

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

LOCATION(S): ALL LOCATIONS

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

Voting Statistics

	Total	Percent
Votable Meetings	106	
Meetings Voted	104	98.11%
Meetings with One or More Votes Against Management	51	48.11%
Votable Ballots	107	
Ballots Voted	105	98.13%

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

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	1483		153		1636	
Proposals Voted	1443	97.30%	131	85.62%	1574	96.21%
FOR Votes	1385	93.39%	78	50.98%	1463	89.43%
AGAINST Votes	52	3.51%	49	32.03%	101	6.17%
ABSTAIN Votes	1	0.07%	0	0.00%	1	0.06%
WITHHOLD Votes	2	0.13%	4	2.61%	6	0.37%
Votes WITH Management	1387	93.53%	57	37.25%	1444	88.26%
Votes AGAINST Management	56	3.78%	74	48.37%	130	7.95%
Significant Votes	0	0.00%	0	0.00%	0	0.00%

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

Proposal Statistics

	Votable Proposals		Proposals Voted		Management Proposals		Shareholder Proposals		Votes Against Management		Significant Votes	
	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
Audit Related	98	5.99%	92	5.62%	97	5.93%	1	0.06%	0	0.00%	0	0.00%
Capitalization	71	4.34%	71	4.34%	71	4.34%	0	0.00%	0	0.00%	0	0.00%
Company Articles	11	0.67%	9	0.55%	7	0.43%	4	0.24%	0	0.00%	0	0.00%
Compensation	202	12.35%	196	11.98%	189	11.55%	13	0.79%	23	1.41%	0	0.00%
Corporate Governance	11	0.67%	11	0.67%	0	0.00%	11	0.67%	9	0.55%	0	0.00%
Director Election	954	58.31%	915	55.93%	934	57.09%	20	1.22%	36	2.20%	0	0.00%
Director Related	101	6.17%	99	6.05%	90	5.50%	11	0.67%	5	0.31%	0	0.00%
E&S Blended	26	1.59%	24	1.47%	2	0.12%	24	1.47%	5	0.31%	0	0.00%
Environmental	20	1.22%	20	1.22%	1	0.06%	19	1.16%	16	0.98%	0	0.00%
Miscellaneous	14	0.86%	14	0.86%	13	0.79%	1	0.06%	0	0.00%	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	5	0.31%	5	0.31%	5	0.31%	0	0.00%	1	0.06%	0	0.00%
Routine Business	72	4.40%	71	4.34%	68	4.16%	4	0.24%	6	0.37%	0	0.00%
Social	45	2.75%	41	2.51%	0	0.00%	45	2.75%	29	1.77%	0	0.00%
Strategic Transactions	1	0.06%	1	0.06%	1	0.06%	0	0.00%	0	0.00%	0	0.00%
Takeover Related	5	0.31%	5	0.31%	5	0.31%	0	0.00%	0	0.00%	0	0.00%
Total	1636	100.00%	1574	96.21%	1483	90.65%	153	9.35%	130	7.95%	0	0.00%

Becton, Dickinson and Company

Meeting Date: 01/23/2024	Country: USA	Ticker: BDX	Proxy Level: 3
Record Date: 12/04/2023	Meeting Type: Annual	Meeting ID: 1811363	
Primary Security ID: 075887109	Primary CUSIP: 075887109	Primary ISIN: US0758871091	Primary SEDOL: 2087807
Earliest Cutoff Date: 01/22/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 434	*Shares on Loan: 0	Shares Instructed: 434	Shares Voted: 434

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director William M. Brown	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.2		Elect Director Catherine M. Burzik	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.3		Elect Director Carrie L. Byington	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.4		Elect Director R. Andrew Eckert	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.5		Elect Director Claire M. Fraser	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.6		Elect Director Jeffrey W. Henderson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.7		Elect Director Christopher 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 nominees is warranted.										
1.8		Elect Director Thomas E. Polen	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.9		Elect Director Timothy M. Ring	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										

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Becton, Dickinson and Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.10		Elect Director Bertram L. Scott	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.11		Elect Director Joanne Waldstreicher	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
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.												
Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.												

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		434	434
			01/02/2024	01/02/2024			
			Total Shares:				434

Metro Inc.

Meeting Date: 01/30/2024			Country: Canada			Ticker: MRU			Proxy Level: 4			
Record Date: 12/01/2023			Meeting Type: Annual			Meeting ID: 1802582						
Primary Security ID: 59162N109			Primary CUSIP: 59162N109			Primary ISIN: CA59162N1096			Primary SEDOL: 2583952			
Earliest Cutoff Date: 01/25/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 575			*Shares on Loan: 0			Shares Instructed: 575			Shares Voted: 575			
Proposal Number	Significant Vote	Proposal Text	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 Lori-Ann Beausoleil	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR all nominees is warranted.</i>												
1.2		Elect Director Maryse Bertrand	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR all nominees is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.3		Elect Director Pierre Boivin	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all nominees is warranted.</i>										
1.4		Elect Director Francois J. Coutu	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all nominees is warranted.</i>										
1.5		Elect Director Michel Coutu	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all nominees is warranted.</i>										
1.6		Elect Director Stephanie Coyles	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all nominees is warranted.</i>										
1.7		Elect Director Genevieve Fortier	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all nominees is warranted.</i>										
1.8		Elect Director Marc Guay	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all nominees is warranted.</i>										
1.9		Elect Director Eric R. La Fleche	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all nominees is warranted.</i>										
1.10		Elect Director Christine Magee	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all nominees is warranted.</i>										
1.11		Elect Director Brian McManus	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all nominees is warranted.</i>										
1.12		Elect Director Pietro Satriano	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all nominees is warranted.</i>										
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.</i>										
		<i>Blended Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i>												
<i>Blended Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i>												
		Shareholder Proposals	Mgmt	No								
4		SP 1: Report on Cage-Free Egg Goal	SH	Yes	Against	Against		For	For	Yes	No	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the requested disclosure would benefit shareholders in evaluating the company's progress in reaching its cage-free egg goal and management of any related risks. Further disclosure would also better inform shareholders regarding the company's commitment on its stated principles regarding animal health and welfare.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted, as the requested disclosure would benefit shareholders in evaluating the company's progress in reaching its cage-free egg goal and management of any related risks. Further disclosure would also better inform shareholders regarding the company's commitment on its stated principles regarding animal health and welfare.</i>												
5		SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Yes	Against	For		For	For	Yes	No	No
<i>Voting Policy Rationale: Vote FOR this shareholder proposal. While many investors recognize the potential benefits of enabling participation at shareholder meetings via electronic means as a potential enhancement to shareholder rights, they also raise concerns about moves to eliminate physical shareholder meetings, arguing that virtual-only meetings may hinder meaningful exchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the likelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights. In addition, compelling investor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder meetings in person, even if in a given year they elect to participate only virtually. While shareholders agree with the purported benefits of virtual meetings as highlighted by the board, they believe those benefits should be combined with the option to participate in person, as such "hybrid" meetings would mitigate corporate governance concerns related to virtual-only meetings, while also maximizing attendance and participation. In light of the fact that the COVID-19 public health emergency was declared to have ended in May 2023, the company has not provided compelling reasons for continuing to hold virtual-only shareholder meetings. In the absence of any other extenuating circumstances preventing the company from holding an in-person meeting, a vote FOR the proponent's request is warranted at this time.</i>												
<i>Blended Rationale: Vote FOR this shareholder proposal. While many investors recognize the potential benefits of enabling participation at shareholder meetings via electronic means as a potential enhancement to shareholder rights, they also raise concerns about moves to eliminate physical shareholder meetings, arguing that virtual-only meetings may hinder meaningful exchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the likelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights. In addition, compelling investor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder meetings in person, even if in a given year they elect to participate only virtually. While shareholders agree with the purported benefits of virtual meetings as highlighted by the board, they believe those benefits should be combined with the option to participate in person, as such "hybrid" meetings would mitigate corporate governance concerns related to virtual-only meetings, while also maximizing attendance and participation. In light of the fact that the COVID-19 public health emergency was declared to have ended in May 2023, the company has not provided compelling reasons for continuing to hold virtual-only shareholder meetings. In the absence of any other extenuating circumstances preventing the company from holding an in-person meeting, a vote FOR the proponent's request is warranted at this time.</i>												
6		SP 3: Auditor Rotation	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. There does not appear to be any publicly disclosed audit related controversy at the company that may raise concerns with respect to the rigor and veracity of the company's annual audit. The audit firms are not only subject to rigorous regulations but also to significant ethical codes. Given the conclusions presented by the IWG review, and regulations surrounding the audit firms, support is not warranted for this shareholder proposal.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted. There does not appear to be any publicly disclosed audit related controversy at the company that may raise concerns with respect to the rigor and veracity of the company's annual audit. The audit firms are not only subject to rigorous regulations but also to significant ethical codes. Given the conclusions presented by the IWG review, and regulations surrounding the audit firms, support is not warranted for this shareholder proposal.</i>												

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Metro 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
7		SP 4: Report on Anticompetitive Practices	SH	Yes	Against	Against		For	For	Yes	No	Yes
Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of the company's reported involvement in related controversies.												
Blended Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of the company's reported involvement in related controversies.												

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		575	575
			01/12/2024	01/12/2024			
			Total Shares:				575

Agilent Technologies, Inc.

Meeting Date: 03/14/2024	Country: USA	Ticker: A	Proxy Level: 3
Record Date: 01/23/2024	Meeting Type: Annual	Meeting ID: 1819425	
Primary Security ID: 00846U101	Primary CUSIP: 00846U101	Primary ISIN: US00846U1016	Primary SEDOL: 2520153
Earliest Cutoff Date: 03/13/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 814	*Shares on Loan: 0	Shares Instructed: 814	Shares Voted: 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
1.1		Elect Director Mala Anand	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.2		Elect Director Koh Boon Hwee	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.3		Elect Director Michael R. McMullen	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.4		Elect Director Daniel K. Podolsky	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Agilent Technologies, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. A majority of incentives are tied to pre-set objective measures and pay outcomes are aligned with short- and long-term performance.												
Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. A majority of incentives are tied to pre-set objective measures and pay outcomes are aligned with short- and long-term performance.												
3		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.												
4		Adopt Simple Majority Vote	SH	Yes	None	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.												
Blended Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.												

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		814	814
			02/18/2024	02/18/2024			
			Total Shares:				814814

ABB Ltd.

Meeting Date: 03/21/2024	Country: Switzerland	Ticker: ABBN	Proxy Level: N/A
Record Date: 03/13/2024	Meeting Type: Annual	Meeting ID: 1798285	
Primary Security ID: H0010V101	Primary CUSIP: H0010V101	Primary ISIN: CH0012221716	Primary SEDOL: 7108899
Earliest Cutoff Date: 03/12/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 6,727	*Shares on Loan: 0	Shares Instructed: 6,727	Shares Voted: 6,727

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.												
Blended Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.												
2		Approve Remuneration Report (Non-Binding)	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and pay and performance appear reasonably aligned at this time.												
Blended Rationale: A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and pay and performance appear reasonably aligned at this time.												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Approve Sustainability Report (Non-Binding)	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the approval of the company's sustainability report is warranted due to a lack of significant concerns.</i>												
<i>Blended Rationale: A vote FOR the approval of the company's sustainability report is warranted due to a lack of significant concerns.</i>												
4		Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.</i>												
5		Approve Allocation of Income and Dividends of CHF 0.87 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>												
<i>Blended Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>												
6.1		Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i>												
<i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i>												
6.2		Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.</i>												
<i>Blended Rationale: A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.</i>												
7.1		Reelect David Constable as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i>												
<i>Blended Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7.2		Reelect Frederico Curado as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p> <p><i>Blended Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p>												
7.3		Reelect Lars Foerberg as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p> <p><i>Blended Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p>												
7.4		Elect Johan Forssell as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p> <p><i>Blended Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p>												
7.5		Reelect Denise Johnson as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p> <p><i>Blended Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7.6		Reelect Jennifer Xin-Zhe Li as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p> <p><i>Blended Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p>												
7.7		Reelect Geraldine Matchett as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p> <p><i>Blended Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p>												
7.8		Reelect David Meline as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p> <p><i>Blended Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p>												
7.9		Elect Mats Rahmstrom as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p> <p><i>Blended Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7.10		Reelect Peter Voser as Director and Board Chair	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p> <p><i>Blended Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p>												
8.1		Reappoint David Constable as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p> <p><i>Blended Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p>												
8.2		Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p> <p><i>Blended Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i></p>												

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8.3		Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i>												
<i>Blended Rationale: Board elections (Items 7.1-7.10) A vote AGAINST incumbent nominating committee chair Peter Voser is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time. Nevertheless, we do highlight that the new nominee, Johan Forssell, has announced his decision to step down from his CEO position at Investor AB as of May 7, 2024, and will in future be assigned to Investor as an industrial advisor with a particular focus on board assignments in industrial companies. Compensation committee elections (Items 8.1-8.3) Votes FOR the proposed nominees are warranted due to a lack of concerns</i>												
9		Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i>												
10		Ratify KPMG AG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
11		Transact Other Business (Voting)	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>												
<i>Blended Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		6,727	6,727
			03/06/2024	03/06/2024			
			Total Shares:				6,727

The Walt Disney Company

Meeting Date: 04/03/2024	Country: USA	Ticker: DIS	Proxy Level: 6
Record Date: 02/05/2024	Meeting Type: Proxy Contest	Meeting ID: 1819315	
Primary Security ID: 254687106	Primary CUSIP: 254687106	Primary ISIN: US2546871060	Primary SEDOL: 2270726

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Earliest Cutoff Date: 04/02/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 4,214			*Shares on Loan: 0			Shares Instructed: 4,214			Shares Voted: 4,214			
Proposal Number	Significant Vote	Proposal Text	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		Management Universal Proxy (White Proxy Card)	Mgmt	No								
		From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt	No								
		Elect Management Nominee Director Mary T. Barra	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										
1B		Elect Management Nominee Director Safra A. Catz	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										
1C		Elect Management Nominee Director Amy L. Chang	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										
1D		Elect Management Nominee Director D. Jeremy Darroch	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										
1E		Elect Management Nominee Director Carolyn N. Everson	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										
1F		Elect Management Nominee Director Michael B.G. Froman	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										
1G		Elect Management Nominee Director James P. Gorman	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										
1H		Elect Management Nominee Director Robert A. Iger	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										

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The Walt Disney Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1I		Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Voting Policy Rationale: DO NOT VOTE on this card.												
Blended Rationale: DO NOT VOTE on this card.												
1J		Elect Management Nominee Director Calvin R. McDonald	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Voting Policy Rationale: DO NOT VOTE on this card.												
Blended Rationale: DO NOT VOTE on this card.												
1K		Elect Management Nominee Director Mark G. Parker	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Voting Policy Rationale: DO NOT VOTE on this card.												
Blended Rationale: DO NOT VOTE on this card.												
1L		Elect Management Nominee Director Derica W. Rice	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Voting Policy Rationale: DO NOT VOTE on this card.												
Blended Rationale: DO NOT VOTE on this card.												
1M		Elect Dissident Nominee Director Nelson Peltz	SH	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Voting Policy Rationale: DO NOT VOTE on this card.												
Blended Rationale: DO NOT VOTE on this card.												
1N		Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Voting Policy Rationale: DO NOT VOTE on this card.												
Blended Rationale: DO NOT VOTE on this card.												
1O		Elect Dissident Nominee Director Craig Hatkoff	SH	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Voting Policy Rationale: DO NOT VOTE on this card.												
Blended Rationale: DO NOT VOTE on this card.												
1P		Elect Dissident Nominee Director Jessica Schell	SH	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Voting Policy Rationale: DO NOT VOTE on this card.												
Blended Rationale: DO NOT VOTE on this card.												
1Q		Elect Dissident Nominee Director Leah Solivan	SH	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Voting Policy Rationale: DO NOT VOTE on this card.												
Blended Rationale: DO NOT VOTE on this card.												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Voting Policy Rationale: DO NOT VOTE on this card.												
Blended Rationale: DO NOT VOTE on this card.												

