the	re is no evia	lence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposal fiduciary duties.	s are warranted	as there is	no evidence	that the boa	nrds have not i	fulfilled their				
4.15		Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these properties fiduciary duties.	oosals are warra	anted as the	re is no evid	lence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposal fiduciary duties.	s are warranted	as there is	no evidence	that the boa	nrds have not i	fulfilled their				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.16		Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	osals are warra	nted as ther	re is no evid	ence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is i	no evidence	that the boa	rds have not f	ulfilled their				
4.17		Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	osals are warra	nted as ther	re is no evid	ence that the	boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is i	no evidence	that the boa	rds have not f	ulfilled their				
4.18		Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	osals are warra	nted as ther	re is no evid	ence that the	boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is i	no evidence	that the boa	rds have not f	ulfilled their				
4.19		Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	osals are warra	nted as ther	re is no evid	ence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is i	no evidence	that the boa	rds have not f	ulfilled their				
4.20		Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	osals are warra	nted as ther	re is no evid	ence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is i	no evidence	that the boa	rds have not f	ulfilled their				
4.21		Approve Discharge of Supervisory Board Member Thomas Wittig for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	osals are warra	nted as ther	re is no evid	ence that the	boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is i	no evidence	that the boa	rds have not f	ulfilled their				
4.22		Approve Discharge of Supervisory Board Member Werner Zierer for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these prop their fiduciary duties.	osals are warra	nted as ther	re is no evid	ence that the	e boards have	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is i	no evidence	that the boa	rds have not f	ulfilled their				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the remune disclosures are in line with, and exceed in many	•			company's r	remuneration p	oractices and	1			
		Blended Rationale: A vote FOR the remuneration disclosures are in line with, and exceed in many	•			pany's remul	neration practi	ices and				
6		Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted	d because thei	re are no col	ncerns regar	ding this pro	posal.					
		Blended Rationale: A vote FOR is warranted bed	rause there are	e no concern	ns regarding	this proposa	<i>l.</i>					
7		Elect Kurt Bock to the Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incumb diversity on the board.	pent nominatin	ng committee	e member Ki	urt Wilhelm E	Bock is warrand	ted for lack o	of			
		Blended Rationale: A vote AGAINST incumbent diversity on the board.	nominating co.	mmittee mei	mber Kurt W	/ilhelm Bock .	is warranted fo	or lack of				
8.1		Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propose period of two years and alternative meeting for protected (in line with German law). However, t circumstances under which virtual-only meeting	mats are not p his proposal is	recluded, wi not without	hile sharehoi t concern: *	lders' particip The compan	pation rights w y does not ela	ould be borate on th				
		Blended Rationale: A vote FOR the proposed and period of two years and alternative meeting for protected (in line with German law). However, the circumstances under which virtual-only meeting.	nats are not p his proposal is	recluded, wi not without	hile sharehoi t concern: *	lders' particip The compan	pation rights w y does not ela	ould be borate on th	e			
8.2		Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propose company's operations or on shareholder rights.	ed amendment	is warrante	d because it	will have a li	imited effect o	n the				
		Blended Rationale: A vote FOR the proposed an operations or on shareholder rights.	nendment is w	arranted bed	cause it will i	have a limite	d effect on the	e company's				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		3,762	3,762
Sustainable Bynamic, andssigned			04/20/2023	04/20/2023			
					Total Shares:	3,762	3,762

Intact Financial Corporation

Meeting Date: 05/11/2023Country: CanadaTicker: IFCProxy Level: 4

Record Date: 03/15/2023 Meeting Type: Annual/Special Meeting ID: 1715834

 Primary Security ID: 45823T106
 Primary CUSIP: 45823T106
 Primary ISIN: CA45823T1066
 Primary SEDOL: B04YJV1

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
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significan	t concerns h	nave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed no.	minees as no si	ignificant con	cerns have	been identifie	ed at this time				-	
1.2		Elect Director Emmanuel Clarke	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significan	t concerns h	nave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed no.	minees as no si	ignificant con	cerns have	been identifie	ed at this time					
1.3		Elect Director Janet De Silva	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significan	t concerns h	nave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed no.	minees as no si	ignificant con	cerns have	been identifie	ed at this time					
1.4		Elect Director Michael Katchen	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significan	t concerns l	nave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed no.	minees as no si	ignificant con	cerns have	been identifie	ed at this time					
1.5		Elect Director Stephani Kingsmill	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significan	t concerns f	nave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed no.	minees as no si	ignificant con	cerns have	been identifie	ed at this time					
1.6		Elect Director Jane E. Kinney	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significan	t concerns l	nave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed no.	minees as no si	ignificant con	cerns have	been identifie	ed at this time					
1.7		Elect Director Robert G. Leary	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significan	t concerns h	nave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed no.	minees as no si	ignificant con	cerns have	been identifie	ed at this time					
1.8		Elect Director Sylvie Paquette	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significan	t concerns h	nave been ide	entified at this	time.			-	
		Blended Rationale: Vote FOR all proposed no.	minees as no si	ignificant con	cerns have	been identifie	ed at this time					
1.9		Elect Director Stuart J. Russell	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significan	t concerns h	nave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed no.	minees as no si	ignificant con	cerns have	been identifie	ed at this time					
1.10		Elect Director Indira V. Samarasekera	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significan	t concerns h	nave been ide	entified at this	time.			-	
		Blended Rationale: Vote FOR all proposed no.	minees as no si	ignificant con	cerns have	been identifie	ed at this time					
1.11		Elect Director Frederick Singer	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as	no significan	t concerns h	nave been ide	entified at this	time.			-	
		Blended Rationale: Vote FOR all proposed no.	minees as no si	ignificant con	cerns have	been identifie	ed at this time					

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

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
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant con	cerns have	been identifie	ed at this time.					
1.13		Elect Director William L. Young	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significant	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the ratification reasonable relative to total fees paid to the audition		Young LLP as	s auditor as	non-audit fee	es (6 percent)	were				
		Blended Rationale: Vote FOR the ratification of relative to total fees paid to the auditor.	FErnst & Young	g LLP as aud	litor as non-	audit fees (6	percent) were	reasonable				
3		Re-approve Shareholder Rights Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the shareholders in the event of a			is a "new ge	eneration" pla	an that is struc	tured to pro	tect			
		Blended Rationale: Vote FOR the shareholder interests of shareholders in the event of a bid.	,		new genera	tion" plan tha	at is structured	to protect i	the			
4		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR this non-bin	ding advisory v	ote as there	are no sign	ificant issues	at this time.					
		Blended Rationale: Vote FOR this non-binding	advisory vote a	as there are	no significai	nt issues at ti	his time.					

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		1,511	1,511
Sasamasic Synamic, anassigned			04/21/2023	04/21/2023			
					Total Shares:	1,511	1,511

Intel Corporation

							_						
Meeting Date: 05	5/11/2023		Country: USA			Ticker: I	NTC			Proxy Level	: 3		
Record Date: 03	17/2023		Meeting Type: Annu	ıal		Meeting	ID: 1737630)					
Primary Security	ID: 4581	40100	Primary CUSIP: 458	3140100		Primary	ISIN: US458	31401001		Primary SEI	OOL: 24632	.47	
Earliest Cutoff Dat	off Date: 05/10/2023 Total Ballots: 1 Voting Policy: Sustainability res: 7,180 *Shares on Loan: 0 Shares Instructed: 7,180						Additional Po	licy:					
otable Shares: 7,1	.80		*Shares on Loan: 0			Shares Instructed: 7,180			Shares Voted: 7,180				
Proposal Signifi Number Vote		oposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1a	Ele	ect Director Patrick	P. Gelsinger	Mgmt	Yes	For	For		For	For	No	No	No
	Vot	ting Policy Rational	e: A vote FOR the dire	ctor nominees is	warranted.								
	Blended Rationale: A vote FOR the director nominees is warranted				anted.								

Intel Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1b		Elect Director James J. Goetz	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1c		Elect Director Andrea J. Goldsmith	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1d		Elect Director Alyssa H. Henry	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1e		Elect Director Omar Ishrak	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1f		Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For		For	For	No	No	No
		ting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1g		Elect Director Tsu-Jae King Liu	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1h		Elect Director Barbara G. Novick	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1i		Elect Director Gregory D. Smith	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	ninees is warra	anted.								
1j		Elect Director Lip-Bu Tan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director non	minees is warra	anted.								
1k		Elect Director Dion J. Weisler	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nominees is warranted.										
11		Elect Director Frank D. Yeary	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	e auditor is v	varranted.							
		Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.										

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Intel Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propose compensation committee demonstrated adequater transparent shareholder concerns, and making annual bonus was largely based on pre-set and aligns with recent company performance. In ad and a prior LTI award did not vest when goals weighted metrics in the LTI program, the grant to using multi-year performance periods in a fur concerns mitigate pay-for-performance concerns	ate responsiver positive pay pi l clearly disclos Idition, the CEC were unmet. V c utilizes two m ture grant. Thi	ness to share rogram chan sed performa O's annual L' While a conce nulti-year per e positive pa	eholders' col oges in respo ance criteria, TI grant is p ern is noted rformance m	ncerns, by distributions to these with a below redominately regarding the modifiers, and	sclosing engago o concerns. Ado w-target payou o performance e short perforn I the company	nement efford ditionally, the not which large conditioned, mance period is committed	e ely d of			
		Blended Rationale: A vote FOR the proposal is committee demonstrated adequate responsiver shareholder concerns, and making positive pay was largely based on pre-set and clearly disclosrecent company performance. In addition, the LTI award did not vest when goals were unmet metrics in the LTI program, the grant utilizes to multi-year performance periods in a future gran mitigate pay-for-performance concerns for the	ness to shareho program chan sed performan CEO's annual L While a conc wo multi-year p nt. The positive	olders' conce oges in respo ce criteria, w TI grant is p tern is noted performance e pay progra	erns, by disc onse to these vith a below- oredominate regarding to modifiers, a	losing engag e concerns. A target payou ly performan he short perf and the comp	ement efforts, Idditionally, th It which largel Ice-conditioned Tormance perionany is commit	transparent e annual bon y aligns with d, and a prion d of weighte ted to using	uus			
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Based on an evaluation Scorecard (EPSC), a vote AGAINST this propose. The disclosure of change-in-control ("CIC") vest plan allows broad discretion to accelerate vestion. Blended Rationale: Based on an evaluation of the state o	al is warranted ting treatment ng	due to the i	following ke te (or is othe	y factor(s): * erwise consid	The plan cost dered discretion	is excessive nary) * The				
		Scorecard (EPSC), a vote AGAINST this propose The disclosure of change-in-control ("CIC") ves plan allows broad discretion to accelerate vesti	ting treatment				-		*			
5		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give sharehold					-	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho	-		-			v votes are				
6		Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propos may better address concerns about creating a s value.					-					
		Blended Rationale: A vote FOR this proposal is better address concerns about creating a strong		_	_				•			
7		Publish Third Party Review of Intel's China Business ESG Congruence	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this pr sufficient disclosure to assess its management policies in place that seem to address human ri	of risks related	l to its opera	tions in Chii	na and other			95			
		Blended Rationale: A vote AGAINST this proposed disclosure to assess its management of risks replace that seem to address human rights concerns.	lated to its ope	erations in Ci	hina and oth	-						
Ballot Det	ails											
Institutiona	l Account Detail	Custodian										

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		7,180	7,180
Sasamasic Synamic, anassigned			05/01/2023	05/01/2023			

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Total Shares:	7,180	7,180

Magna International Inc.

Meeting Date: 05/11/2023 **Record Date:** 03/24/2023

Country: Canada

Meeting Type: Annual

Primary CUSIP: 559222401

Ticker: MG

Proxy Level: 3

Primary Security ID: 559222401 Earliest Cutoff Date: 05/08/2023

Votable Shares: 605

Primary ISIN: CA5592224011

Primary SEDOL: 2554475

Total Ballots: 1 *Shares on Loan: 0 Voting Policy: Sustainability **Shares Instructed:** 605

Meeting ID: 1714431

Additional Policy: Shares Voted: 605

votable Si	iares: 005											
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1A		Elect Director Peter G. Bowie	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	nt concerns h	ave been ide	entified at this	time.			'	
		Blended Rationale: Vote FOR all proposed nor	minees as no sig	gnificant con	ncerns have	been identifi	ed at this time.				1	
1B		Elect Director Mary S. Chan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	nt concerns h	ave been ide	entified at this	time.			'	
		Blended Rationale: Vote FOR all proposed non	ninees as no sig	gnificant con	ncerns have	been identifi	ed at this time.				,	
1C		Elect Director V. Peter Harder	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	nt concerns h	ave been ide	entified at this	time.			1	
		Blended Rationale: Vote FOR all proposed non	minees as no sig	gnificant con	ncerns have	been identifi	ed at this time.				,	
1D		Elect Director Jan R. Hauser	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	nt concerns h	ave been ide	entified at this	time.			1	
		Blended Rationale: Vote FOR all proposed nor	minees as no sig	gnificant con	ncerns have l	been identifi	ed at this time.				'	
1E		Elect Director Seetarama S. Kotagiri	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	nt concerns h	ave been ide	entified at this	time.			_	
		Blended Rationale: Vote FOR all proposed nor	ninees as no sig	gnificant con	ncerns have	been identifi	ed at this time.					
1F		Elect Director Jay K. Kunkel	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	nt concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed non	minees as no sig	gnificant con	ncerns have l	been identifi	ed at this time.				'	
1G		Elect Director Robert F. MacLellan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	nt concerns h	ave been ide	entified at this	time.			'	
		Blended Rationale: Vote FOR all proposed non	minees as no sig	gnificant con	ncerns have	been identifi	ed at this time.				'	
1H		Elect Director Mary Lou Maher	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	nt concerns h	ave been ide	entified at this	time.			'	
		Blended Rationale: Vote FOR all proposed non	minees as no sig	gnificant con	ncerns have	been identifi	ed at this time.				'	
1I		Elect Director William A. Ruh	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	d nominees as i	no significan	nt concerns h	nave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nor	minees as no sig	gnificant con	ncerns have l	been identifi	ed at this time.					

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Magna International Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1J		Elect Director Indira V. Samarasekera	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as	no significan	t concerns h	ave been ide	entified at this	time.			,	
		Blended Rationale: Vote FOR all proposed nom	ninees as no si	gnificant con	ncerns have l	been identifie	ed at this time.					
1K		Elect Director Matthew Tsien	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as	no significan	t concerns h	ave been ide	entified at this	time.			,	
		Blended Rationale: Vote FOR all proposed nom	ninees as no si	gnificant con	ncerns have l	been identifie	ed at this time.					
1L		Elect Director Thomas Weber	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as	no significan	t concerns h	ave been ide	entified at this	time.			,	
		Blended Rationale: Vote FOR all proposed nom	ninees as no si	gnificant con	ncerns have l	been identifie	ed at this time.					
1M		Elect Director Lisa S. Westlake	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as	no significan	t concerns h	ave been ide	entified at this	time.			,	
		Blended Rationale: Vote FOR all proposed nom	ninees as no si	gnificant con	ncerns have l	been identifie	ed at this time.				1	
2		Approve Deloitte LLP as Auditors and Authorize the Audit Committee to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the ratification relative to total fees paid to the auditor.	on of Deloitte	LLP as audit	or as non-au	udit fees (4 pa	ercent) were r	easonable			1	
		Blended Rationale: Vote FOR the ratification of total fees paid to the auditor.	f Deloitte LLP a	as auditor as	non-audit fe	ees (4 percer	nt) were reaso	nable relative	e to			
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR this non-binifactors: * Even with the non-recurring one-time company's own peers is near the peer median additional two years post performance release average closing share price for 40 consecutive implies a 200 percent increase in share price. * absolute and relative performance conditions, not create a pay-for-performance misalignment company for any potential CEO pay and compassipportable at this stage.	e performance at 1.15x. * Th period), and f trading days i * The CEO's ai including relat t. As such, wh	e-based ("spe ee special aw ourdles are o is at or above nnual LTI aw ive TSR met iile Sustainal	ecial") award vard has long only consider e the applica vard is mostl, ric. On balan bility Advisor	d at grant val n-term vesting ed to have be ble level. Ful v PSUs (60 pe vee, it appear v Services wi	lue, the two-ye g (five years p een attained il Il vesting of the ercent) which is that the spec ill continue to i	ear MOM vs to lus an f Magna's e awards have both cial award do monitor the	the			
		Blended Rationale: Vote FOR this non-binding factors: * Even with the non-recurring one-time company's own peers is near the peer median additional two years post performance release average closing share price for 40 consecutive implies a 200 percent increase in share price. * absolute and relative performance conditions, in not create a pay-for-performance misalignment.	e performance at 1.15x. * Th period), and f trading days i * The CEO's an including relati	e-based ("spe ee special aw nurdles are o s at or above nnual LTI aw ive TSR meti	ecial") award vard has long only consider e the applica vard is mostl ric. On balan	d at grant val n-term vesting ed to have be ble level. Ful v PSUs (60 pe cce, it appear	lue, the two-ye g (five years p een attained it Il vesting of the ercent) which es that the spec	ear MOM vs to lus an Magna's e awards have both cial award do				

Ballot Details

supportable at this stage.