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The Walt Disney Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
5		Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
6		Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
7		Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	Against	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
8		Report on Charitable Contributions	SH	Yes	Against	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
9		Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	Yes	Against	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
10		Advisory Vote on Board Size and Related Vacancies	SH	Yes	Against	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
		Dissident Universal Proxy (Blue Proxy Card) by TRIAN GROUP	Mgmt	No								
		From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt	No								

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The Walt Disney Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Dissident Nominee Director Nelson Peltz	SH	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p> <p><i>Blended Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>												
1.2		Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Yes	For	Withhold		Withhold	Withhold	Yes	No	No
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p> <p><i>Blended Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>												
		OPPOSED COMPANY NOMINEES	Mgmt	No								
1.1		Elect Management Nominee Director Michael B.G. Froman	Mgmt	Yes	Withhold	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p> <p><i>Blended Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>												
1.2		Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Yes	Withhold	Withhold		Withhold	Withhold	No	No	No
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p> <p><i>Blended Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>												
		ACCEPTABLE COMPANY NOMINEES	Mgmt	No								

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1.1		Elect Management Nominee Director Mary T. Barra	Mgmt	Yes	None	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p> <p><i>Blended Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>												
1.2		Elect Management Nominee Director Safra A. Catz	Mgmt	Yes	None	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p> <p><i>Blended Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>												
1.3		Elect Management Nominee Director Amy L. Chang	Mgmt	Yes	None	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p> <p><i>Blended Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>												
1.4		Elect Management Nominee Director D. Jeremy Darroch	Mgmt	Yes	None	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p> <p><i>Blended Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>												

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1.5		Elect Management Nominee Director Carolyn N. Everson	Mgmt	Yes	None	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p> <p><i>Blended Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>												
1.6		Elect Management Nominee Director James P. Gorman	Mgmt	Yes	None	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p> <p><i>Blended Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>												
1.7		Elect Management Nominee Director Robert A. Iger	Mgmt	Yes	None	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p> <p><i>Blended Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>												
1.8		Elect Management Nominee Director Calvin R. McDonald	Mgmt	Yes	None	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p> <p><i>Blended Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>												

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1.9		Elect Management Nominee Director Mark G. Parker	Mgmt	Yes	None	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p> <p><i>Blended Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>												
1.10		Elect Management Nominee Director Derica W. Rice	Mgmt	Yes	None	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p> <p><i>Blended Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>												
		BLACKWELLS NOMINEES	Mgmt	No								
1.1		Elect Dissident Nominee Director Craig Hatkoff	SH	Yes	Withhold	Withhold		Withhold	Withhold	No	No	No
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p> <p><i>Blended Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>												
1.2		Elect Dissident Nominee Director Jessica Schell	SH	Yes	Withhold	Withhold		Withhold	Withhold	No	No	No
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p> <p><i>Blended Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>												

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1.3		Elect Dissident Nominee Director Leah Solivan	SH	Yes	Withhold	Withhold			Withhold Withhold	No	No	No
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p> <p><i>Blended Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For			For For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	For			For For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR the proposal is warranted. Pay and performance were reasonably aligned for the year in review and incentive programs were largely performance-based. Specifically, annual bonuses are largely based on pre-set objective metrics, while financial metrics appear to utilize rigorous target setting. In addition, a majority of the CEO's equity grant, and half of the equity grant for other NEOs, consisted of performance-conditioned equity with multi-year goals. However, though the company provides a rationale in the proxy statement, some concerns are raised by CEO Iger's perquisite values, which were relatively large in in FY23.</i></p> <p><i>Blended Rationale: A vote FOR the proposal is warranted. Pay and performance were reasonably aligned for the year in review and incentive programs were largely performance-based. Specifically, annual bonuses are largely based on pre-set objective metrics, while financial metrics appear to utilize rigorous target setting. In addition, a majority of the CEO's equity grant, and half of the equity grant for other NEOs, consisted of performance-conditioned equity with multi-year goals. However, though the company provides a rationale in the proxy statement, some concerns are raised by CEO Iger's perquisite values, which were relatively large in in FY23.</i></p>												
4		Amend Omnibus Stock Plan	Mgmt	Yes	None	For			For For	No	No	No
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>												
5		Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	None	Against			Against Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has a policy which limits cash severance to a reasonable basis absent shareholder approval, and no significant concerns are identified with respect to the company's severance program.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The company has a policy which limits cash severance to a reasonable basis absent shareholder approval, and no significant concerns are identified with respect to the company's severance program.</i></p>												
6		Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	None	For			For For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as a report on the company's alignment of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company overseas and manages risks related to its political partnerships.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted, as a report on the company's alignment of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company overseas and manages risks related to its political partnerships.</i></p>												

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7		Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	None	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to provide sufficient information for investors to be able to determine how the company is managing pay equity and health and wellness benefits related risks.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted, as the company appears to provide sufficient information for investors to be able to determine how the company is managing pay equity and health and wellness benefits related risks.</i>												
8		Report on Charitable Contributions	SH	Yes	None	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.</i>												
9		Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given support for the underlying dissident case for change, and the fact that there seems to be little downside risk to shareholders in approving this specific request.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted given support for the underlying dissident case for change, and the fact that there seems to be little downside risk to shareholders in approving this specific request.</i>												
10		Advisory Vote on Board Size and Related Vacancies	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as it would allow the board to re-appoint any incumbent directors potentially replaced by dissident nominees.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted as it would allow the board to re-appoint any incumbent directors potentially replaced by dissident nominees.</i>												
		Dissident Universal Proxy (Green Proxy Card) by BLACKWELLS	Mgmt	No								
		From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt	No								
1a		Elect Dissident Nominee Director Craig Hatkoff	SH	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
1b		Elect Dissident Nominee Director Jessica Schell	SH	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
1c		Elect Dissident Nominee Director Leah Solivan	SH	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
		COMPANY NOMINEES	Mgmt	No								

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1d		Elect Management Nominee Director Mary T. Barra	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										
1e		Elect Management Nominee Director Safra A. Catz	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										
1f		Elect Management Nominee Director Amy L. Chang	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										
1g		Elect Management Nominee Director D. Jeremy Darroch	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										
1h		Elect Management Nominee Director Carolyn N. Everson	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										
1i		Elect Management Nominee Director Michael B.G. Froman	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										
1j		Elect Management Nominee Director James P. Gorman	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										
1k		Elect Management Nominee Director Robert A. Iger	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										
1l		Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										
1m		Elect Management Nominee Director Calvin R. McDonald	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this card.										
		Blended Rationale: DO NOT VOTE on this card.										

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The Walt Disney Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1n		Elect Management Nominee Director Mark G. Parker	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
1o		Elect Management Nominee Director Derica W. Rice	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
1p		THE TRIAN GROUP NOMINEES	Mgmt	No								
		Elect Dissident Nominee Director Nelson Peltz	SH	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
1q		Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
5		Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	None	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
6		Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	None	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												

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The Walt Disney Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7		Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	None	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Voting Policy Rationale: DO NOT VOTE on this card.												
Blended Rationale: DO NOT VOTE on this card.												
8		Report on Charitable Contributions	SH	Yes	None	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Voting Policy Rationale: DO NOT VOTE on this card.												
Blended Rationale: DO NOT VOTE on this card.												
9		Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	Yes	None	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Voting Policy Rationale: DO NOT VOTE on this card.												
Blended Rationale: DO NOT VOTE on this card.												
10		Advisory Vote on Board Size and Related Vacancies	SH	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Voting Policy Rationale: DO NOT VOTE on this card.												
Blended Rationale: DO NOT VOTE on this card.												

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		4,214	4,214
			03/22/2024	03/22/2024			
			Total Shares:				4,214

The Bank of New York Mellon Corporation

Meeting Date: 04/09/2024	Country: USA	Ticker: BK	Proxy Level: 3
Record Date: 02/14/2024	Meeting Type: Annual	Meeting ID: 1827700	
Primary Security ID: 064058100	Primary CUSIP: 064058100	Primary ISIN: US0640581007	Primary SEDOL: B1Z77F6
Earliest Cutoff Date: 04/08/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,188	*Shares on Loan: 0	Shares Instructed: 2,188	Shares Voted: 2,188

Proposal Number	Significant Vote	Proposal Text	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 Linda Z. Cook	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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The Bank of New York Mellon 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 Joseph J. Echevarria	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director M. Amy Gilliland	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Jeffrey A. Goldstein	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director K. Guru Gowrappan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Ralph Izzo	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Sandra E. "Sandie" O'Connor	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director Rakefet Russak-Aminoach	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1j		Elect Director Robin A. Vince	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1k		Elect Director Alfred W. "Al" Zollar	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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The Bank of New York Mellon Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The updated incentive determination structure provides less transparency and raises greater concerns over the impact of discretion. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review.												
Blended Rationale: A vote FOR this proposal is warranted, with caution. The updated incentive determination structure provides less transparency and raises greater concerns over the impact of discretion. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review.												
3		Ratify KPMG 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.												
4		Report on Lobbying Payments and Policy	SH	Yes	Against	For		For	For	Yes	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.												
Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.												
5		Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Yes	Against	Against		Against	Against	No	No	No
Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its commitment to not discriminate against patrons.												
Blended Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its commitment to not discriminate against patrons.												

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		2,188	2,188
			03/21/2024	03/21/2024			
			Total Shares:			2,188	2,188

The Bank of Nova Scotia

Meeting Date: 04/09/2024			Country: Canada			Ticker: BNS			Proxy Level: 3			
Record Date: 02/13/2024			Meeting Type: Annual			Meeting ID: 1814428						
Primary Security ID: 064149107			Primary CUSIP: 064149107			Primary ISIN: CA0641491075			Primary SEDOL: 2076281			
Earliest Cutoff Date: 04/04/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 6,937			*Shares on Loan: 0			Shares Instructed: 6,937			Shares Voted: 6,937			
Proposal Number	Significant Vote	Proposal Text	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

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

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.12		Elect Director Sandra J. Stuart	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.13		Elect Director L. Scott Thomson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.14		Elect Director Benita M. Warmbold	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (2 percent) were reasonable relative to total fees paid to the auditor.</i>												
<i>Blended Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (2 percent) were reasonable relative to total fees paid to the auditor.</i>												
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i>												
<i>Blended Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i>												
		Shareholder Proposal	Mgmt	No								
4		SP 1: Report on Impact of Oil and Gas Divestment	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The bank's disclosure is aligned with industry best practices and already meets the proponents request that the bank disclose its exposure to oil and gas divestment. The proponents request that the bank further qualify and quantify the impacts of divestment from the Canadian oil and gas sector on shareholder value and other relevant economic analysis is overly prescriptive and goes beyond industry best practices and existing or upcoming regulatory frameworks.</i>												
<i>Blended Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The bank's disclosure is aligned with industry best practices and already meets the proponents request that the bank disclose its exposure to oil and gas divestment. The proponents request that the bank further qualify and quantify the impacts of divestment from the Canadian oil and gas sector on shareholder value and other relevant economic analysis is overly prescriptive and goes beyond industry best practices and existing or upcoming regulatory frameworks.</i>												
5		SP 2: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Yes	Against	Against		For	For	Yes	No	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.</i>												

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The Bank of Nova Scotia

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
6		SP 3: Advisory Vote on Environmental Policies	SH	Yes	Against	Against			For	For	Yes	No	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.</i>													
<i>Blended Rationale: A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.</i>													

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		6,937	6,937
			03/19/2024	03/19/2024			
			Total Shares:				6,937

Koninklijke Ahold Delhaize NV

Meeting Date: 04/10/2024	Country: Netherlands	Ticker: AD	Proxy Level: N/A
Record Date: 03/13/2024	Meeting Type: Annual	Meeting ID: 1816241	
Primary Security ID: N0074E105	Primary CUSIP: N0074E105	Primary ISIN: NL0011794037	Primary SEDOL: BD0Q398
Earliest Cutoff Date: 04/02/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 22,004	*Shares on Loan: 0	Shares Instructed: 22,004	Shares Voted: 22,004

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Annual Meeting Agenda	Mgmt	No								
		Open Meeting	Mgmt	No								
		<i>Voting Policy Rationale: No vote is required for this item.</i>										
2.1		Receive Report of Management Board (Non-Voting)	Mgmt	No								
		<i>Voting Policy Rationale: No vote is required for this item.</i>										
		<i>Blended Rationale: No vote is required for this item.</i>										
2.2		Discussion on Company's Corporate Governance Structure	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										
2.3		Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										

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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
2.4		Adopt Financial Statements	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>												
<i>Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>												
2.5		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>												
<i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>												
3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted as the proposed remuneration report is in line with market practice, regarding actual content and disclosure.</i>												
<i>Blended Rationale: A vote FOR is warranted as the proposed remuneration report is in line with market practice, regarding actual content and disclosure.</i>												
4.1		Approve Discharge of Management Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>												
4.2		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>												
5.1		Reelect Bill McEwan to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
<i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
5.2		Reelect Helen Weir to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
<i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
5.3		Reelect Frank van Zanten to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
<i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												

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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
5.4		Elect Robert Jan van de Kraats to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>												
5.5		Elect Laura Miller to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>												
6		Ratify KPMG Accountants N.V. as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>												
7.1		Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p>												
7.2		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p>												
7.3		Authorize Board to Acquire Common Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Koninklijke Ahold Delhaize to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Koninklijke Ahold Delhaize to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i></p>												
7.4		Approve Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p>												

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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
8		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		22,004	22,004
			03/11/2024	03/11/2024			
			Total Shares:				22,00422,004

U.S. Bancorp

Meeting Date: 04/16/2024	Country: USA	Ticker: USB	Proxy Level: 3
Record Date: 02/20/2024	Meeting Type: Annual	Meeting ID: 1829897	
Primary Security ID: 902973304	Primary CUSIP: 902973304	Primary ISIN: US9029733048	Primary SEDOL: 2736035
Earliest Cutoff Date: 04/15/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,782	*Shares on Loan: 0	Shares Instructed: 2,782	Shares Voted: 2,782