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		605	605
Sustainable Dynamic, anassigned			04/21/2023	04/21/2023			
					Total Shares:	605	605

company for any potential CEO pay and company performance misalignment, the company's say-on-pay resolution is

SAP SE

Meeting Date: 05/11/2023

Country: Germany

Ticker: SAP

Proxy Level: N/A

Record Date: 04/19/2023

Primary Security ID: D66992104

Meeting Type: Annual Primary CUSIP: D66992104

Meeting ID: 1692349 **Primary ISIN:** DE0007164600

Primary SEDOL: 4846288

Earliest Cutoff Date: 05/01/2023

Votable Shares: 4,029

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

*Shares on Loan: 0 Shares Instructed: 4,029 Shares Voted: 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								
		Voting Policy Rationale: This is a non-voting ite	m.									
		Blended Rationale: This is a non-voting item.										
2		Approve Allocation of Income and Dividends of EUR 2.05 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut	tion is warrant	ed.								
		Blended Rationale: A vote FOR this resolution is	s warranted.									
3		Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these proportheir fiduciary duties.	osals are warra	nted as ther	e is no evide	ence that the	boards have i	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is r	no evidence	that the boar	rds have not fu	ulfilled their				
4		Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these proportheir fiduciary duties.	osals are warra	nted as ther	e is no evide	ence that the	boards have i	not fulfilled				
		Blended Rationale: Votes FOR these proposals fiduciary duties.	are warranted	as there is r	no evidence	that the boai	rds have not fl	ulfilled their				
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the remune disclosures are in line with, and exceed in many alignment. However, it is not without concerns We note that this is being addressed under the	y respects, ma as a portion o	rket practice f the LTIP is	and appear time-based,	to provide a which is not	good pay-fort in line with m	performance	ė			
		Blended Rationale: A vote FOR the remuneration disclosures are in line with, and exceed in many alignment. However, it is not without concerns We note that this is being addressed under the	y respects, ma as a portion o	rket practice f the LTIP is	and appear time-based,	to provide a which is not	good pay-fort in line with m	-performance				
6		Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos	ed share repui	rchase progra	am is warraı	nted.						
		Blended Rationale: A vote FOR the proposed sh	hare repurchas	e program is	warranted.							
7		Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal is warrante	d.								
		Blended Rationale: A vote FOR this proposal is	warranted.									



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

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

SAP SE

Ballot Details

Institutional Account Detail (IA Name, IA Number) Custodian Account Number **Ballot Status** Instructed **Ballot Voting Status** Votable Shares **Shares Voted** Approved Protea Fund - Orcadia Global 283964.001 Confirmed Auto-Instructed Auto-Approved 4,029 4.029 Sustainable Dynamic, unassigned 04/21/2023 04/21/2023 Total Shares: 4.029 4,029

QBE Insurance Group Limited

Meeting Date: 05/12/2023 **Record Date:** 05/10/2023

Country: Australia Meeting Type: Annual Ticker: QBE

Proxy Level: N/A

Primary Security ID: Q78063114

Primary CUSIP: Q78063114

Meeting ID: 1715848 Primary ISIN: AU000000QBE9

Primary SEDOL: 6715740

Earliest Cutoff Date: 05/08/2023

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

		,					,					
Votable Si	hares: 3,500	*Shares on Loan: 0			Shares 1	Instructed: 3,5	00		Shares Voted	I: 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
		Voting Policy Rationale: A qualified vote FC performance in FY22. * There was nil LTI v relation to * the inferior and absent disclosd disclosed for the benefit of shareholders; h performance period in the LTI which lags la Insurance Australia Group.	vesting. The qualing ure of specific and owever, this has n	fication is to d quantified now been re	highlight o targets in t moved in t	orporate gove the STI. This in the 2022 annua	rnance concern information wa al report. * An	ns particula s previously insufficient			_	
		Blended Rationale: A qualified vote FOR the FY22. * There was nil LTI vesting. The quathe inferior and absent disclosure of specifibenefit of shareholders; however, this has in the LTI which lags large market cap peed Group.	lification is to higi ic and quantified t now been remove	hlight corpor argets in the ed in the 202	ate govern STI. This 22 annual r	nance concerns information w eport. * An ins	s particularly in as previously of sufficient perfo	relation to disclosed for rmance per	* r the riod		-	
3		Approve Grant of Conditional Rights to Andrew Horton	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FC market standards. There is a three-year perelative TSR and ROE performance measur governance as follows: * An insufficient peyears is commonplace to better align with the performance period.	rformance period, es. The qualificati rformance period	an addition on is to high relative to ti	al service-l light conce he large m	based vesting perns for inconstances for inconstances arket cap peer	period, no re-t istency with go group, where	esting and ood corpora four or mo	nte		-	
		Blended Rationale: A qualified vote FOR the market standards. There is a three-year perelative TSR and ROE performance measure governance as follows: * An insufficient peryears is commonplace to better align with the performance period.	rformance period, es. The qualificati rformance period	an addition on is to high relative to ti	al service-l light conce he large m	based vesting erns for incons arket cap peer	period, no re-t istency with go group, where	esting and ood corpora four or mo	ite		-	
4a		Elect Michael (Mike) Wilkins as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FC to highlight that Wilkins is chairman of ASX performance failure was observed. A vote h	'-listed health insu	ırer, Medibai	nk Private i	Limited where	a significant c				-	
		Blended Rationale: A qualified vote FOR the	e re-election of M	ichael Wilkin	s is warrar	nted. The reco	mmendation 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.

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

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 to highlight that Wilkins is chairman of ASX-liperformance failure was observed. A vote FC	isted health insu	ırer, Medibai	nk Private Li	mited where	a significant c					
		Blended Rationale: A qualified vote FOR the						•	,			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		3,500	3,500
Sustainable Dynamic, unussigned			04/25/2023	04/25/2023			
					Total Shares:	3,500	3,500

Ticker: VGP

Proxy Level: N/A

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

Country: Belgium

VGP SA

Meeting Date: 05/12/2023

D 10 1 04/20/2020	ccana, beigiam							o.ky zoro	,				
	oate: 04/28/20		Meeting Type: Annu				ID: 171451						
Primary 9	Security ID:	B9738D109	Primary CUSIP: B97	38D109		Primary	ISIN: BEOO	03878957		Primary SE	DOL: B29L8	381	
Earliest Cu	utoff Date: 05/0	03/2023	Total Ballots: 2			Voting P	olicy: Sustaina	ability		Additional Po	olicy:		
Votable Sh	nares: 1,974		*Shares on Loan: 0			Shares I	nstructed: 1,9	974		Shares Voted	I: 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 Meet	ting	Mgmt	No								
		Annual Meeting Age	nda	Mgmt	No								
1		Receive Directors' ar Reports (Non-Voting		Mgmt	No								
		Voting Policy Rationa	ale: No vote is required.									-	
		Blended Rationale: N	lo vote is required.										
2		Receive Consolidated Statements (Non-Vo		Mgmt	No								
		Voting Policy Rationa	ale: This is a non-voting	item.									
		Blended Rationale: T	This is a non-voting item.									-	
3		Approve Financial St Allocation of Income EUR 2.75 per Share	•	Mgmt	Yes	For	For		For	For	No	No	No
		controversies concern	ale: A vote FOR is warrant ning the annual account nard considered the rese policy.	s; and * Althoug	gh the comp	any reporte	d a negative	net income ove	er the fiscal	-		_	
		controversies concern	vote FOR is warranted ning the annual account ard considered the reservation.	s; and * Althou	gh the comp	any reporte	d a negative	net income ove	er the fiscal			-	



Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR is in line with market practice. We however raise is not provided and the company does not pro stringency of the pay for performance. We also in the executives' base salaries, but is aggrega	some concern vide performar o raise some co	s as the ex-µ nce targets w oncerns rega	oost perforn hich does n	nance assessi not allow shar	ment of non-fil reholders to as	nancial metr sess the	ics			
		Blended Rationale: A qualified vote FOR is war line with market practice. We however raise so not provided and the company does not provide stringency of the pay for performance. We also in the executives' base salaries, but is aggregation	ome concerns a de performance o raise some co	as the ex-pos e targets whi oncerns rega	st performar ch does not	nce assessme allow shareh	ent of non-final molders to asse	ncial metrics ss the	is			
5		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrants controversies that the board is not fulfilling its		•	formation a	bout significa	nt and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the board is not fulfilling its fiduciary dutie		f any inform	ation about	significant ar	nd compelling (controversie	5			
6		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant controversies that the auditor is not fulfilling it.		nce of any in	formation a	bout significa	nnt and compe	lling				
		Blended Rationale: A vote FOR is warranted in that the auditor is not fulfilling its duties.	the absence o	f any inform	ation about	significant ar	nd compelling (controversie	5			
7.1		Reelect Gaevan BV, Permanently Represented by Ann Gaeremynck. as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these electeristics of the series of	r to possess th						is			
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to posses controversy concerning the candidates					-		-			
7.2		Reelect Katherina Reiche as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these elec- exceeding four years; * The candidates appea no known controversy concerning the candidate	r to possess th						is			
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to posses controversy concerning the candidates					•		-			
7.3		Reelect Vera Gade-Butzlaff as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these electexceeding four years; * The candidates appears no known controversy concerning the candidates	r to possess th				•		is			
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to posses controversy concerning the candidates					•		-			
8		Ratify Deloitte as Auditors and Approve Auditors' Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed because the	ere are no co	ncerns rega	ording this pro	oposal.					
		Blended Rationale: A vote FOR is warranted be	ecause there a	re no concer	ns regarding	this proposa	a/.					

VGP SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9.1		Authorize Implementation of Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrand the implementation of items approved by the			ns a routine	e legal proced	dure and will a	uthorize only	,			
		Blended Rationale: A vote FOR is warranted, a implementation of items approved by the shall			routine lega	al procedure d	and will authoi	rize only the				
9.2		Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant the implementation of items approved by the			ns a routin	e legal proced	dure and will a	uthorize only	,			
		Blended Rationale: A vote FOR is warranted, a implementation of items approved by the shall			routine lega	al procedure d	and will author	rize only the				
		Special Meeting Agenda	Mgmt	No								
1		Approve Change-of-Control Clause Re: BNP Paribas Fortis and J.P. Morgan Loan Agreements	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo considered to be routine. Belgian law requires the underlying contract is not valid.					,		h			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder a contract is not valid.					•					
2.1		Authorize Implementation of Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrand board to make amendments to the articles of		posal concer	ns a routine	e legal proced	dure and will a	uthorize the				
		Blended Rationale: A vote FOR is warranted, a make amendments to the articles of association		l concerns a	routine lega	al procedure d	and will author	rize the board	d to			
2.2		Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrand the implementation of items approved by the			ns a routin	e legal proced	dure and will a	uthorize only	•			
		Blended Rationale: A vote FOR is warranted, a implementation of items approved by the shall			routine lega	al procedure d	and will author	rize only the				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		987	987
Sustainable Dynamic, unussigned			04/19/2023	04/19/2023			
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		987	987
Sustainable Dynamic, unassigned			04/19/2023	04/19/2023			
					Total Shares:	1,974	1,974

Tesla, Inc.

Votable Shares: 1,420

1.2

Meeting Date: 05/16/2023

Record Date: 03/20/2023 Primary Security ID: 88160R101 Country: USA

Meeting Type: Annual
Primary CUSIP: 88160R101

Meeting ID: 1741095

Ticker: TSLA

Primary ISIN: US88160R1014

Proxy Level: 3

Primary SEDOL: B616C79

Earliest Cutoff Date: 05/15/2023

*Shares on Loan: 0

Voting Policy: Sustainability
Shares Instructed: 1,420

Additional Policy: Shares Voted: 1,420

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

Elect Director Robyn Denholm

Mgmt

Yes

For

Against

Against

Against

Yes

No

No

Voting Policy Rationale: A vote AGAINST new nominee and former executive JB Straubel given independence concerns as well as potential conflicts of interest and inadequate oversight. A vote AGAINST Audit Committee Chair Robyn Denholm is further warranted given concerns on the risk oversight function of the board, in light of the pledging of a significant amount of the company's stock by certain directors and executives. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently 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.

Tesla, Inc.

-	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.3		Elect Director JB Straubel		Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote as potential conflicts of interest warranted given concerns on the company's stock by certain direct have been identified at the comenvironmental, social and gover chair of the board ultimately should be a concerning to the board oversight of ESG risk exp	and inadequate ne risk oversight ctors and execu npany, which ref. rnance risks. * A oulders the mos o company and it	oversight. A function of the function of the tives. Signification is a failure a vote AGAINS tresponsibility a shareholder.	vote AGAINS e board, in la ant risks to sa by the board of board cha a amongst a s, and should	T Audit Cominght of the pareholders of the proficient of the proficient of the profice of the pr	nmittee Chair ledging of a s stemming fro titly guard ago nholm is also nbers for faili the held the n	r Robyn Denho significant amo om severe ESC ainst and man warranted giv ing to effective nost accountal	olm is further count of the controversicage material wen that the ely supervise	es			
		Blended Rationale: A vote AGAs potential conflicts of interest are warranted given concerns on the company's stock by certain direct have been identified at the comenvironmental, social and governair of the board ultimately shifted the management of risks to the board oversight of ESG risk expansion.	nd inadequate over the risk oversight the cors and execu- the pany, which ref- trance risks. * A coulders the mos the company and it toosures at the fir	versight. A vot function of th tives. Significa lects a failure I vote AGAINS t responsibilit ts shareholder m. A vote FOA	e AGAINST A e board, in la ant risks to sa by the board ST board cha v amongst al s, and should R Elon Musk	Audit Comminght of the participation of the proficient of the proficient of the participation	ttee Chair Ro ledging of a stemming fro tly guard ago nholm is also nbers for faili the held the n l at this time.	obyn Denholm significant amo om severe ESC ainst and man warranted giv ing to effective nost accountal	is further count of the controversic age material wen that the supervise ble for poor	ies ,			
2		Advisory Vote to Ratify Named Executive Officers' Compensati		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Reported compensation for all NEOs, other than the CEO, consisted only of base salaries and 401K matching contributions, as the company does not maintain an annual incentive program nor make regular annual equity grants. Investors should continue to monitor pay outcomes, as the company's grant practices are periodic in nature and the most recent grants made to executives in prior years have been sizable. However, at this time, a vote FOR this proposal is warranted. Blended Rationale: Reported compensation for all NEOs, other than the CEO, consisted only of base salaries and 401K matching contributions, as the company does not maintain an annual incentive program nor make regular annual equity grants.											
		·	company does n onitor pay outco	ot maintain ai mes, as the co	n annual ince ompany's gra	entive progra ant practices	am nor make are periodic	regular annua in nature and	al equity grai the most	nts.			
3		Advisory Vote on Say on Pay Frequency		Mgmt	Yes	Three Years	One Year		One Year	One Year	Yes	No	No
		Voting Policy Rationale: A vote considered a best practice as the	-					-	n-pay votes i	are			
		Blended Rationale: A vote for to considered a best practice as the		-		-			v votes are				
4		Ratify PricewaterhouseCoopers Auditors	LLP as	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote	FOR this propos	al to ratify the	auditor is w	varranted.							
		Blended Rationale: A vote FOR	this proposal to	ratify the aud	litor is warrai	nted.							
5		Report on Key-Person Risk and to Ameliorate It	l Efforts	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the risks inherent in this request outweigh any potential benefits.											
		Blended Rationale: A vote AGAI potential benefits.	INST this propos	al is warrante	d given that	the risks inh	erent in this	request outwe	eigh any				
Ballot Detail	ls												
Institutional A (IA Name, IA I		Custodian Account Number	Ballot Status	Instructed	i	Approve	d	Ballot Voting	Status	Votable S	hares	Shares \	Voted
Protea Fund - Or Sustainable Dyna	rcadia Global amic, unassigned	283964.001	Confirmed	Auto-Instru	icted	Auto-Appr	roved			1,42	0	1,42	20
/	,			05/05/2023	3	05/05/202	23						
									Total Shares:	1,42	0	1,42	20

Tesla, Inc.

AIA Group Limited

Meeting Date: 05/18/2023 **Record Date:** 05/12/2023

Country: Hong Kong Meeting Type: Annual Ticker: 1299 **Meeting ID:** 1742148

Proxy Level: N/A

Primary Security ID: Y002A1105

Primary CUSIP: Y002A1105

Primary ISIN: HK0000069689

Primary SEDOL: B4TX8S1

Earliest Cutoff Date: 05/11/2023

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 44,100

*Shares on Loan: 0

Shares Instructed: 44,100

Shares Voted: 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
		Voting Policy Rationale: In the absence of ar and statutory reports, a vote FOR this resolu	•	-	the compan	y's audited ac	ccounts, financ	cial stateme	nts,		-	
		Blended Rationale: In the absence of any kn statutory reports, a vote FOR this resolution		erning the c	ompany's a	udited accour	nts, financial st	tatements, a	and		-	
2		Approve Final Dividend	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this reso	lution is warran	ted because	this is a rou	ıtine dividend	proposal.					
		Blended Rationale: A vote FOR this resolution	n is warranted b	ecause this i	is a routine	dividend prop	osal.				-	
3		Elect Edmund Sze-Wing Tse as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomin	nees is warrante	ed.								
		Blended Rationale: A vote FOR all nominees	is warranted.									
4		Elect Jack Chak-Kwong So as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomin	nees is warrante	ed.							-	
		Blended Rationale: A vote FOR all nominees	is warranted.									
5		Elect Lawrence Juen-Yee Lau as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomin	nees is warrante	ed.								
		Blended Rationale: A vote FOR all nominees	is warranted.									
6		Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propfirm, its remuneration, and the way the audi		_	absence of	any known is	sues concernii	ng the audit			-	
		Blended Rationale: A vote FOR this proposal remuneration, and the way the audit was co.	_	en the abse	nce of any i	known issues	concerning th	e audit firm	. its		-	
7A		Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this reso the relevant class of shares for issuance for which is 10 percent for issuance for cash and	cash and non-ca	sh considera	-						-	
		Blended Rationale: A vote FOR this resolution relevant class of shares for issuance for cash			-						-	

is 10 percent for issuance for cash and non-cash consideration.

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

AIA Group Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7B		Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolut proposed share repurchase.	ion is warrante	ed given the	absence of	any known is	ssues concerni	ing the				
		Blended Rationale: A vote FOR this resolution is share repurchase.	s warranted gi	ven the abse	ence of any l	known issues	concerning th	e proposed				
8		Approve Increase in Rate of Directors' Fees	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Director fees at Hong Rover director remuneration at the company, a v	-	-	-	onable. In th	e absence of k	nown conce	rns			
		Blended Rationale: Director fees at Hong Kong- director remuneration at the company, a vote F	-		-	le. In the abs	sence of knowl	n concerns o	ver			
9		Amend Share Option Scheme	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: VOTE RECOMMENDATE would reflect the company's actual circumstance Hong Kong Listing Rules, and the reasonable of	es and would	bring the Sci	heme in line	with the upo						
		Blended Rationale: VOTE RECOMMENDATION A reflect the company's actual circumstances and Kong Listing Rules, and the reasonable overall	would bring to	he Scheme i	n line with ti				d			
10		Amend Restricted Share Unit Scheme	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: VOTE RECOMMENDATE would reflect the company's actual circumstance the Hong Kong Listing Rules, and the reasonable	es and would	bring the RS	U Scheme in	line with th			-			
		Blended Rationale: VOTE RECOMMENDATION A reflect the company's actual circumstances and Hong Kong Listing Rules, and the reasonable of	would bring to	he RSU Sche	eme in line w	ith the upda	•		d			
11		Amend Employee Share Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: VOTE RECOMMENDATE made on the basis of the relevant and updated the ESPP would serve to align the interests of e	regulatory req	uirements g	overning the	-			f			
		Blended Rationale: VOTE RECOMMENDATION At the basis of the relevant and updated regulator would serve to align the interests of employees	y requirement	s governing	the compan	-						
12		Amend Agency Share Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: VOTE RECOMMENDATE made on the basis of the relevant and updated the ASPP would serve to align the interests of e	regulatory req	uirements g	overning the	-			f			
		Blended Rationale: VOTE RECOMMENDATION A the basis of the relevant and updated regulator would serve to align the interests of employees	y requirement	s governing	the compan	-						
Ballot Deta	ails											

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		44,100	44,100
Sustainable Dynamic, unassigned			05/08/2023	05/08/2023			
					Total Shares:	44,100	44,100

The Home Depot, Inc.

Meeting Date: 05/18/2023

Record Date: 03/20/2023

Primary Security ID: 437076102

Country: USA

Meeting Type: Annual

Primary CUSIP: 437076102

Ticker: HD

Meeting ID: 1738852 **Primary ISIN:** US4370761029 Proxy Level: 3

Primary SEDOL: 2434209

Earliest Cutoff Date: 05/17/2023

Votable Shares: 839

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

Shares Instructed: 839

Additional Policy:

Shares Voted: 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
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1b		Elect Director Ari Bousbib	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1c		Elect Director Jeffery H. Boyd	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1d		Elect Director Gregory D. Brenneman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1e		Elect Director J. Frank Brown	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1f		Elect Director Albert P. Carey	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1g		Elect Director Edward P. Decker	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1h		Elect Director Linda R. Gooden	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1i		Elect Director Wayne M. Hewett	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1j		Elect Director Manuel Kadre	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.							,	
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								

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
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
11		Elect Director Paula Santilli	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1m		Elect Director Caryn Seidman-Becker	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al to ratify the	auditor is w	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	nted.							
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propose this time. Annual incentive awards are based en incentives are conditioned on clearly disclosed	ntirely on obje	ctive financia	-							
		Blended Rationale: A vote FOR this proposal is time. Annual incentive awards are based entire incentives are conditioned on clearly disclosed	ly on objective	e financial pe			,	-	his			
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give sharehold					-	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho						v votes are				
5		Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propos a more meaningful written consent right for sh		d given that	a reduction	in the owner.	rship threshold	would provi	de			
		Blended Rationale: A vote FOR this proposal is more meaningful written consent right for shar	_	en that a red	duction in the	e ownership	threshold wou	ld provide a				
6		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propos board.	sal is warranted	d given the i	mportance c	of having an i	independent c	hairman of ti	he			
		Blended Rationale: A vote FOR this proposal is board.	warranted give	en the impo	rtance of hav	ving an indep	oendent chairn	nan of the				
7		Report on Political Expenditures Congruence	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propose expenditures with stated values would enable soversees and manages risks related to its politic.	shareholders to	o have a moi			-		ny			
		Blended Rationale: A vote FOR this proposal is with stated values would enable shareholders t manages risks related to its political partnership	o have a more			-	-	-				

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

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
		Voting Policy Rationale: A vote AGAINST this re practices that encourage companies to be respo company's shareholders who voted at the annu	onsive to share		,				he			
		Blended Rationale: A vote AGAINST this resolut that encourage companies to be responsive to company's shareholders who voted at the annu	shareholder pr						ces			
9		Encourage Senior Management Commitment to Avoid Political Speech	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this procontroversies related to senior executives' polition necessary.	•		, -			-				
		Blended Rationale: A vote AGAINST this propos controversies related to senior executives' politi necessary.			-		_					

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		839	839
			05/08/2023	05/08/2023			
					Total Shares:	839	839

Merck & Co., Inc.

Meeting Date: 05/23/2023

Record Date: 03/24/2023	Meeting Type: Annual	Meeting ID: 1738976	
Primary Security ID: 58933Y105	Primary CUSIP: 58933Y105	Primary ISIN: US58933Y1055	Primary SEDOL: 2778844
Earliest Cutoff Date: 05/22/2023	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,590	*Shares on Loan: 0	Shares Instructed: 1,590	Shares Voted: 1,590

Ticker: MRK

Proxy Level: 3

votable 3	naies. 1,590	Silares on Loan.			Silai es 1	istructeu. 1,3	90		Silaies voteu	1,550		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is	s warranted a	at this time.							
		Blended Rationale: A vote FOR the director	nominees is war	rranted at this	s time.							
1b		Elect Director Mary Ellen Coe	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is	s warranted a	at this time.							
		Blended Rationale: A vote FOR the director	nominees is war	rranted at this	s time.							
1c		Elect Director Pamela J. Craig	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is	s warranted a	at this time.							
		Blended Rationale: A vote FOR the director	nominees is war	rranted at this	s time.							
1d		Elect Director Robert M. Davis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is	s warranted a	at this time.							
		Blended Rationale: A vote FOR the director nominees is warranted at this time.										

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

Country: USA

Merck & Co., Inc.

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

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

Merck & Co., Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al to ratify the	auditor is w	arranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the audi	itor is warrar	nted.							
5		Report on Risks Related to Operations in China	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this pr sufficient disclosure to assess its management of address the human rights concerns raised by the	of risks related			-)			
		Blended Rationale: A vote AGAINST this proposed disclosure to assess its management of risks retend the human rights concerns raised by the proposed the human rights concerns raised by the proposed the second sec	lated to its ope			-						
6		Report on Access to COVID-19 Products	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propose pricing and access plans would allow sharehold.				-	-	ne company's	7			
		Blended Rationale: A vote FOR this proposal is pricing and access plans would allow sharehold		-	-	-	-	mpany's				
7		Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this pr to decide on the company's trade association m has over the disclosure practices of its trade as	emberships ar		-							
		Blended Rationale: A vote AGAINST this propos decide on the company's trade association men over the disclosure practices of its trade associa	nberships and	_					as			
8		Report on Impact of Extended Patent Exclusivities on Product Access	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propos disclosure of the company's processes and over										
		Blended Rationale: A vote FOR this proposal is the company's processes and oversight mechan	-					disclosure o	f			
9		Publish a Congruency Report of Partnerships with Globalist Organizations	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this pr business-relevant aims of its various partnership	•	anted, as the	e company p	provides suffi	cient disclosure	e on the				
		Blended Rationale: A vote AGAINST this propos business-relevant aims of its various partnership		d, as the con	npany provid	des sufficient	disclosure on	the				
10		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propos board.	al is warranted	d given the ii	mportance o	f having an i	independent ch	nairman of th	e			
		Blended Rationale: A vote FOR this proposal is board.	warranted give	en the impor	tance of hav	ing an indep	endent chairm	an of the				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		1,590	1,590
Sustainable Bynamic/ anassigned			05/10/2023	05/10/2023			

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

Total Shares: 1,590 1,590

BlackRock, Inc.

Meeting Date: 05/24/2023

Country: USA

Proxy Level: 3

Record Date: 03/30/2023

Meeting Type: Annual Primary CUSIP: 09247X101 Meeting ID: 1744531

Ticker: BLK

Primary ISIN: US09247X1019

Primary SEDOL: 2494504

Earliest Cutoff Date: 05/23/2023

Primary Security ID: 09247X101

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 581

*Shares on Loan: 0

Shares Instructed: 581

Shares Voted: 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
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								
1b		Elect Director Pamela Daley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								
1c		Elect Director Laurence D. Fink	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nominees is warranted.										
1d		Elect Director William E. Ford	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								
1e		Elect Director Fabrizio Freda	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								
1f		Elect Director Murry S. Gerber	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								
1g		Elect Director Margaret "Peggy" L. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.							-	
1h		Elect Director Robert S. Kapito	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								
1 i		Elect Director Cheryl D. Mills	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director no	minees is warr	anted.								

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

BlackRock, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1j		Elect Director Gordon M. Nixon	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1k		Elect Director Kristin C. Peck	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
11		Elect Director Charles H. Robbins	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1m		Elect Director Marco Antonio Slim Domit	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1n		Elect Director Hans E. Vestberg	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
10		Elect Director Susan L. Wagner	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1p		Elect Director Mark Wilson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: There are ongoing con incentive pay determinations, which are based categories. The pay process lacks important die pay-for-performance linkage. However, there a resulted in a quantitative pay-for-performance	on the commit sclosures, such are mitigating f	ttee's assess n as preset ta factors identi	ment of nun arget goals, ified. Import	nerous factor that are impo antly, the ap	rs under three ortant for dem plication of dis	broad onstrating a scretion has i	not			

resulted in a quantitative pay-for-performance misalignment for the year in review. In addition, the significant decrease in the CEO's performance year pay is directionally aligned with declined results in referenced financial metrics. Further, equity awards are predominantly performance-conditioned with disclosed multi-year goals. In balancing these factors, a cautionary vote FOR this proposal is warranted. Continued monitoring of incentive pay outcomes and related disclosures is warranted, and a quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of noted concerns.

Blended Rationale: There are ongoing concerns regarding the significant degree of committee discretion involved in total incentive pay determinations, which are based on the committee's assessment of numerous factors under three broad categories. The pay process lacks important disclosures, such as preset target goals, that are important for demonstrating a pay-for-performance linkage. However, there are mitigating factors identified. Importantly, the application of discretion has not resulted in a quantitative pay-for-performance misalignment for the year in review. In addition, the significant decrease in the CEO's performance year pay is directionally aligned with declined results in referenced financial metrics. Further, equity awards are predominantly performance-conditioned with disclosed multi-year goals. In balancing these factors, a cautionary vote FOR this proposal is warranted. Continued monitoring of 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.

BlackRock, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No	
		Voting Policy Rationale: A vote for the adoptio considered a best practice as they give shareh					,	n-pay votes	are				
		Blended Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.											
4		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.											
		Blended Rationale: A vote FOR this proposal to	o ratify the aud	litor is warra	nted.								
5		Report on Third-Party Civil Rights Audit	SH	Yes	Against	Against		Against	Against	No	No	No	
		Voting Policy Rationale: A vote AGAINST this radequate information for shareholders to detediscrimination effect.				•							
		Blended Rationale: A vote AGAINST this resolution adequate information for shareholders to determination effect.				•		•	erse				
6		Report on Ability to Engineer Decarbonization in the Real Economy	SH	Yes	Against	ainst Against For For					No	Yes	
		Voting Policy Rationale: A vote FOR this propogoals, the information requested in the report clients' stewardship preferences that are focus	would complei	ment and en			-	•	nd				
		Blended Rationale: A vote FOR this proposal is the information requested in the report would stewardship preferences that are focused on c	complement a		•			_					
7		Report on Societal Impacts of Aerospace & Defense Industry ETF	SH	Yes	Against	Against		For	For	Yes	No	Yes	
		Voting Policy Rationale: A vote FOR this propo allowing them to better understand the compa production and development of aerospace and	any's managem	ent and ove	rsight of pote		•		the				
		Blended Rationale: A vote FOR this proposal is them to better understand the company's mar production and development of aerospace and	nagement and	oversight of	potential ESC			•	ing				

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		581	581
Sustainable Bynamicy and Signed			05/11/2023	05/11/2023			
					Total Shares:	581	581

NN Group NV

Meeting Date: 06/02/2023Country: NetherlandsTicker: NNProxy Level: N/ARecord Date: 05/05/2023Meeting Type: AnnualMeeting ID: 1711478

Primary Security ID: N64038107 Primary CUSIP: N64038107 Primary ISIN: NL0010773842 Primary SEDOL: BNG8PQ9

NN Group NV

Earliest Cutoff Date: 05/24/2023 Total Ballots: 1 Voting Policy: Sustainability

Votable Shares: 9,020 *Shares on Loan: 0 Shares Instructed: 9,020 Shares Voted: 9,020

Additional Policy:

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
		Annual Meeting Agenda	Mgmt	No									
1		Open Meeting	Mgmt	No									
		Voting Policy Rationale: No vote is required fo	r this item.										
		Blended Rationale: No vote is required for this	s item.								-		
2		Receive Annual Report	Mgmt	No									
		Voting Policy Rationale: This is a non-voting it	tem										
		Blended Rationale: This is a non-voting item											
3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A qualified FOR is wan practice, even though not all targets for the S incoming CFO, in deviation with the best mark regarding the sign-on award.	TI metrics are	disclosed and	d there is th	e presence o	f a sign-on aw	ard to the					
		Blended Rationale: A qualified FOR is warrants even though not all targets for the STI metrics in deviation with the best market practices. We award.	s are disclosed	and there is	the present	ce of a sign-o	n award to the	e incoming C	CFO,				
4.A		Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors. Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its											
		Blended Rationale: A vote FOR is warranted b auditors.	ecause of the a	absence of co	oncern with	the company	's audit proced	dures or its					
4.B		Receive Explanation on Company's Dividend Policy	Mgmt	No									
		Voting Policy Rationale: This is a non-voting it	tem.										
		Blended Rationale: This is a non-voting item.											
4.C		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this divide being excessive.	end proposal is	warranted b	ecause the	proposed pay	out ratio is ad	lequate with	out				
		Blended Rationale: A vote FOR this dividend p being excessive.	oroposal is warr	ranted becau	se the propo	osed payout i	ratio is adequa	te without					
5.A		Approve Discharge of Executive Board	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrant controversies that the management board and					-	nd compelling	g				
		Blended Rationale: A vote FOR is warranted b controversies that the management board and			•	-		mpelling					
5.B		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is 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.											
		Blended Rationale: A vote FOR is warranted b controversies that the management board and			•	-		mpelling					

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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 Agains ISS
6		Announce Intention to Reappoint David Knibbe to Executive Board	Mgmt	No								
		Voting Policy Rationale: This is a non-voting it	tem.									
		Blended Rationale: This is a non-voting item.										
7		Amend the Level of the Fixed Annual fee for Supervisory Board Members	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant board regarding this remuneration proposal.	ted, since there	e is no evider	nce of exces	ssiveness on	the part of the	supervisory			-	
		Blended Rationale: A vote FOR is warranted, s regarding this remuneration proposal.	since there is n	o evidence o	f excessive	ness on the p	part of the supe	ervisory boar	d			
8.A.1		Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo- volume and duration.	osal is warrante	ed because it	is in line w	ith commonly	/ used safegua	rds regarding	9			
		Blended Rationale: A vote FOR this proposal is volume and duration.	s warranted be	cause it is in	line with co	ommonly use	d safeguards re	egarding				
8.A.2		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo- volume and duration.	osal is warrante	ed because it	is in line w	ith commonly	v used safegua.	rds regarding	9			
		Blended Rationale: A vote FOR this proposal is volume and duration.	s warranted be	cause it is in	line with co	ommonly use	d safeguards re	egarding				
8.B		Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo- volume and duration.	osal is warrante	ed because it	is in line w	ith commonly	/ used safegua	rds regarding	9			
		Blended Rationale: A vote FOR this proposal is volume and duration.	s warranted be	cause it is in	line with co	ommonly use	d safeguards re	egarding				
9		Authorize Repurchase of Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant volume and pricing; * The authorization would and * The authorization would allow the compute repurchase.	d allow NN Gro	up to repurc	hase up to	10.00 percen	t of the issued	share capita	1;		-	
		Blended Rationale: A vote FOR is warranted by volume and pricing; * The authorization would allow the computer repurchase.	d allow NN Gro	up to repurc	hase up to	10.00 percen	t of the issued	share capita	-			
10		Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant	ted because the	e cancellation	n of shares	is in shareho	lders' interests.					
		Blended Rationale: A vote FOR is warranted b	ecause the can	cellation of s	shares is in	shareholders	' interests.					
11		Close Meeting	Mgmt	No								
		Voting Policy Rationale: No vote is required fo	r this item.									
		Blended Rationale: No vote is required for this	s item.									