Proposal Number	Significant Vote	Proposal Text	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 Warner L. Baxter	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1b		Elect Director Dorothy J. Bridges	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1c		Elect Director Elizabeth L. Buse	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1d		Elect Director Andrew Cecere	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1e		Elect Director Alan B. Colberg	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1f		Elect Director Kimberly N. Ellison-Taylor	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1g		Elect Director Kimberly J. Harris	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Roland A. Hernandez	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director Richard P. McKenney	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1j		Elect Director Yusuf I. Mehdi	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1k		Elect Director Loretta E. Reynolds	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1l		Elect Director John P. Wiehoff	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1m		Elect Director Scott W. Wine	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Some concerns persist over continual increases in STI target award opportunity and the lack of certain disclosures. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted, with caution. Some concerns persist over continual increases in STI target award opportunity and the lack of certain disclosures. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review.</i>												
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
4		Approve Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>												
<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>												

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 03/25/2024	Auto-Approved 03/25/2024		2,782	2,782
Total Shares:						2,782	2,782

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

Meeting Date: 04/17/2024	Country: Luxembourg	Ticker: UIMR	Proxy Level: N/A
Record Date: 04/12/2024	Meeting Type: Annual	Meeting ID: 1835273	
Primary Security ID: L9398E651	Primary CUSIP: L9398E651	Primary ISIN: LU0629460675	Primary SEDOL: B59RQP3
Earliest Cutoff Date: 04/03/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 32,189	*Shares on Loan: 0	Shares Instructed: 32,189	Shares Voted: 32,189

Proposal Number	Significant Vote	Proposal Text	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 due to the lack of concerns regarding this proposal.												
Blended Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal.												
2		Approve Financial Statements	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR is warranted as no concerns were identified and is generally unproblematic. However, this is not without concern that the annual report is not publicly available, despite supposedly being available to all shareholders.												
Blended Rationale: A vote FOR is warranted as no concerns were identified and is generally unproblematic. However, this is not without concern that the annual report is not publicly available, despite supposedly being available to all shareholders.												
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 due to the lack of concerns regarding this proposal.												
Blended Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal.												
4		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this item is warranted given the lack of any specific concern with the board's actions over the past year.												
Blended Rationale: A vote FOR this item is warranted given the lack of any specific concern with the board's actions over the past year.												
5.a		Re-elect Clemens Reuter as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these items is warranted in the absence of any concern about the board and its composition.												
Blended Rationale: A vote FOR these items is warranted in the absence of any concern about the board and its composition.												
5.b		Re-elect Josee Lynda Denis as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these items is warranted in the absence of any concern about the board and its composition.												
Blended Rationale: A vote FOR these items is warranted in the absence of any concern about the board and its composition.												

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

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.c		Re-elect Marie Antoinette 'Nina' Petrini as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these items is warranted in the absence of any concern about the board and its composition.												
Blended Rationale: A vote FOR these items is warranted in the absence of any concern about the board and its composition.												
5.d		Re-elect Anke Jager as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these items is warranted in the absence of any concern about the board and its composition.												
Blended Rationale: A vote FOR these items is warranted in the absence of any concern about the board and its composition.												
5.e		Approve Discharge of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this item is warranted in the absence of concern about the auditor's actions during the last fiscal year.												
Blended Rationale: A vote FOR this item is warranted in the absence of concern about the auditor's actions during the last fiscal year.												
5.f		Renew Appointment of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this auditor election is warranted due to a lack of concern regarding the suitability of the auditor.												
Blended Rationale: A vote FOR this auditor election is warranted due to a lack of concern regarding the suitability of the auditor.												
6		Transact Other Business (Non-Voting)	Mgmt	No								
Voting Policy Rationale: No vote is required for this item.												
Blended Rationale: No vote is required for this item.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		32,189	32,189
			03/21/2024	03/21/2024			
			Total Shares:				32,189

Carrier Global Corporation

Meeting Date: 04/18/2024		Country: USA		Ticker: CARR			Proxy Level: 3					
Record Date: 02/27/2024		Meeting Type: Annual		Meeting ID: 1829808								
Primary Security ID: 14448C104		Primary CUSIP: 14448C104		Primary ISIN: US14448C1045			Primary SEDOL: BK4N0D7					
Earliest Cutoff Date: 04/17/2024		Total Ballots: 1		Voting Policy: Sustainability			Additional Policy:					
Votable Shares: 1,827		*Shares on Loan: 0		Shares Instructed: 1,827			Shares Voted: 1,827					
Proposal Number	Significant Vote	Proposal Text	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 Jean-Pierre Garnier	Mgmt	Yes	For	For		For	For	No	No	No

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1b		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
		Elect Director David L. Gitlin	Mgmt	Yes	For	For		For	For	No	No	No
1c		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
		Elect Director John J. Greisch	Mgmt	Yes	For	For		For	For	No	No	No
1d		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
		Elect Director Charles M. Holley, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
1e		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
		Elect Director Michael M. McNamara	Mgmt	Yes	For	For		For	For	No	No	No
1f		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
		Elect Director Susan N. Story	Mgmt	Yes	For	For		For	For	No	No	No
1g		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
		Elect Director Michael A. Todman	Mgmt	Yes	For	For		For	For	No	No	No
1h		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
		Elect Director Maximilian (Max) Viessmann	Mgmt	Yes	For	For		For	For	No	No	No
1i		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
		Elect Director Virginia M. Wilson	Mgmt	Yes	For	For		For	For	No	No	No
1j		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
		Elect Director Beth A. Wozniak	Mgmt	Yes	For	For		For	For	No	No	No

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Carrier Global Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Though some concerns exist regarding the LTI program, equity awards were targeted to be half performance-conditioned and are measured over a multi-year performance period. Further, annual incentives were based on pre-set metrics.												
Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Though some concerns exist regarding the LTI program, equity awards were targeted to be half performance-conditioned and are measured over a multi-year performance period. Further, annual incentives were based on pre-set metrics.												
3		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.												
4		Report on Lobbying Payments and Policy	SH	Yes	Against	For		For	For	Yes	No	No
Voting Policy Rationale: A vote FOR this resolution is warranted, as greater disclosure would allow shareholders to better evaluate the company's lobbying activities.												
Blended Rationale: A vote FOR this resolution is warranted, as greater disclosure would allow shareholders to better evaluate the company's lobbying activities.												

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		1,827	1,827
			03/24/2024	03/24/2024			
			Total Shares:				1,827

The Toronto-Dominion Bank

Meeting Date: 04/18/2024	Country: Canada	Ticker: TD	Proxy Level: 3
Record Date: 02/20/2024	Meeting Type: Annual/Special	Meeting ID: 1808055	
Primary Security ID: 891160509	Primary CUSIP: 891160509	Primary ISIN: CA8911605092	Primary SEDOL: 2897222
Earliest Cutoff Date: 04/16/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 10,359	*Shares on Loan: 0	Shares Instructed: 10,359	Shares Voted: 10,359

Proposal Number	Significant Vote	Proposal Text	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 Ayman Antoun	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.2		Elect Director Cherie L. Brant	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												

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Proposal Number	Significant Vote	Proposal Text	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 Amy W. Brinkley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.4		Elect Director 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 nominees as no significant concerns have been identified at this time.										
1.5		Elect Director Colleen A. Goggins	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.6		Elect Director Alan N. MacGibbon	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.7		Elect Director John B. MacIntyre	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.8		Elect Director Karen E. Maidment	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.9		Elect Director Keith G. Martell	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.10		Elect Director Bharat B. Masrani	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.11		Elect Director Claude Mongeau	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.12		Elect Director S. Jane Rowe	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.13		Elect Director Nancy G. Tower	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
		Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										

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The 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
1.14		Elect Director Ajay K. Virmani	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.15		Elect Director Mary A. Winston	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (2 percent) were reasonable relative to total fees paid to the auditor.</i>												
<i>Blended Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (2 percent) were reasonable relative to total fees paid to the auditor.</i>												
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i>												
<i>Blended Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i>												
4		Approve Increase in Maximum Aggregate Remuneration of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: VOTE RECOMMENDATION Vote FOR the amendments to By-Law No. 1 regarding aggregate remuneration and minimum number of directors as no significant governance concerns have been identified. Vote Requirement: Two-thirds of votes cast</i>												
<i>Blended Rationale: VOTE RECOMMENDATION Vote FOR the amendments to By-Law No. 1 regarding aggregate remuneration and minimum number of directors as no significant governance concerns have been identified. Vote Requirement: Two-thirds of votes cast</i>												
5		Approve Other By-law No. 1 Amendments	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR the proposed by-laws as no significant governance concerns have been identified.</i>												
<i>Blended Rationale: Vote FOR the proposed by-laws as no significant governance concerns have been identified.</i>												
		Shareholder Proposals	Mgmt	No								
6		SP 1: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted at this time as executive compensation programs should be designed to promote pay for performance, taking compensation risk into account for generating long-term, sustainable growth for shareholders and the benefit of all employees.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted at this time as executive compensation programs should be designed to promote pay for performance, taking compensation risk into account for generating long-term, sustainable growth for shareholders and the benefit of all employees.</i>												

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The Toronto-Dominion Bank

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
7		SP 2: Disclose Transition Activities Towards 2030 Emission Reduction Targets	SH	Yes	Against	Against			For	For	Yes	No	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as added disclosure in relation to the company's 2030 Emissions Reduction and Net-Zero Goals would help ensure stronger alignment between the company's policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.</i>													
<i>Blended Rationale: A vote FOR this proposal is warranted, as added disclosure in relation to the company's 2030 Emissions Reduction and Net-Zero Goals would help ensure stronger alignment between the company's policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.</i>													
8		SP 3: Introduce Incentive Compensation for All Employees Against ESG Objectives	SH	Yes	Against	Against			Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The bank has disclosed its ESG framework, goals and progress made towards them in its 2023 Sustainability Report. In addition, the bank has a clear and robust oversight structure for ESG governance. The bank incorporates a number of ESG factors into the key metrics used to determine the variable compensation pool for the senior executive team. While tying a portion of all employees compensation to ESG goals may further enhance the bank's focus on ESG goals, employee interests appear to be sufficiently aligned with company performance by evaluating individual performance objectives against their roles. In addition, some employees may have limited influence over ESG metrics and performance due to the nature of their specific roles and responsibilities, making it difficult to link and track compensation with ESG metrics for all employees. In light of the above, the proponent's request appears to be overly prescriptive. As such, a vote AGAINST this shareholder proposal is warranted at this time.</i>													
<i>Blended Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The bank has disclosed its ESG framework, goals and progress made towards them in its 2023 Sustainability Report. In addition, the bank has a clear and robust oversight structure for ESG governance. The bank incorporates a number of ESG factors into the key metrics used to determine the variable compensation pool for the senior executive team. While tying a portion of all employees compensation to ESG goals may further enhance the bank's focus on ESG goals, employee interests appear to be sufficiently aligned with company performance by evaluating individual performance objectives against their roles. In addition, some employees may have limited influence over ESG metrics and performance due to the nature of their specific roles and responsibilities, making it difficult to link and track compensation with ESG metrics for all employees. In light of the above, the proponent's request appears to be overly prescriptive. As such, a vote AGAINST this shareholder proposal is warranted at this time.</i>													
9		SP 4: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Yes	Against	Against			For	For	Yes	No	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.</i>													
<i>Blended Rationale: A vote FOR this proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.</i>													
10		SP 5: Advisory Vote on Environmental Policies	SH	Yes	Against	Against			For	For	Yes	No	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.</i>													
<i>Blended Rationale: A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.</i>													

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The Toronto-Dominion Bank

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11		SP 6: Report on Impact of Oil and Gas Divestment	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The bank's disclosure is aligned with industry best practices and already meets the proponents request that the bank disclose its exposure to oil and gas divestment. The proponents request that the bank further qualify and quantify the impacts of divestment from the Canadian oil and gas sector on shareholder value and other relevant economic analysis is overly prescriptive and goes beyond industry best practices and existing or upcoming regulatory frameworks.</i>												
<i>Blended Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The bank's disclosure is aligned with industry best practices and already meets the proponents request that the bank disclose its exposure to oil and gas divestment. The proponents request that the bank further qualify and quantify the impacts of divestment from the Canadian oil and gas sector on shareholder value and other relevant economic analysis is overly prescriptive and goes beyond industry best practices and existing or upcoming regulatory frameworks.</i>												
12		SP 7: Report on All Out-of-Court Settlements	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: Vote AGAINST this shareholder proposal. The bank has disclosed the settlements of proceedings which may be material to the bank in the financial statements. Additional disclosure of all settlements would increase the bank's risks and cost without apparent benefits to shareholders.</i>												
<i>Blended Rationale: Vote AGAINST this shareholder proposal. The bank has disclosed the settlements of proceedings which may be material to the bank in the financial statements. Additional disclosure of all settlements would increase the bank's risks and cost without apparent benefits to shareholders.</i>												
13		SP 8: Establish an All Out-of-Court Settlements Committee	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the proposal is unduly prescriptive, given the potential limit on the bank's flexibility to determine an appropriate oversight mechanism for itself without assurance of enhanced oversight. In addition, no strong rationale for the proposal has been provided.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted as the proposal is unduly prescriptive, given the potential limit on the bank's flexibility to determine an appropriate oversight mechanism for itself without assurance of enhanced oversight. In addition, no strong rationale for the proposal has been provided.</i>												
14		SP 9: Provide All Employees the Same Amount of Benefit Credits	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: Vote AGAINST this shareholder proposal. The proposal appears to be overly prescriptive to dictate the design of the bank's benefits program. The bank's benefits program that permits employees with more than one dependent receiving more benefit credits than employees without dependents appears to comply with all applicable laws and is consistent with the bank's culture to support employees and their families.</i>												
<i>Blended Rationale: Vote AGAINST this shareholder proposal. The proposal appears to be overly prescriptive to dictate the design of the bank's benefits program. The bank's benefits program that permits employees with more than one dependent receiving more benefit credits than employees without dependents appears to comply with all applicable laws and is consistent with the bank's culture to support employees and their families.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		10,359	10,359
			03/29/2024	03/29/2024			
			Total Shares:			10,359	10,359

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iShares II plc - iShares MSCI Europe SRI UCITS ETF

Meeting Date: 04/19/2024	Country: Ireland	Ticker: IESE	Proxy Level: N/A
Record Date: 04/18/2024	Meeting Type: Annual	Meeting ID: 1822729	
Primary Security ID: G4953W358	Primary CUSIP: G4953W358	Primary ISIN: IE00B52VJ196	Primary SEDOL: B3MMM1
Earliest Cutoff Date: 04/15/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 296,527	*Shares on Loan: 0	Shares Instructed: 296,527	Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the Company's routine submission of the Directors' report and financial statements is warranted because no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR the Company's routine submission of the Directors' report and financial statements is warranted because no significant concerns have been identified.</i></p>												
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p>												
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i></p>												
4		Re-elect Ros O'Shea as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST nomination committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the re-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 meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund which do not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST nomination committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the re-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 meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund which do not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i></p>												
5		Re-elect Padraig Kenny as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST nomination committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the re-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 meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund which do not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST nomination committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the re-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 meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund which do not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i></p>												

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iShares II plc - iShares MSCI Europe SRI UCITS ETF