Ballot Details

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

NN Group NV

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		9,020	9,020
Sustainable Dynamic, unassigned			05/08/2023	05/08/2023			
					= Total Shares:	9,020	9,020

Ticker: DWNI

Meeting ID: 1710352

Proxy Level: N/A

Deutsche Wohnen SE

Country: Germany

Meeting Type: Annual

Meeting Date: 06/15/2023

Record Date: 05/24/2023

Kecolu L	Jace. 03/24/20	123	Meeting Type. Ann	uai		Meeting	, ID. 1/1033	۷						
		D2046U176	Primary CUSIP: D2	2046U176		Primary	ISIN: DE00	0A0HN5C6		Primary SEDOL: B0YZ0Z5				
Farliest Cutoff Date: 06/05/2023 Total Ballots: 1 Votable Shares: 3,050 *Shares on Loan: 0 Shares Instructed: 3,050 Proposal Significant Number Vote Proposal Text Proponent Proposal Text Votable Proposal Text Proponent Votable Proposal Text Votable Proposal Rec ISS Rec Rec		Additional Po	olicy:											
Votable S	hares: 3,050		*Shares on Loan: 0			Shares I	nstructed: 3,0	50		Shares Voted	I: 3,050			
-	-	Proposal Text		Proponent		_	ISS Rec	Policy	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
		Management Propo	sals	Mgmt	No									
1		Receive Financial Si Statutory Reports fo (Non-Voting)		Mgmt	No									
		Voting Policy Ration	ale: This is a non-voting	g item.										
		Blended Rationale:	This is a non-voting iten	п.										
2		Approve Allocation Dividends of EUR 0		Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Ration	ale: A vote FOR this res	colution is warrant	ted.									
		Blended Rationale:	A vote FOR this resolution	on is warranted.								-		
3		Approve Discharge Board for Fiscal Yea	-	Mgmt	Yes	For	For		For	For	No	No	No	
		their fiduciary duties irrefutable evidence agreement, the cond	ale: Votes FOR these pr in the year under revie of wrongdoing by mem duct of the boards in th ch of fiduciary responsil	ew. However, this bers of the mana e context of Vond	is not witho gement and ovia's takeov	out concerns supervisory er raises leg	s: * While the y boards in co gitimate conc	ere is currently connection with	no clear an the loan	nd		-		
		fiduciary duties in the irrefutable evidence agreement, the conditions	Votes FOR these propos ne year under review. H of wrongdoing by mem duct of the boards in th ch of fiduciary responsil	lowever, this is no obers of the mana e context of Vonc	nt without co ngement and nvia's takeov	ncerns: * V supervisor; er raises leg	Vhile there is y boards in co gitimate conc	currently no ci onnection with	lear and the loan			-		
4		Approve Discharge Board for Fiscal Yea		Mgmt	Yes	For	For		For	For	No	No	No	
		their fiduciary duties irrefutable evidence agreement, the cond	ale: Votes FOR these pr s in the year under revie of wrongdoing by mem duct of the boards in the ch of fiduciary responsil	ew. However, this obers of the mana e context of Vond	is not witho gement and ovia's takeov	out concerns supervisor er raises leg	s: * While the y boards in co gitimate conc	ere is currently connection with	no clear an the loan	nd		-		
			Votes FOR these propos ne year under review. H							r		-		

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of interest and breach of fiduciary responsibilities (please refer to Item 18 for more information).

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

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	
		Voting Policy Rationale: A vote AGAINST this p	roposal is war	ranted becau	ise the audi	tor is being c	hanged withou	ıt explanatio	n.				
		Blended Rationale: A vote AGAINST this propos	sal is warrante	d because th	ne auditor is	being chang	ned without exp	olanation.					
6		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No	
		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.											
		Blended Rationale: A vote FOR this resolution is with best practice standards in Germany and no positive steps to improve its remuneration repo	o significant co	oncerns were				-	ral				
7.1		Elect Peter Hohlbein to the Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes	
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote AGAINST non-in the company has failed to establish a sufficient warranted.	dependent aud	dit committee	e member C	hristoph Sch	auerte is warra	anted becaus					
		Blended Rationale: A vote AGAINST incumbent on the board. A vote AGAINST non-independer company has failed to establish a sufficiently in warranted.	nt audit comm	ittee membe	r Christoph	Schauerte is	warranted bed	ause the	sity				
7.2		Elect Christoph Schauerte to the Supervisory Board	Mgmt	Yes	For	Against		Against	Against	Yes	No	No	
		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.											
		Blended Rationale: A vote AGAINST incumbent on the board. A vote AGAINST non-independer company has failed to establish a sufficiently in warranted.	nt audit comm	ittee membe	r Christoph	Schauerte is	warranted bed	ause the	sity				
		Shareholder Proposal Submitted by Vonovia SE	Mgmt	No									
7.3		Elect Catrin Coners to the Supervisory Board	SH	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote AGAINST non-in the company has failed to establish a sufficient warranted.	dependent aud	dit committee	e member C	Christoph Sch	auerte is warra	anted becaus					
		Blended Rationale: A vote AGAINST incumbent on the board. A vote AGAINST non-independer company has failed to establish a sufficiently in warranted.	nt audit comm	ittee membe	r Christoph	Schauerte is	warranted bed	ause the	sity				
		Management Proposals	Mgmt	No									
8		Amend Article Re: Location of Annual Meeting	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR the propose	ed amendment	ts are warrar	nted due to	a lack of cond	cerns.						
		Blended Rationale: Votes FOR the proposed an	nendments are	warranted o	due to a lac	k of concerns	5.						

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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	
9		Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	Yes	For	Against		Against	Against	Yes	No	No	
		Voting Policy Rationale: A vote AGAINST the pr virtual-only shareholder meetings for the next the the circumstances under which virtual-only mee	ive years, which	ch is conside					on				
		Blended Rationale: A vote AGAINST the propos shareholder meetings for the next five years, w circumstances under which virtual-only meeting	hich is conside	ered excessiv				-					
10		Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR the proposed amendments are warranted due to a lack of concerns.											
		Blended Rationale: Votes FOR the proposed amendments are warranted due to a lack of concerns.											
11		Amend Articles Re: Remove the Names of First Supervisory Board After the Change of Corporate Form to Societas Europaea (SE)	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR the propose	d amendment.	s are warran	ted due to a	lack of cond	cerns.						
		Blended Rationale: Votes FOR the proposed an	nendments are	warranted o	due to a lack	of concerns							
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	
		Voting Policy Rationale: Votes FOR the propose	d authorization	ns are warra	nted.								
		Blended Rationale: Votes FOR the proposed au	thorizations an	e warranted.									
13		Approve Cancellation of Conditional Capitals 2014/III, 2015, 2017 and 2018/I	Mgmt	Yes	For	For		For	For	No	No No	No	
		Voting Policy Rationale: A vote FOR this resolution is warranted.											
		Blended Rationale: A vote FOR this resolution is	s warranted.										
14		Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the propos	ed share repur	rchase progra	am is warrai	nted.							
		Blended Rationale: A vote FOR the proposed share repurchase program is warranted.											
15		Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this propos	al is warranted	<i>1.</i>									
		Blended Rationale: A vote FOR this proposal is	warranted.										
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	
		Voting Policy Rationale: Votes FOR the proposed authorizations are warranted.											
Blended Rationale: Votes FOR the proposed authorizations are warranted.													

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

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	
		Voting Policy Rationale: A vote FOR this prop	osal is warrante	ed.									
		Blended Rationale: A vote FOR this proposal	is warranted.										
		Shareholder Proposal Submitted by Mgmt No Cornwall (Luxembourg) S.a r.l.											
18		Appoint Jochen Jahn as Special Auditor in Connection with Loan Agreement with Vonovia SE	SH	Yes	Against	For		For	For	Yes	No	No	
		Voting Policy Rationale: A vote FOR the spect whether the granting of a loan to the compa- in the best interest of the company. * While the management and supervisory boards in a supervisory boards in the context of Vonovia breach of fiduciary responsibilities. * An inde- considered to merit support.	ny's majority sh there is current connection with 's takeover raise	areholder co. ly no clear ar the loan agr es legitimate	nstitutes an nd irrefutable eement, the concerns ab	unlawful fina e evidence o conduct of t nout potentia	ancial aid and l f wrongdoing l the manageme I conflicts of in	whether it w by members ont and terest and	ras				
		considered to merit support. 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											

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		3,050	3,050
Susuands Estrainis, and Signed			05/28/2023	05/28/2023			
					Total Shares:	3,050	3,050

NVIDIA Corporation

considered to merit support.

_	Date: 06/22/2 ate: 04/24/20		Country: USA Meeting Type: Annu	al		Ticker: I	IVDA ID: 175730	5		Proxy Level	: 3		
Primary :	Security ID:	67066G104	Primary CUSIP: 670	66G104		Primary	ISIN: US67	066G1040		Primary SEI	DOL: 23795	04	
Earliest Cu	toff Date: 06/2	21/2023	Total Ballots: 1			Voting Po	olicy: Sustainal	bility		Additional Po	licy:		
Votable Si	/otable Shares: 2,814		*Shares on Loan: 0			Shares Instructed: 2,814				Shares Voted: 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
		Voting Policy Rational	e: A vote FOR the direc	ctor nominees is	warranted.								
		Blended Rationale: A	vote FOR the director i	nominees is warr	anted.								
1b		Elect Director Tench	Coxe	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational	e: A vote FOR the direc	ctor nominees is	warranted.								
	Blended Rationale: A vote FOR the di			nominees is warr	anted.								

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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	
1c		Elect Director John O. Dabiri	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1d		Elect Director Persis S. Drell	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1e		Elect Director Jen-Hsun Huang	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1f		Elect Director Dawn Hudson	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1g		Elect Director Harvey C. Jones	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1h		Elect Director Michael G. McCaffery	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1i		Elect Director Stephen C. Neal	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1j		Elect Director Mark L. Perry	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1k		Elect Director A. Brooke Seawell	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
11		Elect Director Aarti Shah	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
1m		Elect Director Mark A. Stevens	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.									
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.									
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the propos	sal is warrante	d as pay and	performand	ce are aligned	d for the year i	in review.					
		Blended Rationale: A vote FOR the proposal is	warranted as	pay and perf	ormance are	e aligned for	the year in rev	iew.					

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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
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.											
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho			•			v votes are				
4		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.											
Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		2,814	2,814
Sustainable Bynamic, unussigned			06/07/2023	06/07/2023			
					Total Shares:	2,814	2,814

Shopify Inc.

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

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		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
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1B	Elect Director Robert Ashe Mgmt Yes For For For For No							No	No	No		
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	o significant	concerns h	ave been ide	ntified at this t	time.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant cond	cerns have b	een identifie	ed at this time.					
1C		Elect Director Gail Goodman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	concerns h	ave been ide	ntified at this t	time.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant cond	cerns have b	een identifie	ed at this time.					
1D		Elect Director Colleen Johnston	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as r	no significant	concerns h	ave been ide	ntified at this t	time.				
		Blended Rationale: Vote FOR all proposed nomi	inees as no sig	nificant cond	cerns have b	een identifie	ed at this time.					

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Shopify Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1E		Elect Director Jeremy Levine	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significan	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant con	cerns have i	been identifie	ed at this time.					
1F		Elect Director Toby Shannan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as i	no significan	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have i	been identifie	ed at this time.					
1G		Elect Director Fidji Simo	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as	no significan	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	cerns have i	been identifie	ed at this time.					
1H		Elect Director Bret Taylor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as	no significan	t concerns h	ave been ide	entified at this	time.				
		Blended Rationale: Vote FOR all proposed nom	ninees as no sig	gnificant con	cerns have l	been identifie	ed at this time.					
2		Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the ratification reasonable relative to total fees paid to the audition		erhouseCoop	pers LLP as a	auditor as no	n-audit fees (4	4 percent) w	ere			
		Blended Rationale: Vote FOR the ratification of reasonable relative to total fees paid to the aud		useCoopers I	LLP as audite	or as non-aud	dit fees (4 per	cent) were			-	
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Vote AGAINST this non High concern due to RDA. The company's one-Composite Index and its own peers. Furthermocertain operational metrics in 2022. In addition problematic pay practices have been identified grant (US\$20M in 2022 and 2021). * Compens compensation. Their equity-based compensation awards granted under Flex Comp program, and There is a lack of risk mitigating practices. * The severance payments to the former CFO. Blended Rationale: Vote AGAINST this non-bin concern due to RDA. The company's one- and Composite Index and its own peers. Furthermocertain operational metrics in 2022. In addition problematic pay practices have been identified grant (US\$20M in 2022 and 2021). * Compens	and three-yea ore, it appears to the underp the CEO's ation for other on is subject to differ the vesting p the CIC agreem ding advisory three-year TSI ore, it appears to the underp the CEO's	ar TSR under the compan, performing T. compensation of the compensation of the compensation of the compensation of the compan, performing T. compensation the compensation of the compensa	reperformed to value underperfect and declar continues does not incompared to trigger. * The continue of the manual trigger is another the manual trigger is and declar continues.	the median T. ormed its own ining operation to consist of fude any perfitions. There in inder Flex Confere is insufficient TSR of ormed its own ining operation to consist of the consist of the own ining operation to consist of the own initial terms of	SR of its 4-dig in peers with re- conal performan fonly a large s formance-base is monthly ves imp program is ficient disclosu mance model in fits 4-digit GIO in peers with re- conal performan fonly a large s	nit GICS grouespect to ance, various atock option and atting of equities unclear. * The around and action of the around and action of the around and action of the around around action of the around action of the around around action of the around around action of the around	ty		-	

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.

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.

Total Shares:	4,407	4,407

BOC Hong Kong (Holdings) Limited

Meeting Date: 06/29/2023 Record Date: 06/23/2023 **Country:** Hong Kong **Meeting Type:** Annual

Meeting ID: 1751466

Ticker: 2388

Proxy Level: N/A

Primary Security ID: Y0920U103

Meeting Type: Annual
Primary CUSIP: Y0920U103

Primary ISIN: HK2388011192

Primary SEDOL: 6536112

Earliest Cutoff Date: 06/22/2023 **Votable Shares:** 23,500

Total Ballots: 1

*Shares on Loan: 0

Voting Policy: Sustainability **Shares Instructed:** 23,500

Additional Policy: 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
		Voting Policy Rationale: In the absence of a and statutory reports, a vote FOR this reson	-	_	the compan	y's audited ac	ccounts, financ	ial stateme	nts,			
		Blended Rationale: In the absence of any k statutory reports, a vote FOR this resolution		erning the c	ompany's a	udited accour	nts, financial st	tatements, a	and			
2		Approve Final Dividend	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this res	solution is warrant	ted because	this is a rou	ıtine dividena	proposal.					
		Blended Rationale: A vote FOR this resolution	on is warranted b	ecause this i	is a routine	dividend prop	osal.				-	
3a		Elect Ge Haijiao as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomand the company's board and committee d		d given the	absence of	any known is:	sues concernir	ng the nomi	inees			
		Blended Rationale: A vote FOR all nominee. the company's board and committee dynan	_	en the abse	nce of any i	known issues	concerning the	e nominees	and		-	
3b		Elect Sun Yu as Director	Mgmt	Yes	For	For		For	For	No	No	No
		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.										
		Blended Rationale: A vote FOR all nominee. the company's board and committee dynan	_	en the abse	nce of any i	known issues	concerning the	e nominees	and			
3c		Elect Cheng Eva as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomand the company's board and committee d		d given the	absence of	any known is:	sues concernir	ng the nomi	inees		-	
		Blended Rationale: A vote FOR all nominee. the company's board and committee dynam	_	en the abse	nce of any i	known issues	concerning the	e nominees	and		-	
3d		Elect Lee Sunny Wai Kwong as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomand the company's board and committee d		d given the	absence of	any known is	sues concernir	ng the nomi	inees			
		Blended Rationale: A vote FOR all nominee. the company's board and committee dynan	-	en the abse	nce of any i	known issues	concerning the	e nominees	and			
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
		Voting Policy Rationale: A vote FOR this profirm, its remuneration, and the way the aud	•	-	absence of	any known is	sues concernii	ng the audit	•			
		Blended Rationale: A vote FOR this propose remuneration, and the way the audit was c	_	en the abse	nce of any	known issues	concerning th	e audit firm	, its			

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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
		Voting Policy Rationale: A vote FOR this resolut 10 percent of the relevant class of shares for is discount limit which is 10 percent for issuance in	suance for cas	h and non-c	ash conside							
		Blended Rationale: A vote FOR this resolution is percent of the relevant class of shares for issua discount limit which is 10 percent for issuance is	nce for cash a	nd non-cash	considerat							
6		Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.										
		Blended Rationale: A vote FOR this resolution is share repurchase.	s warranted gi	ven the abse	ence of any	known issue:	s concerning to	he proposed	1			
7		Approve Continuing Connected Transactions and the New Caps	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos are within the ordinary and usual course of the independent non-executive directors and indep- the company's shareholders.	company's bu	siness and a	re on norm	al commercia	al terms; and *	the				
		Blended Rationale: A vote FOR this proposal is within the ordinary and usual course of the con non-executive directors and independent finance company's shareholders.	npany's busine	ss and are o	on normal c	ommercial te	rms; and * the	independer				

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		23,500	23,500
Sustainable Dynamic, unassigned			06/14/2023	06/14/2023			
					= Total Shares:	23,500	23,500

Koninkliike Ahold Delhaize NV

KOIIII	onniknjike Anold Demaize NV													
Meeting	Date: 07/05/2	2023	Country: Netherlands			Ticker: A	.D			Proxy Level	: N/A			
Record D	Pate: 06/07/20	023	Meeting Type: Extrac Shareholders	rdinary		Meeting	ID: 176305	2						
Primary S	Security ID:	N0074E105	Primary CUSIP: N007	74E105		Primary	ISIN: NL00	11794037		Primary SEI	DOL: BD0Q	398		
Earliest Cu	, , , , , , , , , , , , , , , , , , ,		Total Ballots: 1			Voting Po	licy: Sustainal	bility		Additional Po	Additional Policy:			
Votable Sl	Votable Shares: 15,858		*Shares on Loan: 0			Shares In	structed: 15,	858		Primary SEDOL: BD0Q398 Additional Policy: Shares Voted: 15,858 Vote				
Proposal Number	Significant Vote			Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec		Against	Against	Vote Against ISS			
	Extraordinary Meeting Agenda		ng Agenda	Mgmt	No									
1		Open Meeting		Mgmt	No									
		Voting Policy Rationa	ale: No vote is required fo	or this item.								*		

Blended Rationale: No vote is required for this item.

Koninklijke Ahold Delhaize NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS	
2		Elect Jolanda Poots-Bijl to Management Board	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this election 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.											
		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.											
3		Close Meeting	Mgmt	No									
		Voting Policy Rationale: No vote is required in	for this item.										
		Blended Rationale: No vote is required for the	is item.										

Additional Voting

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved	Issuer Confirmed	15,858	15,858
			05/31/2023	05/31/2023			
					Total Shares:	15,858	15,858

iShares IV plc - iShares MSCI EM SRI UCITS ETF

Meeting Date: 10/13/2023Country: IrelandTicker: SUESProxy Level: N/A

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

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

 Earliest Cutoff Date: 10/06/2023
 Total Ballots: 1
 Voting Policy: Sustainability
 Additional Policy:

 Votable Shares: 1,974,820
 *Shares on Loan: 0
 Shares Instructed: 1,974,820
 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		
		3												
		because no significant concerns have been identified.												
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No		
		Voting Policy Rationale: A vote FOR this item is	warranted as	no significai	nt concerns	have been id	lentified.							
		Blended Rationale: A vote FOR this item is war	ranted as no s	ignificant co	ncerns have	been identifi	ied.							
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No		
		Voting Policy Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.												
		Blended Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.												

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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		Re-elect Ros O'Shea as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: Items 4-6 A vote FOR the because no significant concerns have been identified warranted for lack of diversity on the board. Ite without concern because: *A potential independent because in fulfilling its duties as management to Mitigating, the main reason for support is: *The board structure.	ntified. Item 7 em 8 A vote FC ndence issue h engagement i	A vote AGAI OR the elections of been identications of committee, v	NST nomina on of Peter atified and h which is not	ting committ Vivian is wan e may partici in line with n	tee chair Willia ranted, althoug ipate in the me recommended	m McKechn gh it is not eetings held best practic	ie is ' by e.				
		Blended Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: * A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. Re-elect Padraig Kenny as Director Mgmt Yes For For For Do Not Vote											
5		Re-elect Padraig Kenny as Director	Mgmt	Yes	For	For		For		No	No	No	
		Voting Policy Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: *A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. *Rlended Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Padrain Kenny, and Deirdre Somers is warranted.											
		board structure. Blended Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: *A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: *The Company is an open-ended fund, which does not always adopt a conventional board structure.											
6		Re-elect Deirdre Somers as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No	
		Voting Policy Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: *A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: *The Company is an open-ended fund, which does not always adopt a conventional board structure.											
		Blended Rationale: Items 4-6 A vote FOR the rebecause no significant concerns have been ider warranted for lack of diversity on the board. Ite without concern because: *A potential independent be Board in fulfilling its duties as management Mitigating, the main reason for support is: *The board structure.	ntified. Item 7 em 8 A vote FC ndence issue h engagement	A vote AGAI OR the elections of the elections of the committee, votes	NST nomina on of Peter atified and h which is not	viting committ Vivian is wari e may partici in line with r	tee chair Willia ranted, althoug ipate in the me recommended	m McKechn gh it is not eetings held best practic	' by e.				

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	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 No Vote								No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOI because no significant concerns have been in warranted for lack of diversity on the board. without concern because: * A potential indept the Board in fulfilling its duties as manageme	lentified. Item 7 Item 8 A vote F pendence issue i	' A vote AGA OR the elect has been ide	INST nomin ion of Peter ntified and i	ating commit Vivian is wai he may partio	ttee chair Willio rranted, althou cipate in the m	am McKechr Igh it is not Ieetings held	ie is I by		•	

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

Mitigating, the main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional

board structure.

Elect Peter Vivian as Director

Mgmt

es

For

For

For

Do Not Vote

Nο

No

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

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	AutoApproved	Auto-Instructed	Auto-Approved		1,974,820	0
Sustainable Bynamic, anassigned			09/20/2023	09/20/2023			
					Total Shares:	1,974,820	0

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Meeting Date: 10/13/2023Country: IrelandTicker: SUASProxy Level: N/ARecord Date: 10/12/2023Meeting Type: AnnualMeeting ID: 1786609

Primary Security ID: G4955M671 Primary CUSIP: G4955M671 Primary ISIN: IE00BYVJRR92 Primary SEDOL: BYVJRR9

Earliest Cutoff Date: 10/06/2023 Total Ballots: 1 Voting Policy: Sustainability Additional Policy: Votable Shares: 1,227,996 *Shares on Loan: 0 Shares Instructed: 1,227,996 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

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

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Voting Policy Rationale: A vote FOR the Compa warranted because no significant concerns have	-		the directors	' report and	financial state	ments is				
		Blended Rationale: A vote FOR the Company's because no significant concerns have been identificant.		ssion of the a	lirectors' rep	ort and finar	ncial statement	ts is warrant	ed			
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted as	no significar	nt concerns h	ave been ide	entified.					
		Blended Rationale: A vote FOR this item is warn	ranted as no si	ignificant coi	ncerns have	been identifi	ed.					
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item is	warranted be	cause there	are no conce	erns regardin	g this proposa	<i>l.</i>				
		Blended Rationale: A vote FOR this item is warn	ranted because	e there are n	o concerns i	regarding thi	s proposal.					
4		Re-elect Ros O'Shea as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		warranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as mana practice. Mitigating, the main reason for support conventional board structure.	the board. Itel independence agement engag	m 8 A vote F e issue has b gement comi	FOR the elect een identifie mittee, which	tion of Peter d and he ma h is not in lin	Vivian is warra y participate ii e with recomn	anted, althoun the meetin mended best	ugh ngs			
		Blended Rationale: Items 4-6 A vote FOR the rewarranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure.	e been identific the board. Itel I independence agement engag	ed. Item 7 A m 8 A vote F e issue has b gement comi	vote AGAIN FOR the elect een identifie mittee, which	ST nomination tion of Peter d and he ma h is not in lin	ng committee o Vivian is warra y participate in e with recomn	chair William anted, althou n the meetin nended best	ugh ngs			
5		Re-elect Padraig Kenny as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR to warranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as many practice. Mitigating, the main reason for support conventional board structure. Blended Rationale: Items 4-6 A vote FOR the rewarranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as many practice. Mitigating, the main reason for support conventional board structure.	e been identification the board. Ite. I independence agement engaget is: * The Concept the board. Ite. I independence been identification the board. Ite. I independence agement engagement engagement engagement.	ed. Item 7 A m 8 A vote F e issue has b gement comi mpany is an tion of Ros C ed. Item 7 A m 8 A vote F e issue has b gement comi	vote AGAIN FOR the election identifies mittee, which open-ended D'Shea, Padra vote AGAIN FOR the election mittee, which mittee, which	ST nomination of Peter d and he man his not in lin fund, which half Kenny, and ST nomination of Peter d and he man his not in lin lin lin of late on the lin lin lin lin of late on the lin lin lin lin of Peter d and he man his not in lin lin lin lin lin of Peter d and he man his not in lin lin lin lin lin lin lin lin lin	ng committee of Vivian is warray participate in e with recommend on the always and Deirdre Song committee of Vivian is warray participate in e with recommend committee of with recommend to with recommend to with recommend to with recommend is warray participate in e with recommend to with recommend to warray participate in e with recommend to with recommend to warray participate in e with recommend to warray participate in e with recommend to warray war	chair William anted, althou in the meetin mended best is adopt a mers is ichair William anted, althou in the meetin mended best	ugh ngs n ugh ngs			

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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 Again: ISS
6		Re-elect Deirdre Somers as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR to warranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure.	e been identifie the board. Itel independence gement engag	ed. Item 7 A m 8 A vote F e issue has b gement comi	vote AGAII FOR the elec een identific mittee, which	NST nomination not peter ned and he ma not in lin	ng committee of Vivian is warra ny participate in ne with recomm	chair William anted, althou n the meetin nended best	ıgh gs			
		Blended Rationale: Items 4-6 A vote FOR the rewarranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as mana practice. Mitigating, the main reason for support conventional board structure.	e been identifie the board. Itel independence gement engag	ed. Item 7 A m 8 A vote F issue has b gement comi	vote AGAII FOR the elec een identific mittee, which	NST nomination of Peter ed and he ma oth is not in lin	ng committee of Vivian is warra ay participate in the with recomm	chair William anted, althou n the meetin nended best	ıgh gs			
7		Re-elect William McKechnie as Director	Mgmt	Yes	For	For		Against	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR to warranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as mana practice. Mitigating, the main reason for support conventional board structure. Blended Rationale: Items 4-6 A vote FOR the rewarranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as mana practice. Mitigating, the main reason for support conventional board structure.	e been identifie the board. Iter independence gement engag t is: * The Coi e-election/elect e been identifie the board. Iter independence gement engag	ed. Item 7 A m 8 A vote F e issue has b gement comm mpany is an etion of Ros C ed. Item 7 A m 8 A vote F e issue has b gement comm	vote AGAII FOR the election identifies The properties open-endection The properties of the election identifies of the election identifi	NST nomination of Petered and he math is not in lind fund, which was a feel of the math is not in lind fund, which was a feel of the math is not in lind fund in the math is not in lind in the mathematical in the mathemati	ng committee of Vivian is warra ay participate in the with recommend do not always and Deirdre Soring committee of Vivian is warra ay participate in the with recommend committee of the with	chair William anted, althou n the meetin nended best s adopt a mers is chair William anted, althou n the meetin nended best	igh gs i i igh gs			
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 warranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure. Blended Rationale: Items 4-6 A vote FOR the rewarranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure.	e been identifie the board. Iter independence gement engag t is: * The Coi e-election/elect e been identifie the board. Iter independence gement engag	ed. Item 7 A m 8 A vote F e issue has b gement comi mpany is an tion of Ros C ed. Item 7 A m 8 A vote F e issue has b gement comi	vote AGAII FOR the elecen identifie mittee, whice open-endecen D'Shea, Padi vote AGAII FOR the elecen identifie mittee, whice	NST nomination of Petered and he math is not in lind fund, which was a feet of the math is not in lind fund, which was a feet of the math is not in lind fund in the math is not in lind in the mathematical in the mathemati	ng committee of Vivian is warra by participate in the with recommend of the participate of the vivian is warra by participate in the with recommend with recommend the vivian is warra by participate in the with recommend vivian is warranged on the vivian is warrang	chair William anted, althou n the meetin mended best s adopt a mers is chair William anted, althou n the meetin mended best	igh gs ugh gs			
Ballot Deta	ils											
Institutional	Account Detail	Custodian	Turahun - 4 - 4		A	_	Dallat Vat'	Chahua	Vetek! - SI		Charre	

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		1,227,996	0
Sustainable Bynamicy and Signed			09/22/2023	09/22/2023			
					Total Shares:	1,227,996	0

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Meeting Date: 10/13/2023

Country: Ireland

Meeting ID: 1786605

Ticker: SUJP

Proxy Level: N/A

Record Date: 10/12/2023 Primary Security ID: G4955M812

Meeting Type: Annual Primary CUSIP: G4955M812

Primary ISIN: IE00BYX8XC17

Primary SEDOL: BYM9WJ5

Earliest Cutoff Date: 10/06/2023 Votable Shares: 793,701

Total Ballots: 1 *Shares on Loan: 0

Voting Policy: Sustainability Shares Instructed: 793,701 **Additional Policy:** Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the Comp warranted because no significant concerns ha	•		the directo	ors' report and	d financial stat	ements is				
		Blended Rationale: A vote FOR the Company! because no significant concerns have been id		ission of the	directors' re	eport and fina	ancial statemer	nts is warra	nted			
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item	is warranted as	no significa	nt concerns	s have been id	dentified.				-	
		Blended Rationale: A vote FOR this item is wa	arranted as no s	significant co	ncerns hav	e been identii	fied.				-	
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item	is warranted be	ecause there	are no con	cerns regardi	ing this propos	al.			-	
		Blended Rationale: A vote FOR this item is wa	arranted becaus	se there are i	no concerns	s regarding th	nis proposal.					
4		Re-elect Ros O'Shea as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: *A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: *The Company is an open-ended fund, which does not always adopt a conventional board structure.										
		Blended Rationale: Items 4-6 A vote FOR the because no significant concerns have been id warranted for lack of diversity on the board. without concern because: *A potential indep the Board in fulfilling its duties as manageme. Mitigating, the main reason for support is: *! board structure.	entified. Item 7 Item 8 A vote F endence issue I nt engagement	A vote AGA OR the elect has been ide committee,	INST nomin ion of Peten ntified and which is no	nating commit r Vivian is wai he may partio t in line with i	ttee chair Willi rranted, althou cipate in the m recommended	am McKech Igh it is not Deetings hel Dest practi	d by ce.		-	
5		Re-elect Padraig Kenny as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR because no significant concerns have been id warranted for lack of diversity on the board. It without concern because: * A potential indep the Board in fulfilling its duties as management Mitigating, the main reason for support is: * board structure.	entified. Item 7 Item 8 A vote F endence issue I nt engagement	A vote AGA. OR the elect has been ide committee,	INST nomin ion of Peten ntified and which is no	nating commit r Vivian is wai he may partio t in line with i	ttee chair Willi rranted, althou cipate in the m recommended	am McKech Igh it is not Ieetings hel I best practi	ted nie is d by ce.		-	

Mitigating, the main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure.

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

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	ignificant ote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again 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 because no significant concerns have been ide warranted for lack of diversity on the board. It without concern because: * A potential indepet the Board in fulfilling its duties as managemen Mitigating, the main reason for support is: * To board structure.	ntified. Item 7 iem 8 A vote Fo Indence issue I t engagement	A vote AGA OR the election has been iden committee,	INST nominion of Peter ntified and which is now	ating commits Vivian is wan he may partice t in line with r	tee chair Willia ranted, althoug ipate in the me recommended	m McKechni gh it is not eetings held best practice	e is by c.		-		
		Blended Rationale: Items 4-6 A vote FOR the in because no significant concerns have been identified warranted for lack of diversity on the board. It without concern because: *A potential independent because in fulfilling its duties as management Mitigating, the main reason for support is: *To board structure.	ntified. Item 7 iem 8 A vote Fo Indence issue I t engagement	A vote AGA OR the elections been idea of committee, i	INST nominion of Peter ntified and which is now	ating commits Vivian is wan he may partice t in line with r	tee chair Willia ranted, althoug ipate in the me recommended	m McKechni gh it is not eetings held best practice	by e.				
7		Re-elect William McKechnie as Director	Mgmt	Yes	For	For		Against	Do Not Vote	No	No	No	
		Voting Policy Rationale: Items 4-6 A vote FOR because no significant concerns have been ide warranted for lack of diversity on the board. It without concern because: *A potential indepet the Board in fulfilling its duties as management Mitigating, the main reason for support is: *Toboard structure.	ntified. Item 7 iem 8 A vote Fo Indence issue I t engagement	A vote AGAI OR the electinas been iden committee, i	INST nominion of Peter ntified and which is now	ating commite Vivian is wan he may partice t in line with r	tee chair Willia ranted, althoug ipate in the me recommended	m McKechni gh it is not eetings held best practice	e is by c.				
		Blended Rationale: Items 4-6 A vote FOR the re-election of Ros O'Shea, Padraig Kenny, and Deirdre Somers is warranted because no significant concerns have been identified. Item 7 A vote AGAINST nominating committee chair William McKechnie is warranted for lack of diversity on the board. Item 8 A vote FOR the election of Peter Vivian is warranted, although it is not without concern because: * A potential independence issue has been identified and he may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. Mitigating, the main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure.											
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 because no significant concerns have been ide warranted for lack of diversity on the board. It without concern because: *A potential indepet the Board in fulfilling its duties as management Mitigating, the main reason for support is: *The board structure.	ntified. Item 7 iem 8 A vote Fo Indence issue I t engagement	A vote AGAI OR the electinas been iden committee, i	INST nominion of Peter ntified and which is now	ating commite Vivian is wan he may partice t in line with r	tee chair Willia ranted, althoug ipate in the me recommended	m McKechni gh it is not eetings held best practice	e is by c.		-		
		Blended Rationale: Items 4-6 A vote FOR the I because no significant concerns have been ide warranted for lack of diversity on the board. It without concern because: *A potential indepe the Board in fulfilling its duties as managemen Mitigating, the main reason for support is: *To board structure.	ntified. Item 7 iem 8 A vote F indence issue f t engagement	A vote AGAI OR the electinas been iden committee,	INST nominion of Peter ntified and which is now	ating commits Vivian is wan he may partice t in line with r	tee chair Willia ranted, althoug ipate in the me recommended	m McKechni gh it is not eetings held best practice	by e.		-		
Ballot Details													
Institutional Acc (IA Name, IA Nu		Custodian Account Number Ballot Status	Instructe	d	Approv	ed	Ballot Voting	Status	Votable S	hares	Shares	Voted	

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		793,701	0
Susumusic Synamic, anassigned			10/11/2023	10/11/2023			
					Total Shares:	793,701	0

Newcrest Mining Ltd.

Meeting Date: 10/13/2023 Record Date: 10/11/2023

3/2023 Cou

Country: Australia **Meeting Type:** Court

eting Type: Court Meeting ID: 1759133

Proxy Level: N/A

Primary Security ID: Q6651B114

Primary CUSIP: Q6651B114

Primary ISIN: AU000000NCM7

Primary SEDOL: 6637101

Earliest Cutoff Date: 10/09/2023 Votable Shares: 2,230 *Shares on Loan: 0

As such, support FOR the proposed transaction is warranted.