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6		Re-elect Deirdre Somers as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<i>Voting Policy Rationale: A vote AGAINST nomination committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the re-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 meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund which do not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST nomination committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the re-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 meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund which do not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>												
7		Re-elect William McKechnie as Director	Mgmt	Yes	For	For		Against	Do Not Vote	No	No	No
<i>Voting Policy Rationale: A vote AGAINST nomination committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the re-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 meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund which do not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST nomination committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the re-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 meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund which do not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>												
8		Re-elect Peter Vivian as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<i>Voting Policy Rationale: A vote AGAINST nomination committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the re-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 meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund which do not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST nomination committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the re-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 meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund which do not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	AutoApproved	Auto-Instructed	Auto-Approved		296,527	0
			02/21/2024	03/16/2024			
			Total Shares:				296,527

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Meeting Date: 04/19/2024	Country: Canada	Ticker: NA	Proxy Level: 1
Record Date: 02/20/2024	Meeting Type: Annual/Special	Meeting ID: 1818221	
Primary Security ID: 633067103	Primary CUSIP: 633067103	Primary ISIN: CA6330671034	Primary SEDOL: 2077303
Earliest Cutoff Date: 04/16/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,125	*Shares on Loan: 0	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
1.1		Elect Director Pierre Blouin	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.2		Elect Director Pierre Boivin	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.3		Elect Director Yvon Charest	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.4		Elect Director Patricia Curadeau-Grou	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.5		Elect Director Laurent Ferreira	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.6		Elect Director Annick Guerard	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.7		Elect Director Karen Kinsley	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.8		Elect Director Lynn Loewen	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.9		Elect Director Rebecca McKillican	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.10		Elect Director Arielle Meloul-Wechsler	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.11		Elect Director Robert Pare	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.12		Elect Director Pierre Pomerleau	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.13		Elect Director Macky Tall	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
2		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i>												
<i>Blended Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i>												
3		Ratify Deloitte LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (6 percent) were reasonable relative to total fees paid to the auditor.</i>												
<i>Blended Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (6 percent) were reasonable relative to total fees paid to the auditor.</i>												
4		Approve Increase in Aggregate Amount of Compensation of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR this resolution raising the maximum annual director remuneration as no significant governance concerns in connection with the increase have been identified.</i>												
<i>Blended Rationale: Vote FOR this resolution raising the maximum annual director remuneration as no significant governance concerns in connection with the increase have been identified.</i>												
6		Increase Maximum Aggregate Consideration Limit of First Preferred Shares	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR the proposed resolution as the increase is reasonable within the context of the size and growth of the bank's balance sheet since shareholders last approved a similar request in 2007. In addition, certain of the bank's peers which also have preferred share authorizations do not employ aggregate consideration limits, providing shareholders comparatively more input if the bank needs to further increase the limit in the future.</i>												
<i>Blended Rationale: Vote FOR the proposed resolution as the increase is reasonable within the context of the size and growth of the bank's balance sheet since shareholders last approved a similar request in 2007. In addition, certain of the bank's peers which also have preferred share authorizations do not employ aggregate consideration limits, providing shareholders comparatively more input if the bank needs to further increase the limit in the future.</i>												
		Shareholder Proposals	Mgmt	No								
7.1		SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Yes	Against	Against		For	For	Yes	No	Yes
<i>Voting Policy Rationale: Vote FOR this resolution as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.</i>												
<i>Blended Rationale: Vote FOR this resolution as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.</i>												

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National Bank of Canada

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7.2		SP 2: Advisory Vote on Environmental Policies	SH	Yes	Against	Against		For	For	Yes	No	Yes
Voting Policy Rationale: Vote FOR this resolution as additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change-related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.												
Blended Rationale: Vote FOR this resolution as additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change-related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.												

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
			03/22/2024	03/22/2024			
			Total Shares:				2,125

ING Groep NV

Meeting Date: 04/22/2024	Country: Netherlands	Ticker: INGA	Proxy Level: N/A
Record Date: 03/25/2024	Meeting Type: Annual	Meeting ID: 1811641	
Primary Security ID: N4578E595	Primary CUSIP: N4578E595	Primary ISIN: NL0011821202	Primary SEDOL: BZ57390
Earliest Cutoff Date: 04/12/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 59,258	*Shares on Loan: 0	Shares Instructed: 59,258	Shares Voted: 59,258

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Annual Meeting Agenda	Mgmt	No								
		Open Meeting	Mgmt	No								
		Voting Policy Rationale: No vote is required for this item.										
2A		Receive Report of Executive Board (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required for these items.										
		Blended Rationale: No vote is required for these items.										
2B		Receive Report of Supervisory Board (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required for these items.										
		Blended Rationale: No vote is required for these items.										
2C		Discussion on Company's Corporate Governance Structure	Mgmt	No								
		Voting Policy Rationale: This is a non-voting item.										
		Blended Rationale: This is a non-voting item.										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2D		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted as the proposed remuneration report is in line with market practice, regarding actual content and disclosure.</i>												
<i>Blended Rationale: A vote FOR is warranted as the proposed remuneration report is in line with market practice, regarding actual content and disclosure.</i>												
2E		Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>												
<i>Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>												
3A		Receive Explanation on Dividend and Distribution Policy	Mgmt	No								
<i>Voting Policy Rationale: This is a non-voting item.</i>												
<i>Blended Rationale: This is a non-voting item.</i>												
3B		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>												
<i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>												
4A		Approve Discharge of Executive Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>												
4B		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>												
5		Ratify Deloitte Accountants B.V. (Deloitte) as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
6A		Approve Remuneration Policy of the Executive Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted as the proposed amendment(s) as well as the overall structure of the remuneration policy are considered to be in line with market practice.</i>												
<i>Blended Rationale: A vote FOR is warranted as the proposed amendment(s) as well as the overall structure of the remuneration policy are considered to be in line with market practice.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6B		Approve Remuneration Policy of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal. BACKGROUND INFORMATION Policies: Approve Remuneration of Directors and/or Committee Members</i>												
<i>Blended Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal. BACKGROUND INFORMATION Policies: Approve Remuneration of Directors and/or Committee Members</i>												
7A		Reelect Juan Colombas to Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<i>Voting Policy Rationale: A vote AGAINST incumbent nominees Juan Colombas Calafat, Herman A. H. Hulst, and Harold H. J. G. Naus is warranted for lack of diversity on the board.</i>												
<i>Blended Rationale: A vote AGAINST incumbent nominees Juan Colombas Calafat, Herman A. H. Hulst, and Harold H. J. G. Naus is warranted for lack of diversity on the board.</i>												
7B		Reelect Herman Hulst to Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<i>Voting Policy Rationale: A vote AGAINST incumbent nominees Juan Colombas Calafat, Herman A. H. Hulst, and Harold H. J. G. Naus is warranted for lack of diversity on the board.</i>												
<i>Blended Rationale: A vote AGAINST incumbent nominees Juan Colombas Calafat, Herman A. H. Hulst, and Harold H. J. G. Naus is warranted for lack of diversity on the board.</i>												
7C		Reelect Harold Naus to Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<i>Voting Policy Rationale: A vote AGAINST incumbent nominees Juan Colombas Calafat, Herman A. H. Hulst, and Harold H. J. G. Naus is warranted for lack of diversity on the board.</i>												
<i>Blended Rationale: A vote AGAINST incumbent nominees Juan Colombas Calafat, Herman A. H. Hulst, and Harold H. J. G. Naus is warranted for lack of diversity on the board.</i>												
8A		Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.</i>												
<i>Blended Rationale: A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.</i>												
8B		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.</i>												
<i>Blended Rationale: A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.</i>												

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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
9		Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR is warranted because the company provided a compelling rationale for the proposed authorization that would allow ING Groep to repurchase up to 20.00 percent of the issued share capital, with a holding limit of maximum 10 percent.												
Blended Rationale: A vote FOR is warranted because the company provided a compelling rationale for the proposed authorization that would allow ING Groep to repurchase up to 20.00 percent of the issued share capital, with a holding limit of maximum 10 percent.												
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 warranted because the cancellation of shares is in shareholders' interests.												
Blended Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' 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		59,258	59,258
			04/02/2024	04/02/2024			
			Total Shares:				59,258

AXA SA

Meeting Date: 04/23/2024	Country: France	Ticker: CS	Proxy Level: N/A
Record Date: 04/19/2024	Meeting Type: Annual/Special	Meeting ID: 1818051	
Primary Security ID: F06106102	Primary CUSIP: F06106102	Primary ISIN: FR0000120628	Primary SEDOL: 7088429
Earliest Cutoff Date: 04/18/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 26,594	*Shares on Loan: 0	Shares Instructed: 26,594	Shares Voted: 26,594

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Ordinary Business	Mgmt	No								
1		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.												
Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.												
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.												
Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Approve Allocation of Income and Dividends of EUR 1.98 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>												
<i>Blended Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>												
4		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
<i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
5		Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
<i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
6		Approve Compensation of Thomas Buberl, CEO	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted although the following concern is raised: * The assessment of the overperformance on individual bonus criteria is unclear. The main reason for support is: * There are no other concerns.</i>												
<i>Blended Rationale: A vote FOR this remuneration report is warranted although the following concern is raised: * The assessment of the overperformance on individual bonus criteria is unclear. The main reason for support is: * There are no other concerns.</i>												
7		Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>												
<i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>												
8		Approve Remuneration Policy of CEO	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted although the following concern is raised: * The policy maintains the possibility of a post-mandate vesting of awards, with no information on the application of a pro-rata principle. The main reason for support is: * There are no other concerns. .</i>												
<i>Blended Rationale: A vote FOR this remuneration policy is warranted although the following concern is raised: * The policy maintains the possibility of a post-mandate vesting of awards, with no information on the application of a pro-rata principle. The main reason for support is: * There are no other concerns. .</i>												
9		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this policy is warranted as it does not raise concerns.</i>												
<i>Blended Rationale: A vote FOR this policy is warranted as it does not raise concerns.</i>												
10		Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.</i>												

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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		Reelect Antoine Gosset-Grainville as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p>												
12		Reelect Clotilde Delbos as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p>												
13		Reelect Isabel Hudson as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p>												
14		Reelect Angélien Kemna as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p>												
15		Reelect Marie-France Tschudin as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p>												
16		Elect Helen Browne as Representative of Employee Shareholders to the Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p>												
		Proposals Submitted by Employees of Axa Group	Mgmt	No								

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
A		Elect Stefan Bolliger as Representative of Employee Shareholders to the Board	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p>												
B		Elect Olivier Eugene as Representative of Employee Shareholders to the Board	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p>												
C		Elect Benjamin Sauniere as Representative of Employee Shareholders to the Board	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p>												
D		Elect Mark Sundrakes as Representative of Employee Shareholders to the Board	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p>												
E		Elect Detlef Thedieck as Representative of Employee Shareholders to the Board	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p> <p><i>Blended Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11-15). Votes FOR the reelection of Helen Browne (Item 16) are warranted. Therefore, votes AGAINST Items A-E are warranted.</i></p>												
17		Appoint KPMG SA as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i></p> <p><i>Blended Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
18		Acknowledge End of Mandate of Patrice Morot as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this non-contentious proposal is warranted.</i>												
<i>Blended Rationale: A vote FOR this non-contentious proposal is warranted.</i>												
19		Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>												
<i>Blended Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>												
20		Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>												
<i>Blended Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>												
21		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i>												
<i>Blended Rationale: Such share buyback programs merit a vote FOR.</i>												
		Extraordinary Business	Mgmt	No								
22		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR these proposed authorizations are warranted as they do not raise concerns.</i>												
<i>Blended Rationale: Votes FOR these proposed authorizations are warranted as they do not raise concerns.</i>												
23		Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR these proposed authorizations are warranted as they do not raise concerns.</i>												
<i>Blended Rationale: Votes FOR these proposed authorizations are warranted as they do not raise concerns.</i>												
24		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i>												
<i>Blended Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i>												
		Ordinary Business	Mgmt	No								
25		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>												
<i>Blended Rationale: A vote FOR this routine item is warranted.</i>												

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		26,594	26,594
			04/02/2024	04/02/2024			
			Total Shares:				

Truist Financial Corporation

Meeting Date: 04/23/2024	Country: USA	Ticker: TFC	Proxy Level: 3
Record Date: 02/15/2024	Meeting Type: Annual	Meeting ID: 1832154	
Primary Security ID: 89832Q109	Primary CUSIP: 89832Q109	Primary ISIN: US89832Q1094	Primary SEDOL: BKP7287
Earliest Cutoff Date: 04/22/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,386	*Shares on Loan: 0	Shares Instructed: 3,386	Shares Voted: 3,386

Proposal Number	Significant Vote	Proposal Text	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 Jennifer S. Banner	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1b		Elect Director K. David Boyer, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1c		Elect Director Agnes Bundy Scanlan	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1d		Elect Director Dallas S. Clement	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1e		Elect Director Patrick C. Graney, III	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1f		Elect Director Linnie M. Haynesworth	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1g		Elect Director Donna S. Morea	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Truist Financial Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1h		Elect Director Charles A. Patton	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director William H. Rogers, Jr	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1j		Elect Director Thomas E. Skains	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1k		Elect Director Laurence Stein	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1l		Elect Director Bruce L. Tanner	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1m		Elect Director Steven C. Voorhees	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. There is some concern surrounding the compensation arrangements and related disclosure of the CEO of TIH. Additionally, a relative LTI target goal is not particularly rigorous. However, the STI and LTI are sufficiently based on quantified, pre-set goals and below target payouts were aligned with company performance. Further, RSUs carry a relatively long vesting period, and the pending sale of TIH appears to address related pay program concerns.</i>												
<i>Blended Rationale: A vote FOR the proposal is warranted, with caution. There is some concern surrounding the compensation arrangements and related disclosure of the CEO of TIH. Additionally, a relative LTI target goal is not particularly rigorous. However, the STI and LTI are sufficiently based on quantified, pre-set goals and below target payouts were aligned with company performance. Further, RSUs carry a relatively long vesting period, and the pending sale of TIH appears to address related pay program concerns.</i>												
4		Report on Lobbying Payments and Policy	SH	Yes	Against	For		For	For	Yes	No	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts.</i>												
<i>Blended Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts.</i>												

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Truist Financial Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Yes	Against	Against		Against	Against	No	No	No
Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its commitment to not discriminate against customers.												
Blended Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its commitment to not discriminate against customers.												

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		3,386	3,386
			04/03/2024	04/03/2024			
							Total Shares:

Ameriprise Financial, Inc.