Voting Policy: Sustainability **Shares Instructed:** 2,230

Ticker: NCM

Additional Policy: Shares Voted: 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
		Court-Ordered Meeting	Mgmt	No								
1		Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Newmont Overseas Holdings Pty Ltd, A Wholly Owned Indirect Subsidiary of Newmont Corporation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: The strategic rational significant cash flow and achieve cost synery to the unaffected price, and NCM shares have non-approval. As such, support FOR the pro	gies within 24 m ve outperformed	onths of clos since the un	ing. Moreov affected da	er, sharehold	ders are receiv	ing a premit	um		-	
		Blended Rationale: The strategic rationale a cash flow and achieve cost synergies within unaffected price, and NCM shares have outs	24 months of clo	osing. Moreo	ver, shareh	olders are red	ceiving a premi	ium to the			-	

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		2,230	2,230
Sustainable Bynamicy unussigned			09/27/2023	09/27/2023			
					= Total Shares:	2,230	2,230

Transurban Group

Meeting Date: 10/19/2023	Country: Australia	Ticker: TCL	Proxy Level: N/A
Record Date: 10/17/2023	Meeting Type: Annual	Meeting ID: 1771935	
Primary Security ID: Q9194A106	Primary CUSIP: Q9194A106	Primary ISIN: AU000000TCL6	Primary SEDOL: 6200882
Earliest Cutoff Date: 10/13/2023	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
W . II . 61	***	el	el 14 142 coc

votable Si	1ares: 13,696	*Snares on Loan: 0			Snares	instructea: 13,	,696		Snares voted	: 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
		Resolutions for Transurban Holdings Limited (THL) and Transurban International Limited (TIL)	Mgmt	No								
2a		Elect Sarah Ryan as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the elect	ion of all nomin	nees is warra	nted as no	material issue	es have been id	dentified.			-	
		Blended Rationale: A vote FOR the election of	of all nominees	is warranted	as no mat	erial issues ha	ve been identii	fied.			-	
2b		Elect Mark Birrell as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the elect	ion of all nomin	nees is warra	nted as no	material issue	es have been id	dentified.			-	
		Blended Rationale: A vote FOR the election of	of all nominees	is warranted	as no mat	erial issues ha	ve been identii	fied.			_	

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

Transurban Group

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS		
2c		Elect Patricia Cross as Director	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the election	n of all nomine	ees is warrar	nted as no n	naterial issue.	s have been id	entified.						
		Blended Rationale: A vote FOR the election of	all nominees is	s warranted a	as no materi	ial issues hav	ve been identifi	ied.						
3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A qualified vote FOR to 35 percent in FY23 in line with longer term per CEO's total remuneration is high and gives right analysis, * STI bonuses for FY23 were high as specific or measurable targets in the STI, previ- justified and reasonable relative to peers and p increased from 20 percent in FY22 to 45 perce STI bonuses with results.	formance. The at to a high con a percentage enting investor performance ta	e following concern for misof maximum, of maximum, rs from indep pargets. * The	oncerns are salignment in , * There is pendently as percentage	noted which n quantitative poor, inferion sessing if the of non-finar	warrant qualif e pay for perfo r and absent d e high STI bon ncial performan	ication: * The rmance isclosure of uses are ace measures	e 5					
		Blended Rationale: A qualified vote FOR the remuneration report is warranted. There was a lower level of LTI vesting at 35 percent in FY23 in line with longer term performance. The following concerns are noted which warrant qualification: * The CEO's total remuneration is high and gives right to a high concern for misalignment in quantitative pay for performance analysis, * STI bonuses for FY23 were high as a percentage of maximum, * There is poor, inferior and absent disclosure of specific or measurable targets in the STI, preventing investors from independently assessing if the high STI bonuses are justified and reasonable relative to peers and performance targets. * The percentage of non-financial performance measures increased from 20 percent in FY22 to 45 percent in FY23, increasing the risk of excessive board discretion and misalignment of STI bonuses with results.												
		Resolutions for Transurban Holdings 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		
		Voting Policy Rationale: A vote FOR this resolu was in 2016 and no material governance issue.		-	ntum of the	increase is h	nigh however ti	he last increa	ase					
		Blended Rationale: A vote FOR this resolution in 2016 and no material governance issues have			of the incre	ease is high f	however the la	st increase w	vas					
5		Approve Grant of Performance Awards to Michelle Jablko	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR this resolu shareholder outcomes, * two equally weighted growth, measured over a four-year performand removed in calculating the number of rights to	performance : ce period, and	measures ap	ply, relative	TSR and int	ernal Free Casi	h Flow (FCF)			-			
		Blended Rationale: A vote FOR this resolution outcomes, * two equally weighted performance measured over a four-year performance period in calculating the number of rights to be granted.	e measures ap d, and * discou	pply, relative	TSR and int	ernal Free Ca	ash Flow (FCF)	growth,						
Ballot Det	ails													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		13,696	13,696
Sustainable Dynamic, unassigned			10/02/2023	10/02/2023			
					Total Shares:	13,696	13,696

Coles Group Limited

Meeting Date: 11/03/2023

Country: Australia Meeting Type: Annual

Meeting ID: 1791456

Ticker: COL

Proxy Level: N/A

Record Date: 11/01/2023

Primary Security ID: Q26203408 Primary CUSIP: Q26203408

Primary ISIN: AU0000030678

Primary SEDOL: BYWR0T5

Earliest Cutoff Date: 10/30/2023 Votable Shares: 3,500

Total Ballots: 1 *Shares on Loan: 0 Voting Policy: Sustainability Shares Instructed: 3,500

Additional Policy: Shares Voted: 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	For	No	No	No	
		Voting Policy Rationale: A vote FOR the re-ele regarding her nomination in respect of board	,	,							-		
		Blended Rationale: A vote FOR the re-election her nomination in respect of board and comm						tified regard	ling		-		
3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No	
		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.											
		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.											
4		Approve Short-term Incentive Grant of STI Shares to Leah Weckert	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the grant the FY23 STI bonus. Such deferral is consistent the grant of LTI performance rights to the CEI year, the performance measures and perform of the award for the new CEO Lean Weckert is highlight concerns for the following: * A three to the company's peers, * Non-disclosure of to payment of a dividends equivalent amount for	nt with better n O is warranted. ance period are is in-line with th e-year performa the cumulative l	market practi The structu e sufficiently ne median of ance period is ROC target, a	ce and sha re of the gi aligned wit market cap s now seen and * Divid	reholder experant is broadly th shareholde oitalisation pe as inferior ar	ectations. A qua y consistent wi r interests, and eers. The qualii nd inadequate	alified vote in the prior of the quanto fication is to when comp	FOR um ared		-		

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.

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

Voting Policy Rationale: A vote FOR the grant of STI shares to the CEO is warranted given this is the deferred component of the FY23 STI bonus. Such deferral is consistent with better market practice and shareholder expectations. A qualified vote FOR the grant of LTI performance rights to the CEO is warranted. The structure of the grant is broadly consistent with the prior year, the performance measures and performance period are sufficiently aligned with shareholder interests, and the quantum of the award for the new CEO Lean Weckert is in-line with the median of market capitalisation peers. The qualification is to highlight concerns for the following: *A three-year performance period is now seen as inferior and inadequate when compared to the company's peers, *Non-disclosure of the cumulative ROC target, and *Dividends on unvested shares disclosed as the payment of a dividends equivalent amount for rights that ultimately vest.

Blended Rationale: A vote FOR the grant of STI shares to the CEO is warranted given this is the deferred component of the FY23 STI bonus. Such deferral is consistent with better market practice and shareholder expectations. A qualified vote FOR the grant of LTI performance rights to the CEO is warranted. The structure of the grant is broadly consistent with the prior year, the performance measures and performance period are sufficiently aligned with shareholder interests, and the quantum of the award for the new CEO Lean Weckert is in-line with the median of market capitalisation peers. The qualification is to highlight concerns for the following: *A three-year performance period is now seen as inferior and inadequate when compared to the company's peers, *Non-disclosure of the cumulative ROC target, and *Dividends on unvested shares disclosed as the payment of a dividends equivalent amount for rights that ultimately vest.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		3,500	3,500
Sastamasic Synamicy anassigned			10/16/2023	10/16/2023			
					Total Shares:	3,500	3,500

Goodman Group

Meeting Date: 11/14/2023	Country: Australia	Ticker: GMG	Proxy Level: N/A
Record Date: 11/12/2023	Meeting Type: Annual	Meeting ID: 1791682	

Primary Security ID: Q4229W132 Primary CUSIP: Q4229W132 Primary ISIN: AU000000GMG2 Primary SEDOL: B03FYZ4

 Earliest Cutoff Date: 11/09/2023
 Total Ballots: 1
 Voting Policy: Sustainability
 Additional Policy:

 Votable Shares: 9,325
 *Shares on Loan: 0
 Shares Instructed: 9,325
 Shares Voted: 9,325

Votable Si	nares: 9,325	*Shares on Loan: 0			Shares In	structed: 9,3	25		Shares Voted	l : 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
		Voting Policy Rationale: A vote FOR this probeen identified.	posal is warrante	ed given this	is a routine	item and no	significant con	cerns have				
		Blended Rationale: A vote FOR this proposal identified.	l is warranted giv	en this is a i	routine item	and no signi	ificant concern	s have been				
2a		Elect Stephen Johns as Director of Goodman Limited	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nom- nominations regarding board and committee (Item 2a and 2b) and Mark Johnson (Item 3 Committee and concerns have been identifie	e composition. A B) given they are	qualification chairman ar	is raised re nd member	garding the r	e-election of S	tephen John				
		Blended Rationale: A vote FOR all nominees nominations regarding board and committee (Item 2a and 2b) and Mark Johnson (Item 3	composition. A	qualification	is raised re	garding the r	e-election of S	tephen John	95			

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

Committee and concerns have been identified regarding problematic pay practices.

Goodman Group

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2b		Elect Stephen Johns as Director of Goodman Logistics (HK) Limited	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nominee nominations regarding board and committee co (Item 2a and 2b) and Mark Johnson (Item 3) g Committee and concerns have been identified it	omposition. A d niven they are d	qualification i chairman and	is raised reg d member d	garding the re	e-election of S	tephen John				
		Blended Rationale: A vote FOR all nominees (It nominations regarding board and committee co (Item 2a and 2b) and Mark Johnson (Item 3) g Committee and concerns have been identified it	omposition. A converse they are of	qualification i chairman and	is raised reg d member d	garding the re	e-election of S	tephen John	s			
3		Elect Mark Johnson as Director of Goodman Limited	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nomineed nominations regarding board and committee constituted (Item 2a and 2b) and Mark Johnson (Item 3) good Committee and concerns have been identified to	omposition. A d niven they are d	qualification i chairman and	is raised reg d member d	garding the re	e-election of S	tephen John				
		Blended Rationale: A vote FOR all nominees (It nominations regarding board and committee co (Item 2a and 2b) and Mark Johnson (Item 3) g Committee and concerns have been identified it	omposition. A converse they are of	qualification i chairman and	is raised reg d member d	garding the re	e-election of S	tephen John	5			
4		Elect Belinda Robson as Director of Goodman Limited	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nominee nominations regarding board and committee co (Item 2a and 2b) and Mark Johnson (Item 3) g Committee and concerns have been identified it	omposition. A d niven they are d	qualification i chairman and	is raised reg d member d	garding the re	e-election of S	tephen John				
		Blended Rationale: A vote FOR all nominees (It nominations regarding board and committee co (Item 2a and 2b) and Mark Johnson (Item 3) g Committee and concerns have been identified it	omposition. A danier they are d	qualification i chairman and	is raised reg d member d	garding the re	e-election of S	tephen John	s			
5		Elect George Zoghbi as Director of Goodman Limited	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nominee nominations regarding board and committee co (Item 2a and 2b) and Mark Johnson (Item 3) g Committee and concerns have been identified it	omposition. A d niven they are d	qualification i chairman and	is raised reg d member d	garding the re	e-election of S	tephen John				
		Blended Rationale: A vote FOR all nominees (It nominations regarding board and committee of (Item 2a and 2b) and Mark Johnson (Item 3) g Committee and concerns have been identified it	omposition. A converse they are of	qualification i chairman and	is raised reg d member d	garding the re	e-election of S	tephen John	s			
6		Elect Kitty Chung as Director of Goodman Logistics (HK) Limited	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nominee nominations regarding board and committee co (Item 2a and 2b) and Mark Johnson (Item 3) g Committee and concerns have been identified it	omposition. A d niven they are d	qualification i chairman and	is raised reg d member d	garding the re	e-election of S	tephen John				
		Blended Rationale: A vote FOR all nominees (It nominations regarding board and committee co (Item 2a and 2b) and Mark Johnson (Item 3) g Committee and concerns have been identified it	omposition. A d niven they are d	qualification i chairman and	is raised reg d member d	garding the re	e-election of S	tephen John	s			

Goodman Group

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
7		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR fixed remuneration is relatively low and unche FY23 and FY24 LTI performance periods have mechanism to year ten, and * The EPS growth 9 percent in the FY21 LTI to 10 percent in the primary concern is that LTI quantum (and the market cap peers and ASX-listed industry peer at LTI grant levels of near \$18 million, this rebeing 5.1 times the median. The CEO's total in the ASX 1-25 group. Given the significant of been historically set at levels which are well by	anged for sever the performance the FY22 LTI and the FY22 LTI and the erefore total ren total ren total ren the excess the excess th	al years, with d from three target at the now at 11 pm nuneration q has been signtly above the pr FY23 apperns also exis.	h the LTI be to four yea pupper three ercent grow wantum) fo nificantly re e median o ars at 2.4 t t for the rig	eing the only ers and there eshold for ves eth in the FY2 r the CEO is a educed from a f the market imes the med	bonus opportuis a superior de sting has been no 23 and FY24 LT excessive relation proportuis from the FY22 LTI grapitalisation profilian of similar s	nity, * The eferral increased fro I grants. Th ive to ASX 1 rant. Howev eer group, ized compa	om ee -25 eer, nies		-	
		Blended Rationale: A qualified vote FOR the remuneration is relatively low and unchanged FY24 LTI performance periods have been inciden, and * The EPS growth performance targety LTI to 10 percent in the FY22 LTI and retained that LTI quantum (and therefore total remunand ASX-listed industry peers. The excess has of near \$18 million, this remains significantly median. The CEO's total remuneration for FY2 group. Given the significant quantum, concerset at levels which are well below reported according to the significant quantum, concersed at levels which are well below reported according to the significant quantum.	I for several year reased from threat at the upper now at 11 perce eration quantur, is been significal above the med 23 appears at 2 ns also exist for thievements.	ors, with the ee to four ye threshold for the GE of the CE of the CE of the man of the man of the rigor of the rigor of the rigor of	LTI being to ears and the r vesting ha the FY23 a TO is excess from the F arket capita median of S the EPS gro	he only bonusere is a super is been increase nd FY24 LTI give relative to Y22 LTI grant lisation peer g similar sized o	s opportunity, ior deferral me ased from 9 pe grants. The pri o ASX 1-25 ma t. However, at group, being 5 companies in ti	* The FY23 chanism to j rcent in the imary conce. rket cap pee LTI grant le 1 times the ne ASX 1-25 een historica	and vear m is ers vels	No	N-	N-
8		Approve Issuance of Performance Rights to Greg Goodman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR Support is on the basis that the EPS vesting r growth. This was increased since the FY22 gr FY21 LTI. Concerns are that * quantum remapeer group, and * the EPS target range may Blended Rationale: A qualified vote FOR the FS Support is on the basis that the EPS vesting r growth. This was increased since the FY22 gr FY21 LTI. Concerns are that * quantum remains."	ange has been ant which has a ins excessive re remain inadequ FY24 LTI grants ange has been ant which has a ins excessive re	made more of a range of 6- elative to ASX ate and lack to the CEO of made more of a range of 6- elative to ASX	challenging 10 percent X 1-25 mark rigor. and executi challenging 10 percent X 1-25 mark	and set at 6 growth and a ket cap peers ive directors i and set at 6 growth and a	percent to 11 page of the ASX-lift of the ASX-	percent ann ange in the sted industr this time. percent ann ange in the	y y ual		-	
9		Approve Issuance of Performance	Mgmt	Yes	For	For		For	For	No	No	No
		Rights to Danny Peeters Voting Policy Rationale: A qualified vote FOR Support is on the basis that the EPS vesting r growth. This was increased since the FY22 gr FY21 LTI. Concerns are that * quantum remapeer group, and * the EPS target range may be supported by the support of the property of the pro	ange has been ant which has a ins excessive re	made more of 6- elative to AS	challenging 10 percent X 1-25 mark	and set at 6 growth and a	percent to 11 p a 6-9 percent ra	percent ann ange in the	ual		-	
		Blended Rationale: A qualified vote FOR the F Support is on the basis that the EPS vesting r growth. This was increased since the FY22 gr FY21 LTI. Concerns are that * quantum rema peer group, and * the EPS target range may.	ange has been ant which has a ins excessive re	made more of 6- elative to AS	challenging 10 percent X 1-25 mark	and set at 6 growth and a	percent to 11 p a 6-9 percent ra	percent ann ange in the				
10		Approve Issuance of Performance Rights to Anthony Rozic	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR Support is on the basis that the EPS vesting r growth. This was increased since the FY22 gr FY21 LTI. Concerns are that * quantum remapeer group, and * the EPS target range may	ange has been ant which has a ins excessive re	made more of 6- elative to AS	challenging 10 percent X 1-25 mark	and set at 6 growth and a	percent to 11 p a 6-9 percent ra	percent ann ange in the	ual			
		Blended Rationale: A qualified vote FOR the F Support is on the basis that the EPS vesting r growth. This was increased since the FY22 gr FY21 LTI. Concerns are that * quantum rema peer group, and * the EPS target range may conly provided for a select group of custodians.	ange has been ant which has a ins excessive re remain inadequ	made more of a range of 6- elative to ASX ate and lack	challenging 10 percent X 1-25 mark rigor.	and set at 6 growth and a ket cap peers	percent to 11 page 11 percent to 15 percent rail and the ASX-li	percent ann ange in the			-	

Goodman Group

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		9,325	9,325
Sustainable Bynamic, anassigned			10/30/2023	10/30/2023			
					Total Shares:	9,325	9,325

Fortescue Metals Group Ltd.

Meeting Date: 11/21/2023

Record Date: 11/19/2023

Primary Security ID: Q39360104

Country: Australia Meeting Type: Annual Primary CUSIP: Q39360104

Ticker: FMG Meeting ID: 1798510

Primary ISIN: AU000000FMG4 Prima

Proxy Level: N/A

Primary SEDOL: 6086253

Earliest Cutoff Date: 11/16/2023 Votable Shares: 9.121 Total Ballots: 1
*Shares on Loan: 0

Voting Policy: Sustainability
Shares Instructed: 9,121

Additional Policy: Shares Voted: 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, and * One third of the LTI award for Fortescue Metals and 60 percent of the Fortescue Energy LTI award is allocated to achieving strategic objectives. This represents an excessive weighting to undisclosed, non-financial and potentially discretionary performance measures and lacks transparency for shareholders.

Fortescue Metals Group Ltd.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Elect Andrew Forrest as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election Barnaba is qualified. Some shareholders may ch practices. He is classified as non-independent at which has granted substantial discretionary awa Director, Elizabeth Gaines. The vote FOR the remuneration committee and problematic pay properties of the	oose to vote a nd serves on k rds to senior e election of Per ractices are no	ngainst his re ney Board con executives, in nny Binghan nted. She is a	e-election dua mmittees, in ncluding the n-Hall is qual also chair of	e to poor ren cluding the re previous CEC ified. She is the remunen	muneration governuneration condition condition condition government the chair of the committed ation committed	vernance committee ecutive e ee at	ny			
		Blended Rationale: A vote FOR the election of ai is qualified. Some shareholders may choose to v is classified as non-independent and serves on k substantial discretionary awards to senior execu The vote FOR the re-election of Penny Bingham problematic pay practices are noted. She is also against the remuneration report in two of the la	rote against his rey Board com tives, including -Hall is qualifie chair of the re	is re-election mittees, incl g the previou ed. She is the emuneration	due to poor Juding the re Jus CEO and the Committee a	remuneration muneration on now Executive eremuneration of ASX-listed	on governance committee whi re Director, Elia on committee Dexus which i	practices. H ich has grant zabeth Gaine and has had strik	e es. es			
3		Elect Mark Barnaba as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election Barnaba is qualified. Some shareholders may che practices. He is classified as non-independent at which has granted substantial discretionary awa Director, Elizabeth Gaines. The vote FOR the remuneration committee and problematic pay put ASX-listed Dexus which has had strikes against a choose to vote against her re-election.	oose to vote a nd serves on k rds to senior e election of Pe ractices are no	ngainst his re ney Board con executives, in nny Binghan oted. She is a	e-election dua mmittees, inc ncluding the n-Hall is qual also chair of	e to poor ren cluding the re previous CEC ified. She is the remuner	muneration governuneration commeration commeration commeration committee and committee attention and committee attention attention attention and committee attention att	vernance committee ecutive e ee at	ey			
		Blended Rationale: A vote FOR the election of an is qualified. Some shareholders may choose to vis classified as non-independent and serves on k substantial discretionary awards to senior executive to the FOR the re-election of Penny Bingham problematic pay practices are noted. She is also against the remuneration report in two of the latest contents and the senior of the latest contents.	rote against hi rey Board com tives, including -Hall is qualifie chair of the re	is re-election mittees, incl g the previou ed. She is the emuneration	due to poor Juding the re Jus CEO and I Justine con the Justine to poor to poor the Justine to poor to poor the committee to poor the poor to poor the poor	remuneration on the second remuneration on the second remuneration of the s	on governance committee whi ye Director, Eli ion committee Dexus which i	practices. H ich has grant zabeth Gaine and has had strik	e eed es. ees			
4		Elect Penny Bingham-Hall as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election Barnaba is qualified. Some shareholders may che practices. He is classified as non-independent at which has granted substantial discretionary awa Director, Elizabeth Gaines. The vote FOR the remuneration committee and problematic pay put ASX-listed Dexus which has had strikes against a choose to vote against her re-election.	oose to vote a nd serves on k rds to senior e election of Pe ractices are no	ngainst his re ney Board con executives, in nny Binghan nted. She is a	e-election dua mmittees, inc ncluding the n-Hall is qual also chair of	e to poor ren cluding the re previous CEC ified. She is the remuner	muneration governuneration commeration commeration commeration committee the committee	vernance committee ecutive e ee at	ay			
		Blended Rationale: A vote FOR the election of an is qualified. Some shareholders may choose to vis classified as non-independent and serves on k substantial discretionary awards to senior executhe vote FOR the re-election of Penny Bingham problematic pay practices are noted. She is also against the remuneration report in two of the land	rote against his rey Board com tives, including -Hall is qualifie chair of the re	is re-election mittees, incl g the previou ed. She is the emuneration	due to poor luding the re us CEO and the chair of the committee a	remuneration muneration on now Executive eremuneration of ASX-listed	on governance committee whi re Director, Elia on committee Dexus which i	practices. H ich has grant zabeth Gaine and has had strik	e es. es			

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 Agains ISS	
5		Elect Larry Marshall as Director	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the election of all nominee Directors is warranted. The vote FOR the re-election of Mark Barnaba is qualified. Some shareholders may choose to vote against his re-election due to poor remuneration governance practices. He is classified as non-independent and serves on key Board committees, including the remuneration committee which has granted substantial discretionary awards to senior executives, including the previous CEO and now Executive Director, Elizabeth Gaines. The vote FOR the re-election of Penny Bingham-Hall is qualified. She is the chair of the remuneration committee and problematic pay practices are noted. She is also chair of the remuneration committee at ASX-listed Dexus which has had strikes against the remuneration report in two of the last three AGMs. Some shareholders may choose to vote against her re-election. Blended Rationale: A vote FOR the election of all nominee Directors is warranted. The vote FOR the re-election of Mark Barnaba is qualified. Some shareholders may choose to vote against his re-election due to noor remuneration governance practices. He											
6		Approve the Change of Company Name to Fortescue Ltd	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this resolution identified.	on is warrante	ed on the bas	sis that no co	orporate gove	ernance conce	rns have bee	en				
		Blended Rationale: A vote FOR this resolution is identified.	warranted on	the basis th	at no corpor	ate governar	nce concerns h	ave been					

Ballot Details

1b

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
susualities syramicy anassigned			10/31/2023	10/31/2023			
					Total Shares:	9,121	9,121

Cisco Systems, Inc.

Meeting Date: 12/06/2023 Country: USA Record Date: 10/09/2022 Meeting Tyme: Applied				Ticker: C				Proxy Level	: 3		
Record Date: 10/09/2023	Meeting Type: Annual			Meeting	ID: 1797911	•					
Primary Security ID: 17275R1	02 Primary CUSIP: 1727	5R102		Primary	ISIN: US172	275R1023		Primary SED	OOL: 21981	63	
Earliest Cutoff Date: 12/05/2023	Total Ballots: 1			Voting Po	licy: Sustainab	ility		Additional Pol	licy:		
Votable Shares: 13,086	*Shares on Loan: 0			Shares In	structed: 13,0	086		Shares Voted:	: 13,086		
Proposal Significant Number Vote Propos	al Text	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 D	Director Wesley G. Bush	Mgmt	Yes	For	For		For	For	No	No	No

No

No

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

Elect Director Michael D. Capellas

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

Mgmt

For

For

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

Cisco Systems, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director Mark Garrett	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1d		Elect Director John D. Harris, II	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1e		Elect Director Kristina M. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1f		Elect Director Sarah Rae Murphy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1g		Elect Director Charles H. Robbins	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1h		Elect Director Daniel H. Schulman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
1i		Elect Director Marianna Tessel	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warra	anted.								
2		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Based on the Equity Pr	lan Scorecard e	evaluation (E	FPSC), a vote	e FOR this pr	roposal is warr	anted.				
		Blended Rationale: Based on the Equity Plan S	corecard evalu	ation (EPSC)), a vote FOI	R this propos	al is warranted	1.				
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propose the year in review. Although the CEO has a relepre-set financial metrics which appear to utilize performance-conditioned equity; however, a superformance. The special equity award to each to be rigorous. Continued monitoring of these	atively large ta e rigorous targo ignificant portion n NEO also utili	et goals. The on of the vestiges one-year	opportunity, e majority of sting percent r performand	the annual b the annual b tage is deteri	oonus was larg LTI program is mined based o	ely based on based on on one-year	7			
		Blended Rationale: A vote FOR the proposal is year in review. Although the CEO has a relative pre-set financial metrics which appear to utilize performance-conditioned equity; however, a superformance. The special equity award to each to be rigorous. Continued monitoring of these	ely large target e rigorous targe ignificant portion n NEO also utili	t bonus oppo et goals. The on of the ves izes one-yeal	ortunity, the e majority of sting percent r performand	annual bonu f the annual l tage is deteri	is was largely i LTI program is mined based o	based on based on on one-year				
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give sharehor					-	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareholder.						y votes are			-	

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

Cisco Systems, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al to ratify the	auditor is w	arranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	itor is warraı	nted.							
6		Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propos company's transparency in communicating its to				ax Standard	would enhance	e the				
		Blended Rationale: A vote FOR this proposal is transparency in communicating its tax practices		, ,	l GRI Tax St	andard would	d enhance the	company's				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		13,086	13,086
Sastamasic Synamicy anassigned			11/29/2023	11/29/2023			
					= Total Shares:	13.086	13.086

Microsoft Corporation

Meeting Date: 12/07/2023	Country: USA	Ticker: MSFT	Proxy Level: 3
Record Date: 09/29/2023	Meeting Type: Annual	Meeting ID: 1798481	
Primary Security ID: 594918104	Primary CUSIP: 594918104	Primary ISIN: US5949181045	Primary SEDOL: 2588173
Earliest Cutoff Date: 12/06/2023	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,348	*Shares on Loan: 0	Shares Instructed: 1,348	Shares Voted: 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
		Voting Policy Rationale: A vote FOR the dir	rector nominees is	s warranted.								
		Blended Rationale: A vote FOR the director	r nominees is wai	rranted.								
1.02		Elect Director Hugh F. Johnston	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dir	rector nominees is	s warranted.								
		Blended Rationale: A vote FOR the director	r nominees is wai	rranted.								
1.03		Elect Director Teri L. List	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dir	rector nominees i	s warranted.								
		Blended Rationale: A vote FOR the director	r nominees is wai	rranted.								
1.04		Elect Director Catherine MacGregor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dir	rector nominees is	s warranted.								
		Blended Rationale: A vote FOR the director	r nominees is wai	rranted.							-	

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
1.05		Elect Director Mark A. L. Mason	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.06		Elect Director Satya Nadella	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.07		Elect Director Sandra E. Peterson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.08		Elect Director Penny S. Pritzker	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.09		Elect Director Carlos A. Rodriguez	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.10		Elect Director Charles W. Scharf	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.11		Elect Director John W. Stanton	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
1.12		Elect Director Emma N. Walmsley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is	warranted.								
		Blended Rationale: A vote FOR the director nor	minees is warr	anted.								
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propose Annual incentives were primarily based on object performance-conditioned. However, the CEO's long-term incentives rely primarily on annual primonitoring.	ective criteria a base salary ar	and the CEO ad STI payou	's long-term It opportunit	awards were ies remained	e entirely I relatively larg	e and				
		Blended Rationale: A vote FOR this proposal is incentives were primarily based on objective or However, the CEO's base salary and STI payou on annual performance periods, which compen	riteria and the ut opportunities	CEO's long-t s remained r	erm awards elatively larg	were entirel, e and long-t	y performance	-conditionea	!.			
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho					-	n-pay votes	are			
		Blended Rationale: A vote for the adoption of a considered a best practice as they give shareho						y votes are				

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

Microsoft Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Ratify Deloitte and & Touche as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	sal to ratify the	auditor is w	varranted.							
		Blended Rationale: A vote FOR this proposal to	ratify the aud	itor is warrai	nted.							
5		Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this p for investors to be able to determine how the o	-									
		Blended Rationale: A vote AGAINST this propo- investors to be able to determine how the com-										
6		Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this p protect itself against risks related to discrimina					e taking appro	priate steps	to			
		Blended Rationale: A vote AGAINST this proposition protect itself against risks related to discrimina					ing appropriate	e steps to				
7		Report on Government Take Down Requests	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this p its policies and processes for removing content	-	ranted, as th	e company p	orovides suffi	icient informat	tion regarding	g			
		Blended Rationale: A vote AGAINST this propo- policies and processes for removing content.	sal is warrante	d, as the cor	mpany provi	des sufficient	t information r	egarding its				
8		Report on Risks of Weapons Development	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this resolute allowing them to better understand Microsoft's					-					
		Blended Rationale: A vote FOR this resolution is allowing them to better understand Microsoft's										
9		Report on Climate Risk in Retirement Plan Options	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this resolutivest more responsibly, it is unclear how well requested in the report would not only complet change, but also allow shareholders to better each	employees und ment and enha	derstand the ance the com	retirement p npany's exist	olans availab ing commitm	le to them. Th nents regarding	e information g climate				
		Blended Rationale: A vote FOR this resolution invest more responsibly, it is unclear how well requested in the report would not only complechange, but also allow shareholders to better each of the shareholders and the shareholders are shareholders.	employees und ment and enha	derstand the ance the com	retirement p npany's exist	olans availab ing commitm	le to them. Th nents regarding	e information g climate	n			
10		Publish a Tax Transparency Report	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propose company's transparency in communicating its to				ax Standard	would enhance	e the				
		Blended Rationale: A vote FOR this proposal is transparency in communicating its tax practice.			d GRI Tax St	andard woul	d enhance the	company's				
11		Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propos how the company is managing human rights-re				enefit from ir	ncreased disclo	sure regardi	ing			
		Blended Rationale: A vote FOR this proposal is the company is managing human rights-related				t from increa	sed disclosure	regarding h	ow			

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

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
		Voting Policy Rationale: A vote AGAINST this proversee and manage any potential risks related control the accuracy of these associations' disci	to the compa	-					e to			
		Blended Rationale: A vote AGAINST this proposed and manage any potential risks related to the country the accuracy of these associations' disclosures.										
13		Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propos related to misinformation and disinformation, in business impacts and how the company is man	ncluding from g	generative A		-			S			
		Blended Rationale: A vote FOR this proposal is related to misinformation and disinformation, in business impacts and how the company is man	ncluding from g	generative A	_	•	, -	-				

Ballot Details

24							
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			
					Total Shares:	1,348	1,348

Meeting	Date: 12/08/	2023	Country: Belgium			Ticker: 9	SOLB			Proxy Level	I: N/A		
Record D	ate: 11/24/2	023	Meeting Type: Extra Shareholders	ordinary		Meeting	ID: 180264	6					
Primary 9	Security ID:	B82095116	Primary CUSIP: B82	095116		Primary	ISIN: BE00	03470755		Primary SE	DOL: 48211	.00	
Earliest Cu	itoff Date: 11/	29/2023	Total Ballots: 1			Voting Po	olicy: Sustainal	bility		Additional Po	licy:		
Votable Sh	nares: 5,555		*Shares on Loan: 0			Shares Ir	nstructed: 5,5	55		Shares Voted	: 5,555		
Proposal Number	_			Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Extraordinary Share Agenda	cholders' Meeting	Mgmt	No								
1		Receive Special Boa Report Re: Demerge		Mgmt	No								
		Voting Policy Rationa	ale: This is a non-voting	item.									
		Blended Rationale: 7	This is a non-voting item.										
2		Acknowledge Inform Significant Changes Liabilities of the Cor in the Demerger	in the Assets and	Mgmt	No								
		Voting Policy Rationa	ale: This is a non-voting	item.									
		Blended Rationale: T	This is a non-voting item.									-	

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

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Approve Demerger Proposal	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propose Syensqo (specialty chemicals) is supported by a issue has been identified in this case; and * each shareholding in Solvay.	rompelling rati	onale and a	positive mar	ket reaction;	: * no governa	nce nor lega	1			
		Blended Rationale: A vote FOR this proposal is (specialty chemicals) is supported by compelling been identified in this case; and * each shareho Solvay.	g rationale and	d a positive i	market reacti	ion; * no go	vernance nor le	egal issue ha	35			
4		Approve Reduction in Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante warrants support.	d as these iter	ms are cond	itional on the	proposed d	lemerger propo	osal, which				
		Blended Rationale: A vote FOR is warranted as support.	these items ai	re conditiona	al on the prop	oosed demer	rger proposal,	which warra	nts			
5		Amend Article 5 to Reflect Changes in Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante warrants support.	d as these iter	ms are cond	itional on the	proposed d	lemerger propo	osal, which				
		Blended Rationale: A vote FOR is warranted as support.	these items ai	re conditiona	al on the prop	posed demer	rger proposal,	which warra	nts			
6		Receive Special Board Report Re: Article 7:199 Paragraph 2 of the Code of Companies and Associations	Mgmt	No								
		Voting Policy Rationale: This is a non-voting item	m.									
		Blended Rationale: This is a non-voting item.										
7		Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted be excessive (10 percent).	d because the	potential in	crease witho	ut preemptiv	ve rights is not	considered	to			
		Blended Rationale: A vote FOR is warranted bed excessive (10 percent).	cause the pote	ential increas	se without pr	eemptive rig	nhts is not cons	sidered to be	•			
8		Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Qualified support FOR to and repurchase and reissue shares have limited special majority needed on the board to use the authorizations after expiration and is not purpose without continued level of concern for the ability situation and 'frustrate' the process. This concern having a de facto control already.	l efficacy as a e authorization sed to stop a t y of the board	result of inso n); and * The takeover, bu I to place sha	talled safegu e board has o t instead end ares with a s	ards (sunset committed n courage dialo trategic shar	t provision of 2 ot to renew the ogue. This is he reholder during	4 months an e owever not a takeover	nd			
		Blended Rationale: Qualified support FOR these repurchase and reissue shares have limited efficiency special majority needed on the board to use the authorizations after expiration and is not purpose without continued level of concern for the ability situation and 'frustrate' the process. This concern having a de facto control already.	cacy as a result and authorization and to stop a to a stop of the board	lt of installed a); and * The takeover, bu I to place sha	d safeguards e board has o t instead end ares with a s	(sunset prot committed n courage dialo trategic shar	vision of 24 mo ot to renew the ogue. This is ho reholder during	onths and e owever not n a takeover				

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9		Authorize Repurchase of Up to 10 Percent of Issued Share Capital and Amend Article 9 Accordingly	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante authorization would allow Solvay to repurchase					ly used safegue	ards; * The				
		Blended Rationale: A vote FOR is warranted be authorization would allow Solvay to repurchase				-	ed safeguards;	* The				
10		Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Qualified support FOR and repurchase and reissue shares have limited special majority needed on the board to use the authorizations after expiration and is not purpose without continued level of concern for the abilitistiuation and 'frustrate' the process. This concern having a de facto control already.	d efficacy as a e authorization sed to stop a t by of the board	result of inso n); and * Tho takeover, bu I to place sha	talled safegu e board has t instead en ares with a s	uards (sunset committed n courage dialo strategic shar	t provision of 2 oot to renew th ogue. This is h reholder during	24 months an ne owever not g a takeover	nd .			
		Blended Rationale: Qualified support FOR these repurchase and reissue shares have limited effispecial majority needed on the board to use the authorizations after expiration and is not purpowithout continued level of concern for the ability situation and 'frustrate' the process. This concern having a de facto control already.	cacy as a resu e authorization sed to stop a t by of the board	olt of installed a); and * The takeover, bu d to place sha	d safeguards e board has t instead en ares with a s	s (sunset pro committed n courage dialo strategic shar	vision of 24 m oot to renew th ogue. This is h reholder during	onths and e owever not g a takeover				
11		Authorize Reissuance of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante authorization would allow Solvay to repurchase					ly used safegua	ards; * The				
		Blended Rationale: A vote FOR is warranted be authorization would allow Solvay to repurchase				,	ed safeguards;	* The				
12		Authorize Board to Reissue Shares in the Event of a Serious and Imminent Harm	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Qualified support FOR and repurchase and reissue shares have limited special majority needed on the board to use the authorizations after expiration and is not purpowithout continued level of concern for the abilities situation and 'frustrate' the process. This concern having a de facto control already.	d efficacy as a e authorization sed to stop a b by of the board	result of inso n); and * Tho takeover, bu I to place sha	talled safegu e board has t instead en ares with a s	uards (sunset committed n courage dialo strategic shar	t provision of 2 oot to renew th ogue. This is h reholder during	24 months an ne owever not g a takeover	nd .			
		Blended Rationale: Qualified support FOR these repurchase and reissue shares have limited effi special majority needed on the board to use the authorizations after expiration and is not purpowithout continued level of concern for the abilitication and 'frustrate' the process. This concern having a de facto control already.	cacy as a resu e authorization sed to stop a t by of the board	olt of installed a); and * The takeover, bu d to place sha	d safeguards e board has t instead en ares with a s	s (sunset pro committed n courage dialo strategic shar	vision of 24 m oot to renew th ogue. This is h reholder during	onths and e owever not g a takeover				
13		Approve Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed since the ca	ncellation of	repurchase	d shares ben	efit shareholde	ers.				
		Blended Rationale: A vote FOR is warranted sin	ce the cancell	ation of repu	ırchased sha	ares benefit s	hareholders.					