Meeting Date: 04/24/2024	Country: USA	Ticker: AMP	Proxy Level: 3
Record Date: 02/26/2024	Meeting Type: Annual	Meeting ID: 1835692	
Primary Security ID: 03076C106	Primary CUSIP: 03076C106	Primary ISIN: US03076C1062	Primary SEDOL: B0J7D57
Earliest Cutoff Date: 04/23/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 296	*Shares on Loan: 0	Shares Instructed: 296	Shares Voted: 296

Proposal Number	Significant Vote	Proposal Text	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 James M. Cracchiolo	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1b		Elect Director Robert F. Sharpe, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1c		Elect Director Dianne Neal Blixt	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1d		Elect Director Amy DiGeso	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1e		Elect Director Christopher J. Williams	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Ameriprise Financial, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f		Elect Director Armando Pimentel, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1g		Elect Director Brian T. Shea	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1h		Elect Director W. Edward Walter, III	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
2		Amend Certificate of Incorporation to Allow the Exculpation of Officers	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.												
Blended Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.												
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.												
Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.												
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		296	296
			03/28/2024	03/28/2024			
			Total Shares:				

ASML Holding NV

Meeting Date: 04/24/2024	Country: Netherlands	Ticker: ASML	Proxy Level: N/A
Record Date: 03/27/2024	Meeting Type: Annual	Meeting ID: 1818545	
Primary Security ID: N07059202	Primary CUSIP: N07059202	Primary ISIN: NL0010273215	Primary SEDOL: B929F46

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ASML Holding NV

Earliest Cutoff Date: 04/16/2024

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 733

***Shares on Loan:** 0

Shares Instructed: 733

Shares Voted: 733

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Annual Meeting Agenda	Mgmt	No								
		Open Meeting	Mgmt	No								
		<i>Voting Policy Rationale: No vote is required for this item.</i>										
2		Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										
3a		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted as the proposed remuneration report is in in line with market practice, regarding actual content and disclosure.</i>										
		<i>Blended Rationale: A vote FOR is warranted as the proposed remuneration report is in in line with market practice, regarding actual content and disclosure.</i>										
3b		Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>										
		<i>Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>										
3c		Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										
3d		Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										
3e		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
		<i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
4a		Approve Discharge of Management Board	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>										

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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
4b		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>												
5		Approve Number of Shares for Management Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.</i>												
<i>Blended Rationale: A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.</i>												
6a		Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt	No								
<i>Voting Policy Rationale: These are non-voting items.</i>												
<i>Blended Rationale: These are non-voting items.</i>												
6b		Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt	No								
<i>Voting Policy Rationale: These are non-voting items.</i>												
<i>Blended Rationale: These are non-voting items.</i>												
7a		Discuss Updated Profile of the Supervisory Board	Mgmt	No								
<i>Voting Policy Rationale: This is a non-voting item.</i>												
<i>Blended Rationale: This is a non-voting item.</i>												
7b		Reelect A.P. Aris to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i>												
<i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i>												
7c		Reelect D.M. Durcan to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i>												
<i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i>												
7d		Reelect D.W.A. East to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i>												
<i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i>												

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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
7e		Discuss Composition of the Supervisory Board	Mgmt	No								
Voting Policy Rationale: This is a non-voting item.												
Blended Rationale: This is a non-voting item.												
8a		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 proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.												
Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.												
8b		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 proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.												
Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.												
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 warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow ASML Holding to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.												
Blended Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow ASML Holding to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.												
10		Authorize Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.												
Blended Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.												
11		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.												
12		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		733	733
			03/21/2024	03/21/2024			
			Total Shares:				733

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Eiffage SA

Meeting Date: 04/24/2024		Country: France		Ticker: FGR		Proxy Level: N/A						
Record Date: 04/22/2024		Meeting Type: Annual/Special		Meeting ID: 1835069								
Primary Security ID: F2924U106		Primary CUSIP: F2924U106		Primary ISIN: FR0000130452		Primary SEDOL: B13X013						
Earliest Cutoff Date: 04/19/2024		Total Ballots: 1		Voting Policy: Sustainability		Additional Policy:						
Votable Shares: 3,187		*Shares on Loan: 0		Shares Instructed: 3,187		Shares Voted: 3,187						
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Ordinary Business	Mgmt	No								
		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.										
		Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.										
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.										
		Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.										
3		Approve Allocation of Income and Dividends of EUR 4.10 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 allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.										
4		Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted in the absence of any specific concerns.										
		Blended Rationale: A vote FOR is warranted in the absence of any specific concerns.										
5		Appoint KPMG Audit IS as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warranted in the absence of specific concerns.										
		Blended Rationale: Votes FOR are warranted in the absence of specific concerns.										
6		Appoint Mazars as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warranted in the absence of specific concerns.										
		Blended Rationale: Votes FOR are warranted in the absence of specific concerns.										

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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		Elect Meka Brunel as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the election of this independent nominee is warranted in the absence of specific concerns.</i>												
<i>Blended Rationale: A vote FOR the election of this independent nominee is warranted in the absence of specific concerns.</i>												
8		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>												
<i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>												
9		Approve Remuneration Policy of Chairman and CEO	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted, although the following concerns are raised: * The bonus structure allow offset between performance criteria. * Post mandate vesting without prorata is not excluded. Main reason for support is the absence of any other significant concerns.</i>												
<i>Blended Rationale: A vote FOR this remuneration policy is warranted, although the following concerns are raised: * The bonus structure allow offset between performance criteria. * Post mandate vesting without prorata is not excluded. Main reason for support is the absence of any other significant concerns.</i>												
10		Approve Compensation Report	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
<i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
11		Approve Compensation of Benoit de Ruffray, Chairman and CEO	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted but is not without concerns as the bonus is achieved at cap level despite one performance criterion achieved at zero given the offset between bonus criteria.</i>												
<i>Blended Rationale: A vote FOR this remuneration report is warranted but is not without concerns as the bonus is achieved at cap level despite one performance criterion achieved at zero given the offset between bonus criteria.</i>												
12		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i>												
<i>Blended Rationale: Such share buyback programs merit a vote FOR.</i>												
		Extraordinary Business	Mgmt	No								
13		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i>												
<i>Blended Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i>												
14		Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i>												
<i>Blended Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
15		Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 156.8 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 15 to 19 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the common limit proposed under Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights together.</i></p> <p><i>Blended Rationale: * Votes FOR the authorizations under Items 15 to 19 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the common limit proposed under Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights together.</i></p>												
16		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
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 15 to 19 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the common limit proposed under Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights together.</i></p> <p><i>Blended Rationale: * Votes FOR the authorizations under Items 15 to 19 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the common limit proposed under Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights together.</i></p>												
17		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
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 15 to 19 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the common limit proposed under Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights together.</i></p> <p><i>Blended Rationale: * Votes FOR the authorizations under Items 15 to 19 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the common limit proposed under Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights together.</i></p>												
18		Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 15, 16 and 17	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 15 to 19 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the common limit proposed under Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights together.</i></p> <p><i>Blended Rationale: * Votes FOR the authorizations under Items 15 to 19 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the common limit proposed under Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights together.</i></p>												
19		Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 15 to 19 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the common limit proposed under Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights together.</i></p> <p><i>Blended Rationale: * Votes FOR the authorizations under Items 15 to 19 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the common limit proposed under Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights together.</i></p>												

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Eiffage SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
20		Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 16, 17 and 19 at EUR 39.2 Million	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: * Votes FOR the authorizations under Items 15 to 19 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the common limit proposed under Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights together.												
Blended Rationale: * Votes FOR the authorizations under Items 15 to 19 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the common limit proposed under Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights together.												
21		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR is warranted in the absence of specific concerns.												
Blended Rationale: A vote FOR is warranted in the absence of specific concerns.												
22		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 is warranted in the absence of any specific concerns.												
Blended Rationale: A vote FOR is warranted in the absence of any specific concerns.												
		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 warranted.												
Blended Rationale: A vote FOR this routine item is warranted.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		3,187	3,187
			04/04/2024	04/04/2024			
			Total Shares:				3,187

Newmont Corporation

Meeting Date: 04/24/2024			Country: USA			Ticker: NEM			Proxy Level: 3			
Record Date: 02/27/2024			Meeting Type: Annual			Meeting ID: 1832447						
Primary Security ID: 651639106			Primary CUSIP: 651639106			Primary ISIN: US6516391066			Primary SEDOL: 2636607			
Earliest Cutoff Date: 04/23/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 2,540			*Shares on Loan: 0			Shares Instructed: 2,540			Shares Voted: 2,540			
Proposal Number	Significant Vote	Proposal Text	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 Philip Aiken	Mgmt	Yes	For	For		For	For	No	No	No

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Newmont 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
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.2		Elect Director Gregory H. Boyce	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.3		Elect Director Bruce R. Brook	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.4		Elect Director Maura J. Clark	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.5		Elect Director Emma FitzGerald	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.6		Elect Director Sally-Anne Layman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.7		Elect Director Jose Manuel Madero	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.8		Elect Director Rene Medori	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.9		Elect Director Jane Nelson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.10		Elect Director Thomas R. Palmer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.11		Elect Director Julio M. Quintana	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Newmont 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 Susan N. Story	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. The annual incentives were entirely based on corporate goals and the LTI program is predominantly performance based and utilizes multi-year measurement periods.												
Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. The annual incentives were entirely based on corporate goals and the LTI program is predominantly performance based and utilizes multi-year measurement periods.												
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
Blended Rationale: A vote FOR this proposal to 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		2,540	2,540
			04/16/2024	04/16/2024			
Total Shares:						2,540	2,540

The Cigna Group

Meeting Date: 04/24/2024			Country: USA			Ticker: CI			Proxy Level: 3			
Record Date: 03/05/2024			Meeting Type: Annual			Meeting ID: 1835694						
Primary Security ID: 125523100			Primary CUSIP: 125523100			Primary ISIN: US1255231003			Primary SEDOL: BHJ0775			
Earliest Cutoff Date: 04/23/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 360			*Shares on Loan: 0			Shares Instructed: 360			Shares Voted: 360			
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director David M. Cordani	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.												
Blended Rationale: A vote FOR the director nominees is warranted at this time.												
1b		Elect Director William J. DeLaney	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.												
Blended Rationale: A vote FOR the director nominees is warranted at this time.												
1c		Elect Director Eric J. Foss	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.												
Blended Rationale: A vote FOR the director nominees is warranted at this time.												

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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
1d		Elect Director Elder Granger	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
1e		Elect Director Neesha Hathi	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
1f		Elect Director George Kurian	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
1g		Elect Director Kathleen M. Mazzarella	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
1h		Elect Director Mark B. McClellan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
1i		Elect Director Philip O. Ozuah	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
1j		Elect Director Kimberly A. Ross	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
1k		Elect Director Eric C. Wiseman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
1l		Elect Director Donna F. Zarcone	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>										
		<i>Blended Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>										

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The Cigna Group

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		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.												
4		Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For		For	For	Yes	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 15 percent would improve shareholders' ability to use the special meeting right.												
Blended Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 15 percent would improve shareholders' ability to use the special meeting right.												
5		Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	Against		Against	Against	No	No	No
Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosure related to its diversity, equity and inclusion efforts and its management of related risks.												
Blended Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosure related to its diversity, equity and inclusion efforts and its management of related risks.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		360	360
			04/08/2024	04/08/2024			
			Total Shares:				360

W.W. Grainger, Inc.

Meeting Date: 04/24/2024	Country: USA	Ticker: GWW	Proxy Level: 3
Record Date: 03/04/2024	Meeting Type: Annual	Meeting ID: 1834595	
Primary Security ID: 384802104	Primary CUSIP: 384802104	Primary ISIN: US3848021040	Primary SEDOL: 2380863
Earliest Cutoff Date: 04/23/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 127	*Shares on Loan: 0	Shares Instructed: 127	Shares Voted: 127

Proposal Number	Significant Vote	Proposal Text	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 Rodney C. Adkins	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1b		Elect Director George S. Davis	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Proposal Number	Significant Vote	Proposal Text	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 Katherine D. Jaspon	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Christopher J. Klein	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Stuart L. Levenick	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director D.G. Macpherson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Cindy J. Miller	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Neil S. Novich	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director Beatriz R. Perez	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1j		Elect Director E. Scott Santi	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1k		Elect Director Susan Slavik Williams	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1l		Elect Director Lucas E. Watson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1m		Elect Director Steven A. White	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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W.W. Grainger, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
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. Although some concerns are noted regarding the lack of disclosure of forward-looking performance targets underlying the PSU awards, the majority of pay is conditioned on objective performance metrics, and CEO pay is aligned with company performance.												
Blended Rationale: A vote FOR this proposal is warranted. Although some concerns are noted regarding the lack of disclosure of forward-looking performance targets underlying the PSU awards, the majority of pay is conditioned on objective performance metrics, and CEO pay is aligned with company performance.												

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		127	127
			04/01/2024	04/01/2024			
			Total Shares:				

Warehouses De Pauw SCA

Meeting Date: 04/24/2024	Country: Belgium	Ticker: WDP	Proxy Level: N/A
Record Date: 04/10/2024	Meeting Type: Annual/Special	Meeting ID: 1818294	
Primary Security ID: B9T59Z100	Primary CUSIP: B9T59Z100	Primary ISIN: BE0974349814	Primary SEDOL: BK8VQD9
Earliest Cutoff Date: 04/16/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 4,856	*Shares on Loan: 0	Shares Instructed: 4,856	Shares Voted: 4,856

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Annual/Special Meeting Agenda	Mgmt	No								
		Annual Meeting Agenda	Mgmt	No								
		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 Directors' Reports of Sismo NV/SA (Non-Voting)	Mgmt	No								
Voting Policy Rationale: No vote is required.												
Blended Rationale: No vote is required.												