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
14		Change Date of the 2024 Ordinary Shareholders' Meeting	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed, as this prop	osal does ne	ot affect sha	areholders' int	terests.					
		Blended Rationale: A vote FOR is warranted, as	s this proposal	does not aff	fect shareho	lders' interes	ts.					
15		Adopt New Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante shareholders' rights.	ed as the propo	osed amendi	ments are n	ot considerea	to adversely	impact				
		Blended Rationale: A vote FOR is warranted as rights.	the proposed	amendment	s are not co	nsidered to a	dversely impa	ct sharehold	ers'			
16		Approve Change-in-Control Provision: Environmental Liabilities	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos regard to the significant environmental liabilitie assumptions, change-in-control provisions inclu- considered routine and in this case aimed to rin	es (approx. EUI alded in contrac	R 900 million ts are subje	combined) ct to shareh	and potentia older approve	l uncertainties al in Belgium a	on liability and generally	,			
		Blended Rationale: A vote FOR the proposed of the significant environmental liabilities (approx. change-in-control provisions included in contra routine and in this case aimed to ring-fence liab	. EUR 900 milli cts are subject	ion combined to sharehold	d) and poter der approva	ntial uncertair Il in Belgium a	nties on liabilit and generally (y assumption				
17		Approve Change-in-Control Provision related to U.S. Tax Matters	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propos regard to the significant environmental liabilitie assumptions, change-in-control provisions inclu- considered routine and in this case aimed to rii	es (approx. EUI uded in contrac	R 900 million ts are subje	combined) ct to shareh	and potentia older approve	l uncertainties al in Belgium a	on liability and generally	′			
		Blended Rationale: A vote FOR the proposed of the significant environmental liabilities (approx. change-in-control provisions included in contra routine and in this case aimed to ring-fence liab	EUR 900 milli cts are subject	ion combined to sharehold	d) and poter der approva	ntial uncertair I in Belgium a	nties on liabilit and generally (y assumption				
18		Approve Exceptional Bonus for the CEO	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST is war with the proposed demerger proposal without a conditions or longer term value creation follows aligned with longer-term interests of sharehold considered excessive; * The company already of 2022, further raising questions on the appropria	being subject t ing the demerg lers. * The pro granted an opt	to the succes ger; * The proposed bonus gion-award in	rsful comple roposed one is is substant n connection	tion of the de e-off award is tially above m with the den	emerger, other in cash, and r parket practice. merger propos	r performand not necessari s and al in Octobel	ily			
		Blended Rationale: A vote AGAINST is warrante proposed demerger proposal without being sub or longer term value creation following the den with longer-term interests of shareholders. * The excessive; * The company already granted and raising questions on the appropriateness of an	nject to the suc nerger; * The p the proposed b option-award i	ccessful compored on onus is subsin connection	pletion of the e-off award tantially abo n with the de	ne demerger, is in cash, ar ove market pr emerger prop	other perform nd not necessa ractices and co osal in Octobe	ance condition rily aligned Insidered	ons			
19		Acknowledge Resignation of Directors	Mgmt	No								
		Voting Policy Rationale: No vote is required for	this item.									
		Blended Rationale: No vote is required for this	item.									
20.1		Elect Thomas Aebischer as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is	warranted at	t this time.							
		Blended Rationale: A vote FOR the director nor	minees is warra	anted at this	time.							

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
20.2		Elect Thierry Bonnefous as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is I	warranted at	t this time.							
		Blended Rationale: A vote FOR the director non	ninees is warra	anted at this	time.							
20.3		Elect Yves Bonte as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is l	warranted at	t this time.							
		Blended Rationale: A vote FOR the director non	ninees is warra	anted at this	time.							
20.4		Elect Philippe Kehren as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is l	warranted at	t this time.							
		Blended Rationale: A vote FOR the director non	ninees is warra	anted at this	time.							
20.5		Elect Annette Stube as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is l	warranted at	t this time.							
		Blended Rationale: A vote FOR the director non	ninees is warra	anted at this	time.							
20.6		Elect Melchior de Vogue as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is l	warranted at	t this time.							
		Blended Rationale: A vote FOR the director non	ninees is warra	anted at this	time.							
21		Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante the implementation of items approved by the si	. , ,		ns a routine	legal procedi	ure and will au	thorize only				
		Blended Rationale: A vote FOR is warranted, as implementation of items approved by the share			routine legal	procedure a	nd will authori	ize only the				

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
Subtamastic Dynamicy analogyica			11/20/2023	11/20/2023			
					Total Shares:	5,555	5,555

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

Meeting Date: 12/15/2023 Country: Ireland Ticker: CSUSS Proxy Level: N/A

Record Date: 12/14/2023 Meeting Type: Annual Meeting ID: 1800297

 Primary Security ID: G4955H342
 Primary CUSIP: G4955H342
 Primary ISIN: IE00B3VWM098
 Primary SEDOL: B53N420

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

Earliest Cutoff Date: 11/28/2023

Total Ballots: 1

Voting Policy: Sustainability

Votable Shares: 4,220

*Shares on Loan: 0

Shares Instructed: 4,220

Additional Policy: Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

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

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

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
6		Re-elect Deirdre Somers as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR a warranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as managractice. Mitigating, the main reason for suppose conventional board structure.	e been identif the board. Ite I independenc agement enga	ied. Item 7 A em 8 A vote I e issue has b gement com	Vote AGAI FOR the ele Deen identil Mittee, wh	NST nominati ection of Peter ied and he ma ich is not in lir	ing committee Vivian is warr ay participate i ne with recomm	chair Willian anted, altho in the meetir mended best	ugh ngs			
		Blended Rationale: Items 4-6 A vote FOR the rewarranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure.	e been identif the board. Ite I independenc agement enga	ied. Item 7 A em 8 A vote I e issue has b gement com	Vote AGAI FOR the ele Deen identil Mittee, wh	NST nominati ection of Peter ied and he ma ich is not in lir	ing committee Vivian is warn ay participate i ne with recomm	chair Willian anted, altho in the meetir mended best	ugh ngs			
7		Re-elect William McKechnie as Director	Mgmt	Yes	For	For		Against	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR a warranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure.	e been identif the board. Ite I independenc agement enga	ied. Item 7 A em 8 A vote I e issue has b gement com	I vote AGAI FOR the ele neen identit mittee, wh	NST nominati ection of Peter fied and he ma ich is not in lir	ing committee Vivian is warr ay participate i ne with recomm	chair Willian anted, althoi in the meetir mended best	ugh ngs			
		Blended Rationale: Items 4-6 A vote FOR the rewarranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure.	e been identif the board. Ite I independenc agement enga	ied. Item 7 A em 8 A vote I e issue has b gement com	Vote AGAI FOR the ele Deen identii mittee, wh	NST nominati ection of Peter ied and he ma ich is not in lir	ing committee Vivian is warr ay participate i ne with recomm	chair Willian anted, altho in the meetir mended best	ugh ngs			
8		Elect Peter Vivian as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: Items 4-6 A vote FOR a warranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as manapractice. Mitigating, the main reason for support conventional board structure.	e been identif the board. Ite I independenc agement enga	ied. Item 7 A em 8 A vote I e issue has b gement com	Vote AGAI FOR the ele Deen identil Mittee, wh	NST nominati ection of Peter ied and he ma ich is not in lir	ing committee Vivian is warr ay participate in ne with recomm	chair Willian anted, altho in the meetir mended best	ugh ngs			
		Blended Rationale: Items 4-6 A vote FOR the rewarranted because no significant concerns have McKechnie is warranted for lack of diversity on it is not without concern because: * A potential held by the Board in fulfilling its duties as manipractice. Mitigating, the main reason for support conventional board structure.	e been identif the board. Ite I independenc agement enga	ied. Item 7 A em 8 A vote I e issue has b gement com	Vote AGAI FOR the ele Deen identil Mittee, who	NST nominati ection of Peter ied and he ma ich is not in lir	ing committee Vivian is warr ay participate i ne with recomm	chair Willian anted, altho in the meetir mended best	ugh ngs			
Ballot Deta	ils											
Institutional	Account Detail	Custodian										

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	AutoApproved	Auto-Instructed	Auto-Approved		4,220	0
Susuamusic Synamicy analogica			10/31/2023	10/31/2023			
					Total Shares:	4,220	0

Meeting Date: 12/22/2023

Primary Security ID: L9398E651

Country: Luxembourg

Meeting Type: Extraordinary

Meeting ID: 1804768

Ticker: UIMR

Proxy Level: N/A

Record Date: 12/15/2023

Shareholders

Primary ISIN: LU0629460675

Primary SEDOL: B59RQP3

Earliest Cutoff Date: 11/20/2023

Primary CUSIP: L9398E651

Votable Shares: 12,379

Total Ballots: $\boldsymbol{1}$ *Shares on Loan: 0 Voting Policy: Sustainability Shares Instructed: 12,379

Additional Policy: Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Amend Article 2 Re: Transfer of Registered Office	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propose appear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appea	r to			
2		Amend Article 5 Re: Creation of Sub-Funds and/or Share Classes	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propose appear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed ar align the articles with common market practice					ed as the prop	osals appea	r to			
3		Amend Article 6 Re: Voting Rights of Shareholders and Split or Consolidation of any Share Classes	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propose appear to align the articles with common marks						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appea	r to			
4		Amend Article 7 Re: Issue of Shares	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propose appear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed ar align the articles with common market practice					ed as the prop	osals appea	r to			
5		Amend Article 8 Re: Redemption of Shares	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propose appear to align the articles with common marks						proposals				
		Blended Rationale: A vote FOR the proposed ar align the articles with common market practice					ed as the prop	osals appea	r to			
6		Amend Article 9 Re: Restriction or Prevention of Ownership of Shares in the Company by a Non-Qualified Person	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propose appear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed ar align the articles with common market practice					ed as the prop	osals appea	r to			
7		Amend Article 10 Re: Calculation of Net Asset Value per Share	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposi appear to align the articles with common market						proposals				
		Blended Rationale: A vote FOR the proposed ar align the articles with common market practice					ed as the prop	osals appea	r to		-	

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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		Amend Article 11 Re: Suspension of Determination and Publication of the Net Asset Value per Share	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeal	r to			
9		Amend Article 13 Re: Casting Vote for the Chairman of a Meeting of the Board	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeal	r to			
10		Amend Article 17 Re: Countries Approved to Issue or Guarantee Transferrable Securities the Company is Allowed to Invest In	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeal	r to			
11		Amend Article 18 Re: Conflict of Interest Provisions	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appeal	r to			
12		Amend Article 22 Re: Convening of General Meetings of Shareholders and Suspension of Shareholder's Voting Rights	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appeal	r to			
13		Amend Article 23 Re: Notification Requirements in Relation to the Decision to Terminate a Sub-Fund or Share Classes	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed an align the articles with common market practice					ed as the prop	osals appea	r to			
14		Amend Article 26 Re: Update of References to "Custodian" to "Depositary"	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the propos appear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ed as the prop	osals appea	r to			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
15		Amend Article 28 Re: Quorum Requirements	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ted as the prop	osals appea	ar to			
16		Amend Articles to Correct Typographical Errors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR is warrants of shareholders' interests.	ed as the prope	osed amendi	ments to the	articles of a	association are	neutral in v	view			
		Blended Rationale: A vote FOR is warranted as shareholders' interests.	the proposed	amendment	s to the artic	cles of associ	iation are neut	tral in view o	of			
17		Amend Articles to Retain the English Version of the Articles Only	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR is warrants and do not affect shareholders' value.	ed because the	e proposed a	mendments	aim to be in	line with Luxe	embourg lav	VS			
		Blended Rationale: A vote FOR is warranted be not affect shareholders' value.	ecause the prop	posed amend	dments aim	to be in line	with Luxembo	urg laws an	d do			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	AutoApproved	Auto-Instructed	Auto-Approved		12,379	0
Sustamable byflamic, unassigned			11/17/2023	11/17/2023			
					Total Shares:	12,379	0

 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

	12,001	5.1a. 55 5.1. 25a 5			J 05 2.		001		J 05 1 0 1 0 1 0 1	12,001		
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Amend Article 2 Re: Transfer of Registered Office	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propapear to align the articles with common ma						proposals			-	
		Blended Rationale: A vote FOR the proposed align the articles with common market pract					ted as the prop	osals appea	ar to			
2		Amend Article 5 Re: Creation of Sub-Funds and/or Share Classes	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propapear to align the articles with common ma						proposals				
		Blended Rationale: A vote FOR the proposed align the articles with common market pract					ted as the prop	osals appea	ar to			
3		Amend Article 6 Re: Voting Rights of Shareholders and Split or Consolidation of any Share Classes	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propapear to align the articles with common me						proposals				
		Blended Rationale: A vote FOR the proposed align the articles with common market pract					ted as the prop	osals appea	ar to			

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Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights. Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.	No	No No	No No
appear to align the articles with common market practice and will not adversely affect shareholders' rights. Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights. Amend Article 8 Re: Redemption of Mgmt Yes For For For For Shares	No	No	No
align the articles with common market practice and will not adversely affect shareholders' rights. 5 Amend Article 8 Re: Redemption of Mgmt Yes For For For For Shares	No	No	No
Shares	No	No	No
Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals			
appear to align the articles with common market practice and will not adversely affect shareholders' rights.			
Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.			
6 Amend Article 9 Re: Restriction or Mgmt Yes For For For For For Prevention of Ownership of Shares in the Company by a Non-Qualified Person	No	No	No
Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.			
Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.			
7 Amend Article 10 Re: Calculation of Mgmt Yes For For For For Net Asset Value per Share	No	No	No
Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.			
Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.			
8 Amend Article 11 Re: Suspension of Mgmt Yes For For For For For Determination and Publication of the Net Asset Value per Share	No	No	No
Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.			
Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.			
9 Amend Article 13 Re: Casting Vote for Mgmt Yes For For For For the Chairman of a Meeting of the Board	No	No	No
Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.			
Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.			
10 Amend Article 17 Re: Countries Mgmt Yes For For For For Approved to Issue or Guarantee Transferrable Securities the Company is Allowed to Invest In	No	No	No
Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.			
Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.			
11 Amend Article 18 Re: Conflict of Mgmt Yes For For For For Interest Provisions	No	No	No
Voting Policy Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.			
Blended Rationale: A vote FOR the proposed amendments to the articles of association is warranted as the proposals appear to align the articles with common market practice and will not adversely affect shareholders' rights.			

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12		Amend Article 22 Re: Convening of General Meetings of Shareholders and Suspension of Shareholder's Voting Rights	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ted as the prop	osals appea	r to			
13		Amend Article 23 Re: Notification Requirements in Relation to the Decision to Terminate a Sub-Fund or Share Classes	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ted as the prop	osals appea	r to			
14		Amend Article 26 Re: Update of References to "Custodian" to "Depositary"	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ted as the prop	osals appea	r to			
15		Amend Article 28 Re: Quorum Requirements	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposappear to align the articles with common mark						proposals				
		Blended Rationale: A vote FOR the proposed a align the articles with common market practice					ted as the prop	osals appea	r to			
16		Amend Articles to Correct Typographical Errors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrants of shareholders' interests.	ed as the prop	osed amend	lments to th	e articles of a	association are	neutral in vi	iew			
		Blended Rationale: A vote FOR is warranted as shareholders' interests.	s the proposea	l amendment	ts to the art	icles of associ	iation are neut	tral in view o	of			
17		Amend Articles to Retain the English Version of the Articles Only	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrants and do not affect shareholders' value.	ed because the	e proposed a	mendment	s aim to be in	line with Luxe	embourg law.	S			
		Blended Rationale: A vote FOR is warranted be not affect shareholders' value.	ecause the pro	posed amen	dments aim	to be in line	with Luxembo	urg laws and	d do			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		12,861	12,861
Susumusic Dynamic, anassigned			12/12/2023	12/12/2023			
					Total Shares:	12,861	12,861

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