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Warehouses De Pauw SCA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Receive Auditors' Reports of Sigo NV/SA (Non-Voting)	Mgmt	No								
<i>Voting Policy Rationale: No vote is required.</i>												
<i>Blended Rationale: No vote is required.</i>												
5		Acknowledge Optional Dividend Payment	Mgmt	No								
<i>Voting Policy Rationale: This is a non-voting item.</i>												
<i>Blended Rationale: This is a non-voting item.</i>												
6		Approve Financial Statements and Allocation of Income	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * Although the dividend payout ratio exceeds the 100 percent limit, it should be noted that WDP is a real estate company and reported an EPRA EPS of EUR 1.40 per share.</i>												
<i>Blended Rationale: A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * Although the dividend payout ratio exceeds the 100 percent limit, it should be noted that WDP is a real estate company and reported an EPRA EPS of EUR 1.40 per share.</i>												
7		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>												
8		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i>												
9		Approve Financial Statements and Allocation of Income of Sigo NV/SA	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because there is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts.</i>												
<i>Blended Rationale: A vote FOR is warranted because there is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts.</i>												
10		Approve Discharge of Directors of Sigo NV/SA	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>												
11		Approve Discharge of Auditors of Sigo NV/SA	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i>												

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Warehouses De Pauw SCA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12		Elect Patrick O as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR the election of Patrick O is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p> <p><i>Blended Rationale: A qualified vote FOR the election of Patrick O is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p>												
13		Approve Variable Remuneration of the Co-CEOs and Other Members of the Management Committee	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted as no further concern has been identified.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as no further concern has been identified.</i></p>												
14		Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed remuneration policy is broadly in line with market practice, regarding both actual content and disclosure. Although the non-financial metrics under the STI and the individual element under the LTI remain vague, we acknowledge the clear and concrete disclosure on short-term criteria and concrete targets under the LTI. Moreover, the qualitative targets under both STI and LTI plans are aligned with the company's growth strategy.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed remuneration policy is broadly in line with market practice, regarding both actual content and disclosure. Although the non-financial metrics under the STI and the individual element under the LTI remain vague, we acknowledge the clear and concrete disclosure on short-term criteria and concrete targets under the LTI. Moreover, the qualitative targets under both STI and LTI plans are aligned with the company's growth strategy.</i></p>												
15		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed remuneration report is broadly in line with market practice, regarding both actual content and disclosure.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed remuneration report is broadly in line with market practice, regarding both actual content and disclosure.</i></p>												
16.1		Approve Change-of-Control Clause Re: Credit Agreements	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit agreement and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit agreement and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												
16.2		Approve Change-of-Control Clause Re: Credit Agreements Permitted Between the Date of the Convocation to the General Meeting and the Effective Session of the General Meeting	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this is related to a possible change-in-control clause and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this is related to a possible change-in-control clause and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												
		Special Meeting Agenda	Mgmt	No								

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Warehouses De Pauw SCA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
A1		Receive Special Board Report in Application of Article 7:199 of the Belgian Code of Companies and Associations	Mgmt	No								
<i>Voting Policy Rationale: This is a non-voting item.</i>												
<i>Blended Rationale: This is a non-voting item.</i>												
A2I		Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital With Preemptive Rights by Cash Contributions	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend; and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital.</i>												
<i>Blended Rationale: A vote FOR these items is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend; and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital.</i>												
A2II		Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital by Optional Dividend	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend; and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital.</i>												
<i>Blended Rationale: A vote FOR these items is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend; and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital.</i>												
A2III		Authorize Increase in Share Capital of up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Means	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend; and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital.</i>												
<i>Blended Rationale: A vote FOR these items is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend; and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital.</i>												

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Warehouses De Pauw SCA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
B		Authorize 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 this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		4,856	4,856
			04/09/2024	04/09/2024			
			Total Shares:			4,856	4,856

Danone SA

Meeting Date: 04/25/2024	Country: France	Ticker: BN	Proxy Level: N/A
Record Date: 04/23/2024	Meeting Type: Annual/Special	Meeting ID: 1826658	
Primary Security ID: F12033134	Primary CUSIP: F12033134	Primary ISIN: FR0000120644	Primary SEDOL: B1Y9TB3
Earliest Cutoff Date: 04/22/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 5,942	*Shares on Loan: 0	Shares Instructed: 5,942	Shares Voted: 5,942

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Ordinary Business	Mgmt	No								
		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.										
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.										
		Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.										
3		Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this income allocation proposal is warranted, despite the high payout ratio, because the company maintains enough reserves to afford the proposed distribution of dividends.										
		Blended Rationale: A vote FOR this income allocation proposal is warranted, despite the high payout ratio, because the company maintains enough reserves to afford the proposed distribution of dividends.										

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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 Gilbert Ghostine as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 4 and 5).</i>												
<i>Blended Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 4 and 5).</i>												
5		Reelect Lise Kingo as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 4 and 5).</i>												
<i>Blended Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 4 and 5).</i>												
6		Appoint Mazars & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
7		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
<i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
8		Approve Compensation of Antoine de Saint-Afrique, CEO	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
<i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
9		Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
<i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
10		Approve Remuneration Policy of Executive Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>												
<i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>												
11		Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i>												
<i>Blended Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i>												
12		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i>												
<i>Blended Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i>												

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Danone SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Such share buyback programs merit a vote FOR.												
Blended Rationale: Such share buyback programs merit a vote FOR.												
		Extraordinary Business	Mgmt	No								
14		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: A vote FOR this employee stock purchase plan is warranted as the proposed volume respects the recommended guidelines.												
Blended Rationale: A vote FOR this employee stock purchase plan is warranted as the proposed volume respects the recommended guidelines.												
15		Amend Article 27 of Bylaws Re: Cap on Voting Rights	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted as the amendment improves shareholders' rights.												
Blended Rationale: A vote FOR this proposal is warranted as the amendment improves shareholders' rights.												
		Ordinary Business	Mgmt	No								
16		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 warranted.												
Blended Rationale: A vote FOR this routine item is warranted.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		5,942	5,942
			03/26/2024	03/26/2024			
			Total Shares:				5,942

Fastenal Company

Meeting Date: 04/25/2024			Country: USA			Ticker: FAST			Proxy Level: 3			
Record Date: 02/26/2024			Meeting Type: Annual			Meeting ID: 1830440						
Primary Security ID: 311900104			Primary CUSIP: 311900104			Primary ISIN: US3119001044			Primary SEDOL: 2332262			
Earliest Cutoff Date: 04/24/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 1,733			*Shares on Loan: 0			Shares Instructed: 1,733			Shares Voted: 1,733			
Proposal Number	Significant Vote	Proposal Text	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 Scott A. Satterlee	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Proposal Number	Significant Vote	Proposal Text	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 Michael J. Ancius	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1c		Elect Director Stephen L. Eastman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1d		Elect Director Daniel L. Florness	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1e		Elect Director Rita J. Heise	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1f		Elect Director Hsenghung Sam Hsu	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1g		Elect Director Daniel L. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1h		Elect Director Nicholas J. Lundquist	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1i		Elect Director Sarah N. Nielsen	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1j		Elect Director Irene A. Quarshie	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1k		Elect Director Reyne K. Wisecup	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
2		Ratify KPMG 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.										

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Fastenal 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 this proposal is warranted as pay and performance are reasonably aligned at this time. While concern is raised about the lack of performance goals in the LTI program and the use of quarterly performance goals in the STIP, the annual incentives are entirely based on clearly disclosed goals.												
Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. While concern is raised about the lack of performance goals in the LTI program and the use of quarterly performance goals in the STIP, the annual incentives are entirely based on clearly disclosed goals.												
4		Eliminate Supermajority Vote Requirement for Business Combinations	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.												
Blended Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.												
5		Adopt Simple Majority Vote	SH	Yes	Against	For		For	For	Yes	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted. Strong support for this proposal could motivate management to continue to seek removal of supermajority voting requirements if Item 4 is not approved.												
Blended Rationale: A vote FOR this proposal is warranted. Strong support for this proposal could motivate management to continue to seek removal of supermajority voting requirements if Item 4 is not approved.												

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		1,733	1,733
			03/27/2024	03/27/2024			
			Total Shares:				

HCA Healthcare, Inc.

Meeting Date: 04/25/2024			Country: USA			Ticker: HCA			Proxy Level: 3			
Record Date: 02/26/2024			Meeting Type: Annual			Meeting ID: 1835696						
Primary Security ID: 40412C101			Primary CUSIP: 40412C101			Primary ISIN: US40412C1018			Primary SEDOL: B4MGBG6			
Earliest Cutoff Date: 04/24/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 420			*Shares on Loan: 0			Shares Instructed: 420			Shares Voted: 420			
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Thomas F. Frist, III	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1b		Elect Director Samuel N. Hazen	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director Meg G. Crofton	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1d		Elect Director Robert J. Dennis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1e		Elect Director Nancy-Ann DeParle	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1f		Elect Director William R. Frist	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1g		Elect Director Hugh F. Johnston	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1h		Elect Director Michael W. Michelson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1i		Elect Director Wayne J. Riley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1j		Elect Director Andrea B. Smith	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.										
		Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.										
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. While some concerns are noted regarding the long-term incentive program, PSUs are measured over a multi-year period. In addition, annual incentives were entirely determined by clearly disclosed objective metrics, with performance goals that appear rigorous.										
		Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. While some concerns are noted regarding the long-term incentive program, PSUs are measured over a multi-year period. In addition, annual incentives were entirely determined by clearly disclosed objective metrics, with performance goals that appear rigorous.										

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HCA Healthcare, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.												
Blended Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.												
5		Report on Risks Regarding Patients' Right to Access Abortions in Emergencies	SH	Yes	Against	Against		For	For	Yes	No	Yes
Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more specific information on the potential risks associated with the company's abortion policies, specifically on pregnant patients' rights to access abortion in medical emergencies.												
Blended Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more specific information on the potential risks associated with the company's abortion policies, specifically on pregnant patients' rights to access abortion in medical emergencies.												
6		Report on Patient Feedback Regarding Quality Care	SH	Yes	Against	Against		For	For	Yes	No	Yes
Voting Policy Rationale: A vote FOR this proposal is warranted as additional information on patient feedback regarding quality of care would benefit shareholders by allowing them to evaluate the effectiveness of the company's actions toward its central goals and to better assess how the company is managing related risks and controversies.												
Blended Rationale: A vote FOR this proposal is warranted as additional information on patient feedback regarding quality of care would benefit shareholders by allowing them to evaluate the effectiveness of the company's actions toward its central goals and to better assess how the company is managing related risks and controversies.												
7		Report on Maternal Health Outcomes	SH	Yes	Against	Against		For	For	Yes	No	Yes
Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure on the company's strategies and programs related to maternal health outcomes would help shareholders better gauge the effectiveness of the company's efforts in improving maternal and infant health, as well as the company's progress in reducing health disparities around pregnancy and childbirth.												
Blended Rationale: A vote FOR this proposal is warranted. Additional disclosure on the company's strategies and programs related to maternal health outcomes would help shareholders better gauge the effectiveness of the company's efforts in improving maternal and infant health, as well as the company's progress in reducing health disparities around pregnancy and childbirth.												

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		420	420
			04/03/2024	04/03/2024			
			Total Shares:				

Johnson & Johnson

Meeting Date: 04/25/2024	Country: USA	Ticker: JNJ	Proxy Level: 3
Record Date: 02/27/2024	Meeting Type: Annual	Meeting ID: 1833883	
Primary Security ID: 478160104	Primary CUSIP: 478160104	Primary ISIN: US4781601046	Primary SEDOL: 2475833

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Earliest Cutoff Date: 04/24/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 2,125			*Shares on Loan: 0			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 director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1b		Elect Director Mary C. Beckerle	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1c		Elect Director D. Scott Davis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1d		Elect Director Jennifer A. Doudna	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1e		Elect Director Joaquin Duato	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1f		Elect Director Marillyn A. Hewson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1g		Elect Director Paula A. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1h		Elect Director 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 nominees is warranted.										
1i		Elect Director Mark B. McClellan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1j		Elect Director Anne M. Mulcahy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1k		Elect Director Mark A. Weinberger	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1l		Elect Director Nadja Y. West	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1m		Elect Director Eugene A. Woods	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time and the annual and long-term incentive programs are primarily performance based. The committee also provides details and its rationale behind the adjustments to the pay program in connection with the Kenvue separation, which are considered reasonable.												
Blended Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time and the annual and long-term incentive programs are primarily performance based. The committee also provides details and its rationale behind the adjustments to the pay program in connection with the Kenvue separation, which are considered reasonable.												
3		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.												
4		Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	Against	Against		Against	Against	No	No	No
Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to provide sufficient information for investors to be able to determine how the company is managing compensation and health benefits related risks.												
Blended Rationale: A vote AGAINST this proposal is warranted, as the company appears to provide sufficient information for investors to be able to determine how the company is managing compensation and health benefits related risks.												
5		Report on Impact of Extended Patent Exclusivities on Product Access	SH	No								
Voting Policy Rationale: NONE – this proposal has been withdrawn.												
Blended Rationale: NONE – this proposal has been withdrawn.												

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
			04/12/2024	04/12/2024			
			Total Shares:				

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Meeting Date: 04/25/2024	Country: France	Ticker: KER	Proxy Level: N/A
Record Date: 04/23/2024	Meeting Type: Annual/Special	Meeting ID: 1835909	
Primary Security ID: F5433L103	Primary CUSIP: F5433L103	Primary ISIN: FR0000121485	Primary SEDOL: 5505072
Earliest Cutoff Date: 04/22/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,721	*Shares on Loan: 0	Shares Instructed: 1,721	Shares Voted: 1,721

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Ordinary Business	Mgmt	No								
		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the approval of financial statements and statutory reports is warranted in the absence of specific concerns (item 1). Despite the unqualified auditors' opinion and lack of concerns, the approval of consolidated financial statements only warrants qualified support as the company does not submit to the approval of its shareholders the auditors' special report containing an ongoing related-party agreement with Artemis SAS (item 2).</i></p> <p><i>Blended Rationale: A vote FOR the approval of financial statements and statutory reports is warranted in the absence of specific concerns (item 1). Despite the unqualified auditors' opinion and lack of concerns, the approval of consolidated financial statements only warrants qualified support as the company does not submit to the approval of its shareholders the auditors' special report containing an ongoing related-party agreement with Artemis SAS (item 2).</i></p>												
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the approval of financial statements and statutory reports is warranted in the absence of specific concerns (item 1). Despite the unqualified auditors' opinion and lack of concerns, the approval of consolidated financial statements only warrants qualified support as the company does not submit to the approval of its shareholders the auditors' special report containing an ongoing related-party agreement with Artemis SAS (item 2).</i></p> <p><i>Blended Rationale: A vote FOR the approval of financial statements and statutory reports is warranted in the absence of specific concerns (item 1). Despite the unqualified auditors' opinion and lack of concerns, the approval of consolidated financial statements only warrants qualified support as the company does not submit to the approval of its shareholders the auditors' special report containing an ongoing related-party agreement with Artemis SAS (item 2).</i></p>												
3		Approve Allocation of Income and Dividends of EUR 14 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> <p><i>Blended Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p>												
4		Ratify Appointment of Maureen Chiquet as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Item 6 and 7). Votes FOR the (re)election of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 46.2 percent vs 33.3 percent recommended; excluding government representatives and employee representatives, and employee shareholder representatives (if any): 54.5 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the chairman of the audit committee is warranted under (Item 5) but is not without concern due to his lack of independence. The main reason for support is the fact that he is not meant to remain in this position.</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Item 6 and 7). Votes FOR the (re)election of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 46.2 percent vs 33.3 percent recommended; excluding government representatives and employee representatives, and employee shareholder representatives (if any): 54.5 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the chairman of the audit committee is warranted under (Item 5) but is not without concern due to his lack of independence. The main reason for support is the fact that he is not meant to remain in this position.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Reelect Jean-Pierre Denis as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Item 6 and 7). Votes FOR the (re)election of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 46.2 percent vs 33.3 percent recommended; excluding government representatives and employee representatives, and employee shareholder representatives (if any): 54.5 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the chairman of the audit committee is warranted under (Item 5) but is not without concern due to his lack of independence. The main reason for support is the fact that he is not meant to remain in this position.</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Item 6 and 7). Votes FOR the (re)election of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 46.2 percent vs 33.3 percent recommended; excluding government representatives and employee representatives, and employee shareholder representatives (if any): 54.5 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the chairman of the audit committee is warranted under (Item 5) but is not without concern due to his lack of independence. The main reason for support is the fact that he is not meant to remain in this position.</i></p>												
6		Elect Rachel Duan as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Item 6 and 7). Votes FOR the (re)election of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 46.2 percent vs 33.3 percent recommended; excluding government representatives and employee representatives, and employee shareholder representatives (if any): 54.5 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the chairman of the audit committee is warranted under (Item 5) but is not without concern due to his lack of independence. The main reason for support is the fact that he is not meant to remain in this position.</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Item 6 and 7). Votes FOR the (re)election of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 46.2 percent vs 33.3 percent recommended; excluding government representatives and employee representatives, and employee shareholder representatives (if any): 54.5 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the chairman of the audit committee is warranted under (Item 5) but is not without concern due to his lack of independence. The main reason for support is the fact that he is not meant to remain in this position.</i></p>												
7		Elect Giovanna Melandri as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Item 6 and 7). Votes FOR the (re)election of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 46.2 percent vs 33.3 percent recommended; excluding government representatives and employee representatives, and employee shareholder representatives (if any): 54.5 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the chairman of the audit committee is warranted under (Item 5) but is not without concern due to his lack of independence. The main reason for support is the fact that he is not meant to remain in this position.</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Item 6 and 7). Votes FOR the (re)election of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 46.2 percent vs 33.3 percent recommended; excluding government representatives and employee representatives, and employee shareholder representatives (if any): 54.5 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the chairman of the audit committee is warranted under (Item 5) but is not without concern due to his lack of independence. The main reason for support is the fact that he is not meant to remain in this position.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8		Elect Dominique D Hinnin as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Item 6 and 7). Votes FOR the (re)election of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 46.2 percent vs 33.3 percent recommended; excluding government representatives and employee representatives, and employee shareholder representatives (if any): 54.5 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the chairman of the audit committee is warranted under (Item 5) but is not without concern due to his lack of independence. The main reason for support is the fact that he is not meant to remain in this position.</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Item 6 and 7). Votes FOR the (re)election of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 46.2 percent vs 33.3 percent recommended; excluding government representatives and employee representatives, and employee shareholder representatives (if any): 54.5 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the chairman of the audit committee is warranted under (Item 5) but is not without concern due to his lack of independence. The main reason for support is the fact that he is not meant to remain in this position.</i></p>												
9		Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i></p> <p><i>Blended Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i></p>												
10		Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i></p> <p><i>Blended Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i></p>												
11		Approve Transaction with Maureen Chiquet, Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: The lack of disclosure surrounding this transaction merits a vote AGAINST this proposal. In addition, it compromises Maureen Chiquet's capacity as independent board director.</i></p> <p><i>Blended Rationale: The lack of disclosure surrounding this transaction merits a vote AGAINST this proposal. In addition, it compromises Maureen Chiquet's capacity as independent board director.</i></p>												
12		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted due to the board's response to shareholders' dissent and the absence of significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted due to the board's response to shareholders' dissent and the absence of significant concern.</i></p>												
13		Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i></p> <p><i>Blended Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i></p>												
14		Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i></p> <p><i>Blended Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
15		Approve Remuneration Policy of Executive Corporate Officer	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted, although the following concerns are raised: * The post-mandate policy of the CEO allows for the board to discretionarily maintain the vesting of LTIPs after the executive's departure, without any pro rata. The main reason for support is: * If rejected, the proposal is likely to have no impact on the CEO's post-mandate policy as it appears that it already is the policy in place.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted, although the following concerns are raised: * The post-mandate policy of the CEO allows for the board to discretionarily maintain the vesting of LTIPs after the executive's departure, without any pro rata. The main reason for support is: * If rejected, the proposal is likely to have no impact on the CEO's post-mandate policy as it appears that it already is the policy in place.</i></p>												
16		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>												
17		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i></p> <p><i>Blended Rationale: Such share buyback programs merit a vote FOR.</i></p>												
18		Extraordinary Business	Mgmt	No								
18		Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Due to the lack of disclosure regarding the performance conditions pertaining to beneficiaries other than the CEO (in particular, executive committee members or assimilates), a vote AGAINST is warranted.</i></p> <p><i>Blended Rationale: Due to the lack of disclosure regarding the performance conditions pertaining to beneficiaries other than the CEO (in particular, executive committee members or assimilates), a vote AGAINST is warranted.</i></p>												
19		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these employee stock purchase plans are warranted as the proposed volumes respect the recommended guidelines.</i></p> <p><i>Blended Rationale: Votes FOR these employee stock purchase plans are warranted as the proposed volumes respect the recommended guidelines.</i></p>												
20		Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these employee stock purchase plans are warranted as the proposed volumes respect the recommended guidelines.</i></p> <p><i>Blended Rationale: Votes FOR these employee stock purchase plans are warranted as the proposed volumes respect the recommended guidelines.</i></p>												
21		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this routine item is warranted.</i></p>												

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		1,721	1,721
			04/04/2024	04/04/2024			
			Total Shares:				

Texas Instruments Incorporated

Meeting Date: 04/25/2024	Country: USA	Ticker: TXN	Proxy Level: 3
Record Date: 02/28/2024	Meeting Type: Annual	Meeting ID: 1833179	
Primary Security ID: 882508104	Primary CUSIP: 882508104	Primary ISIN: US8825081040	Primary SEDOL: 2885409
Earliest Cutoff Date: 04/24/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 674	*Shares on Loan: 0	Shares Instructed: 674	Shares Voted: 674

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Mark A. Blinn	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1b		Elect Director Todd M. Bluedorn	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1c		Elect Director Janet F. Clark	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1d		Elect Director Carrie S. Cox	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1e		Elect Director Martin S. Craighead	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1f		Elect Director Reginald DesRoches	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1g		Elect Director Curtis C. Farmer	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Texas Instruments Incorporated

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1h		Elect Director Jean M. Hobby	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Haviv Ilan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Ronald Kirk	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Pamela H. Patsley	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Robert E. Sanchez	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1m		Elect Director Richard K. Templeton	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Approve Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										
		<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company continues to grant annual incentive awards according to a non-formulaic subjective review of company performance, and the long-term incentive awards are entirely time-based, lacking any long-term performance conditions. Nevertheless, CEO pay and company performance remain reasonably aligned at this time.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. The company continues to grant annual incentive awards according to a non-formulaic subjective review of company performance, and the long-term incentive awards are entirely time-based, lacking any long-term performance conditions. Nevertheless, CEO pay and company performance remain reasonably aligned at this time.</i>										
4		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

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Texas Instruments Incorporated

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For		For	For	Yes	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 15 percent ownership threshold for shareholders to call a special meeting would enhance shareholders ability to make use of the right, and the likelihood of abuse is small.												
Blended Rationale: A vote FOR this proposal is warranted as the proposed 15 percent ownership threshold for shareholders to call a special meeting would enhance shareholders ability to make use of the right, and the likelihood of abuse is small.												
6		Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Yes	Against	Against		For	For	Yes	No	Yes
Voting Policy Rationale: A vote FOR this proposal is warranted, as the requested report would improve the company's existing disclosure, could help the company more effectively manage associated risks to its business operations, and could be prepared at a reasonable cost and omitting any proprietary information.												
Blended Rationale: A vote FOR this proposal is warranted, as the requested report would improve the company's existing disclosure, could help the company more effectively manage associated risks to its business operations, and could be prepared at a reasonable cost and omitting any proprietary information.												

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		674	674
			04/02/2024	04/02/2024			
			Total Shares:				674

Umicore SA

Meeting Date: 04/25/2024	Country: Belgium	Ticker: UMI	Proxy Level: N/A
Record Date: 04/11/2024	Meeting Type: Annual/Special	Meeting ID: 1822091	
Primary Security ID: B95505184	Primary CUSIP: B95505184	Primary ISIN: BE0974320526	Primary SEDOL: BF44466
Earliest Cutoff Date: 04/17/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 10,488	*Shares on Loan: 0	Shares Instructed: 10,488	Shares Voted: 10,488

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
A.1		Annual Meeting Agenda	Mgmt	No								
		Ordinary Shareholders' Meeting Agenda	Mgmt	No								
		Receive Supervisory Board's and Auditors' Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required.										
		Blended Rationale: 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
A.2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR is warranted as the proposed remuneration report is roughly in line with market standards. In line with last year, we note that the company provided improved disclosure (threshold, targets, maximum and achievement) on the financial metrics of the STI plan and performance metrics of the LTI plan, while also providing forward looking disclosure with respect to 2024 performance metrics. However, we still raise concerns as there is no further disclosure regarding the individual performance STI metrics (50% weight, 100% achievement), which does not allow shareholders to assess the stringency of the pay for performance assessment. Additionally, a sign-on bonus of EUR 500.000 (87 percent of base salary) is granted to management board member Veerle Slenders, without a compelling rationale.</i></p> <p><i>Blended Rationale: A qualified vote FOR is warranted as the proposed remuneration report is roughly in line with market standards. In line with last year, we note that the company provided improved disclosure (threshold, targets, maximum and achievement) on the financial metrics of the STI plan and performance metrics of the LTI plan, while also providing forward looking disclosure with respect to 2024 performance metrics. However, we still raise concerns as there is no further disclosure regarding the individual performance STI metrics (50% weight, 100% achievement), which does not allow shareholders to assess the stringency of the pay for performance assessment. Additionally, a sign-on bonus of EUR 500.000 (87 percent of base salary) is granted to management board member Veerle Slenders, without a compelling rationale.</i></p>												
A.3		Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.80 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> <p><i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p>												
A.4		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>												
A.5		Approve Discharge of Supervisory Board Members	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i></p>												
A.6		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i></p>												
A.7.1		Reelect Thomas Leysen as Member of the Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Thomas Leysen is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Thomas Leysen is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
A.7.2		Reelect Koenraad Debackere as an Independent Member of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Thomas Leysen is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>												
<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Thomas Leysen is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>												
A.7.3		Reelect Mark Garrett as an Independent Member of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Thomas Leysen is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>												
<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Thomas Leysen is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>												
A.7.4		Reelect Birgit Behrendt as an Independent Member of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Thomas Leysen is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>												
<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Thomas Leysen is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>												
A.7.5		Elect Frederic Oudea as Member of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Thomas Leysen is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>												
<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Thomas Leysen is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>												
A.7.6		Elect Philip Eykerman as an Independent Member of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Thomas Leysen is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>												
<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Thomas Leysen is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>												
A.8		Approve Remuneration of the Members of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.</i>												
A.9.1		Ratify EY BV, Represented by Marnix Van Dooren and Eef Naessens, as Auditors and Approve Auditors' Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
A.9.2		Appoint EY as Auditor for the Sustainability Reporting	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.												
Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.												
		Special Shareholders' Meeting Agenda	Mgmt	No								
B.1.1		Approve Change-of-Control Clause Re: Grant Agreement	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted because these clauses are considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.												
Blended Rationale: A vote FOR this proposal is warranted because these clauses are 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.												
B.1.2		Approve Change-of-Control Clause Re: Sustainability-linked Revolving Facility Agreement	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted because these clauses are considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.												
Blended Rationale: A vote FOR this proposal is warranted because these clauses are 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.												
B.1.3		Approve Change-of-Control Clause Re: Finance Contract	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted because these clauses are considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.												
Blended Rationale: A vote FOR this proposal is warranted because these clauses are 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.												

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		10,488	10,488
			04/08/2024	04/08/2024			
			Total Shares:				10,488

Agnico Eagle Mines Limited

Meeting Date: 04/26/2024			Country: Canada			Ticker: AEM			Proxy Level: 3			
Record Date: 03/15/2024			Meeting Type: Annual/Special			Meeting ID: 1822414						
Primary Security ID: 008474108			Primary CUSIP: 008474108			Primary ISIN: CA0084741085			Primary SEDOL: 2009823			
Earliest Cutoff Date: 04/23/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 2,560			*Shares on Loan: 0			Shares Instructed: 2,560			Shares Voted: 2,560			
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Leona Aglukkaq	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												

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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
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.3		Elect Director Sean Boyd	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.4		Elect Director Martine A. Celej	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.5		Elect Director Jonathan Gill	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.6		Elect Director Peter Grosskopf	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.7		Elect Director Elizabeth Lewis-Gray	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.8		Elect Director Deborah McCombe	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.9		Elect Director Jeffrey Parr	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.10		Elect Director J. Merfyn Roberts	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.11		Elect Director Jamie C. Sokalsky	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										

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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
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 ratification of Ernst & Young LLP as auditor as non-audit fees (7 percent) were reasonable relative to total fees paid to the auditor.												
Blended Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (7 percent) were reasonable relative to total fees paid to the auditor.												
3		Amend Incentive Share Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR this Employee Share Purchase Plan as the plan's provisions conform to best practice standards within the Canadian market.												
Blended Rationale: Vote FOR this Employee Share Purchase Plan as the plan's provisions conform to best practice standards within the Canadian market.												
4		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. The quantitative pay-for-performance screen has identified a medium concern driven by the company's relative degree of pay-and-performance alignment (RDA). The 2023 CEO pay increased marginally year over year, and company's TSR outperformed the GICS group both in the last year and over a longer term. At the previous two annual shareholder meetings, the company's say-on-pay resolutions failed to garner majority support. In 2023, the company sought feedback from shareholders and responded with a few adjustments to the executive compensation approach which appeared to have improved the overall pay-and-performance alignment. As such, a vote FOR is warranted for this say on pay resolution at this time. Nevertheless, Sustainability Advisory Services will continue to monitor the company for any potential CEO pay and company performance misalignment.												
Blended Rationale: Vote FOR this non-binding advisory vote. The quantitative pay-for-performance screen has identified a medium concern driven by the company's relative degree of pay-and-performance alignment (RDA). The 2023 CEO pay increased marginally year over year, and company's TSR outperformed the GICS group both in the last year and over a longer term. At the previous two annual shareholder meetings, the company's say-on-pay resolutions failed to garner majority support. In 2023, the company sought feedback from shareholders and responded with a few adjustments to the executive compensation approach which appeared to have improved the overall pay-and-performance alignment. As such, a vote FOR is warranted for this say on pay resolution at this time. Nevertheless, Sustainability Advisory Services will continue to monitor the company for any potential CEO pay and company performance misalignment.												

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		2,560	2,560
			04/03/2024	04/03/2024			
			Total Shares:				2,560

Canadian National Railway Company

Meeting Date: 04/26/2024			Country: Canada			Ticker: CNR			Proxy Level: 4			
Record Date: 03/01/2024			Meeting Type: Annual			Meeting ID: 1819825						
Primary Security ID: 136375102			Primary CUSIP: 136375102			Primary ISIN: CA1363751027			Primary SEDOL: 2180632			
Earliest Cutoff Date: 04/23/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 3,540			*Shares on Loan: 0			Shares Instructed: 3,540			Shares Voted: 3,540			
Proposal Number	Significant Vote	Proposal Text	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 Shauneen Bruder	Mgmt	Yes	For	For		For	For	No	No	No

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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
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.2		Elect Director Jo-ann dePass Olsovsky	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.3		Elect Director David Freeman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.4		Elect Director Denise Gray	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.5		Elect Director Justin M. Howell	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.6		Elect Director Susan C. Jones	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.7		Elect Director Robert Knight	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.8		Elect Director Michel Letellier	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.9		Elect Director Margaret A. McKenzie	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.10		Elect Director Al Monaco	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.11		Elect Director Tracy Robinson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										

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Canadian National Railway Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (0 percent) were reasonable relative to total fees paid to the auditor.												
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		Approve Advance Notice Requirement	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR this resolution as the ability of shareholders to cast informed votes for the election of directors is considered to be the most important use of the shareholder franchise and this provision is reasonably structured.												
Blended Rationale: Vote FOR this resolution as the ability of shareholders to cast informed votes for the election of directors is considered to be the most important use of the shareholder franchise and this provision is reasonably structured.												
4		Amend Long-Term Incentive Plan	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), vote FOR this omnibus plan.												
Blended Rationale: Based on the Equity Plan Score Card evaluation (EPSC), vote FOR this omnibus plan.												
5		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.												
6		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's climate transition plan includes clear and approved science-based targets, specific actions, and governance framework. CN is committed to setting a target to achieve net-zero carbon emissions by 2050, in line with a 1.5° C scenario and also plans to review its 2030 well-below 2°C aligned targets and request to revalidate them by 2026 per SBTi guidelines.												
Blended Rationale: Vote FOR the management say on climate proposal. CN's climate disclosures meet market standards, and the company's climate transition plan includes clear and approved science-based targets, specific actions, and governance framework. CN is committed to setting a target to achieve net-zero carbon emissions by 2050, in line with a 1.5° C scenario and also plans to review its 2030 well-below 2°C aligned targets and request to revalidate them by 2026 per SBTi guidelines.												
		Shareholder Proposal	Mgmt	No								
7		SP 1: Adopt a Paid Sick Leave Policy	SH	Yes	Against	Against		For	For	Yes	No	Yes
Voting Policy Rationale: A vote FOR this proposal is warranted, as it should enhance the company's current commitments to colleague health and well-being. Adoption of the resolution would also provide shareholders with additional assurance of the company's management and oversight of related risks.												
Blended Rationale: A vote FOR this proposal is warranted, as it should enhance the company's current commitments to colleague health and well-being. Adoption of the resolution would also provide shareholders with additional assurance of the company's management and oversight of related risks.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		3,540	3,540
			04/09/2024	04/09/2024			
			Total Shares:				3,540

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Meeting Date: 04/30/2024	Country: USA	Ticker: EXC	Proxy Level: 4
Record Date: 03/01/2024	Meeting Type: Annual	Meeting ID: 1837182	
Primary Security ID: 30161N101	Primary CUSIP: 30161N101	Primary ISIN: US30161N1019	Primary SEDOL: 2670519
Earliest Cutoff Date: 04/29/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,631	*Shares on Loan: 0	Shares Instructed: 2,631	Shares Voted: 2,631

Proposal Number	Significant Vote	Proposal Text	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 W. Paul Bowers	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.												
Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.												
1b		Elect Director Calvin G. Butler, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.												
Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.												
1c		Elect Director Marjorie Rodgers Cheshire	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.												
Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.												
1d		Elect Director Linda P. Jojo	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.												
Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.												
1e		Elect Director Charisse R. Lillie	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.												
Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.												
1f		Elect Director Anna Richo	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.												
Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.												

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Exelon 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
1g		Elect Director Matthew Rogers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.</i></p>												
1h		Elect Director Bryan Segedi	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.</i></p>												
1i		Elect Director John Young	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees is warranted.</i></p>												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the proposal is warranted. Concerns are noted regarding the lack of disclosure of forward-looking PSU metrics and the adjustment of closing-cycle PSUs in connection with a spin-off. Nonetheless, pay and performance were aligned, the short-term incentive was based on pre-set operational and financial metrics, and the long-term incentive was predominantly performance-based.</i></p> <p><i>Blended Rationale: A vote FOR the proposal is warranted. Concerns are noted regarding the lack of disclosure of forward-looking PSU metrics and the adjustment of closing-cycle PSUs in connection with a spin-off. Nonetheless, pay and performance were aligned, the short-term incentive was based on pre-set operational and financial metrics, and the long-term incentive was predominantly performance-based.</i></p>												
4		Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Currently, the company does not provide shareholders with the ability to call special meetings. Hence, a vote FOR this proposal is warranted as it represents an enhancement to shareholder's rights despite restrictive language contained in the contingent bylaw amendment.</i></p> <p><i>Blended Rationale: Currently, the company does not provide shareholders with the ability to call special meetings. Hence, a vote FOR this proposal is warranted as it represents an enhancement to shareholder's rights despite restrictive language contained in the contingent bylaw amendment.</i></p>												

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Exelon 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
5		Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Yes	Against	For		For	For	Yes	No	No
<i>Voting Policy Rationale: Support FOR this proposal is warranted. The management proposal contains restrictions on special meeting timing and subject matter that shareholders may view as unnecessary. Should both proposals pass, an affirmative vote on the shareholder proposal will signal support for the removal of this restrictive language.</i>												
<i>Blended Rationale: Support FOR this proposal is warranted. The management proposal contains restrictions on special meeting timing and subject matter that shareholders may view as unnecessary. Should both proposals pass, an affirmative vote on the shareholder proposal will signal support for the removal of this restrictive language.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		2,631	2,631
			04/04/2024	04/04/2024			
			Total Shares:			2,631	2,631

PepsiCo, Inc.

Meeting Date: 05/01/2024	Country: USA	Ticker: PEP	Proxy Level: 3
Record Date: 03/01/2024	Meeting Type: Annual	Meeting ID: 1838330	
Primary Security ID: 713448108	Primary CUSIP: 713448108	Primary ISIN: US7134481081	Primary SEDOL: 2681511
Earliest Cutoff Date: 04/30/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,602	*Shares on Loan: 0	Shares Instructed: 1,602	Shares Voted: 1,602

Proposal Number	Significant Vote	Proposal Text	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
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Jennifer Bailey	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director Cesar Conde	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Ian Cook	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Edith W. Cooper	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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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
1f		Elect Director Susan M. Diamond	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Dina Dublon	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Michelle Gass	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director Ramon L. Laguarta	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1j		Elect Director Dave J. Lewis	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1k		Elect Director David C. Page	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1l		Elect Director Robert C. Pohlad	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1m		Elect Director Daniel Vasella	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1n		Elect Director Darren Walker	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1o		Elect Director Alberto Weisser	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review, though shareholders would benefit from improved disclosure surrounding the annual incentive.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review, though shareholders would benefit from improved disclosure surrounding the annual incentive.</i></p>												
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>												
5		Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: This proposal is considered overly prescriptive given that NEOs do not have problematic severance arrangements, the company has implemented adequate safeguards, and there are no recent severance-related controversies. As such, a vote AGAINST this proposal is warranted.</i></p> <p><i>Blended Rationale: This proposal is considered overly prescriptive given that NEOs do not have problematic severance arrangements, the company has implemented adequate safeguards, and there are no recent severance-related controversies. As such, a vote AGAINST this proposal is warranted.</i></p>												
6		Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company appears to provide competitive healthcare benefits and there is no evidence that the company is offering health care in a discriminatory manner.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted as the company appears to provide competitive healthcare benefits and there is no evidence that the company is offering health care in a discriminatory manner.</i></p>												
7		Amend Bylaws to Adopt a Director Election Resignation	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as there are no recurring issues or company-specific factors at Pepsi that suggest the proponent's more-stringent director resignation policy is necessary at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted as there are no recurring issues or company-specific factors at Pepsi that suggest the proponent's more-stringent director resignation policy is necessary at this time.</i></p>												
8		Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosures would benefit shareholders by increasing transparency regarding the company's efforts to address the risks related the use of non-sugar sweeteners. Further, the request would provide greater assurance to shareholders that the company's initiatives and practices guard against possible risks to the firm.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as additional disclosures would benefit shareholders by increasing transparency regarding the company's efforts to address the risks related the use of non-sugar sweeteners. Further, the request would provide greater assurance to shareholders that the company's initiatives and practices guard against possible risks to the firm.</i></p>												
9		Report on Risks Related to Biodiversity and Nature Loss	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as further disclosures would help shareholders assess how the company is managing related risks associated with biodiversity loss as well as adequately track progress on these issues.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as further disclosures would help shareholders assess how the company is managing related risks associated with biodiversity loss as well as adequately track progress on these issues.</i></p>												

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PepsiCo, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
10		Report on Third-Party Racial Equity Audit	SH	Yes	Against	Against		For	For	Yes	No	Yes
Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure could help shareholders assess the impacts of the company's policies and practices on racial and ethnic minority communities.												
Blended Rationale: A vote FOR this resolution is warranted, as additional disclosure could help shareholders assess the impacts of the company's policies and practices on racial and ethnic minority communities.												
11		Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	Against		Against	Against	No	No	No
Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosure related to its diversity, equity and inclusion efforts and its management of related risks.												
Blended Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosure related to its diversity, equity and inclusion efforts and its management of related risks.												
12		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 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.												

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		1,602	1,602
			04/12/2024	04/12/2024			
			Total Shares:				1,602

S&P Global Inc.

Meeting Date: 05/01/2024			Country: USA			Ticker: SPGI			Proxy Level: 3			
Record Date: 03/11/2024			Meeting Type: Annual			Meeting ID: 1836536						
Primary Security ID: 78409V104			Primary CUSIP: 78409V104			Primary ISIN: US78409V1044			Primary SEDOL: BYV2325			
Earliest Cutoff Date: 04/30/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 249			*Shares on Loan: 0			Shares Instructed: 249			Shares Voted: 249			
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Marco Alvera	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.2		Elect Director Jacques Esculier	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Proposal Number	Significant Vote	Proposal Text	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 Gay Huey Evans	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.4		Elect Director William D. Green	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.5		Elect Director Stephanie C. Hill	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.6		Elect Director Rebecca Jacoby	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.7		Elect Director Robert P. Kelly	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.8		Elect Director Ian P. Livingston	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.9		Elect Director Maria R. Morris	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.10		Elect Director Douglas L. Peterson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.11		Elect Director Richard E. Thornburgh	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.12		Elect Director Gregory Washington	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives were approximately half based on pre-set financial metrics and equity awards are primarily performance-conditioned with a multi-year performance period and pre-set targets.												
Blended Rationale: A vote FOR this proposal is warranted. Annual incentives were approximately half based on pre-set financial metrics and equity awards are primarily performance-conditioned with a multi-year performance period and pre-set targets.												
3		Amend Deferred Compensation Plan	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Based on an analysis of the plan amendment, a vote FOR this proposal is warranted.												
Blended Rationale: Based on an analysis of the plan amendment, a vote FOR this proposal is warranted.												
4		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
Blended Rationale: A vote FOR this proposal to 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		249	249
			04/07/2024	04/07/2024			
			Total Shares:				

The Coca-Cola Company

Meeting Date: 05/01/2024	Country: USA	Ticker: KO	Proxy Level: 3
Record Date: 03/04/2024	Meeting Type: Annual	Meeting ID: 1836151	
Primary Security ID: 191216100	Primary CUSIP: 191216100	Primary ISIN: US1912161007	Primary SEDOL: 2206657
Earliest Cutoff Date: 04/30/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,759	*Shares on Loan: 0	Shares Instructed: 1,759	Shares Voted: 1,759

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Herb Allen	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.												
Blended Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.												
1.2		Elect Director Marc Bolland	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.												
Blended Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.												

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The Coca-Cola Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.3		Elect Director Ana Botin	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>										
1.4		Elect Director Christopher C. Davis	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>										
1.5		Elect Director Barry Diller	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>										
1.6		Elect Director Carolyn Everson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>										
1.7		Elect Director Helene D. Gayle	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>										
1.8		Elect Director Thomas S. Gayner	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<i>Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>										
1.9		Elect Director Alexis M. Herman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>										
1.10		Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>										

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The Coca-Cola Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.11		Elect Director Amity Millhiser	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>												
1.12		Elect Director James Quincey	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>												
1.13		Elect Director Caroline J. Tsay	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>												
1.14		Elect Director David B. Weinberg	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The majority of the CEO's pay is conditioned on objective performance metrics and CEO pay and company performance were reasonably aligned during the year in review.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted. The majority of the CEO's pay is conditioned on objective performance metrics and CEO pay and company performance were reasonably aligned during the year in review.</i>												
3		Approve Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>												
<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>												
4		Approve Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the plan is broad-based, provides for a reasonable employer contribution, and has reasonable limits on employee contributions.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted given that the plan is broad-based, provides for a reasonable employer contribution, and has reasonable limits on employee contributions.</i>												
5		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
6		Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company provides adequate disclosure related to its diversity, equity and inclusion efforts and its management of related risks.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted as the company provides adequate disclosure related to its diversity, equity and inclusion efforts and its management of related risks.</i>												

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The Coca-Cola Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7		Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Yes	Against	Against		For	For	Yes	No	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure would help shareholders better understand the effectiveness of the company's programs to assess and mitigate potential health harms associated with the use of non-sugar sweeteners.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure would help shareholders better understand the effectiveness of the company's programs to assess and mitigate potential health harms associated with the use of non-sugar sweeteners.</i>												
8		Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	SH	Yes	Against	Against		For	For	Yes	No	Yes
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks or costs to the company and its employees associated with the decline in the quality of their accessible medical care, and the company's strategy to ameliorate these harms, would allow shareholders to assess how the company is managing such risks.</i>												
<i>Blended Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks or costs to the company and its employees associated with the decline in the quality of their accessible medical care, and the company's strategy to ameliorate these harms, would allow shareholders to assess how the company is managing such risks.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		1,759	1,759
			04/12/2024	04/12/2024			

Fortis Inc.

Meeting Date: 05/02/2024	Country: Canada	Ticker: FTS	Proxy Level: 3
Record Date: 03/15/2024	Meeting Type: Annual/Special	Meeting ID: 1822404	
Primary Security ID: 349553107	Primary CUSIP: 349553107	Primary ISIN: CA3495531079	Primary SEDOL: 2347200
Earliest Cutoff Date: 04/29/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,275	*Shares on Loan: 0	Shares Instructed: 3,275	Shares Voted: 3,275

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Tracey C. Ball	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.2		Elect Director Pierre J. Blouin	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.3		Elect Director Lawrence T. Borgard	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.4		Elect Director Maura J. Clark	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.5		Elect Director Lisa Crutchfield	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.6		Elect Director Margarita K. Dilley	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.7		Elect Director Julie A. Dobson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.8		Elect Director Lisa L. Durocher	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.9		Elect Director David G. Hutchens	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.10		Elect Director Gianna M. Manes	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.11		Elect Director Donald R. Marchand	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.12		Elect Director Jo Mark Zurel	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
2		Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (1 percent) were reasonable relative to total fees paid to the auditor.</i>												
<i>Blended Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (1 percent) were reasonable relative to total fees paid to the auditor.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Advisory Vote on 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		Approve Omnibus Equity Plan	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), vote FOR this full-value award plan.												
Blended Rationale: Based on the Equity Plan Score Card evaluation (EPSC), vote FOR this full-value award plan.												

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		3,275	3,275
			04/10/2024	04/10/2024			
			Total Shares:				

KBC Group SA/NV

Meeting Date: 05/02/2024	Country: Belgium	Ticker: KBC	Proxy Level: N/A
Record Date: 04/18/2024	Meeting Type: Annual	Meeting ID: 1819627	
Primary Security ID: B5337G162	Primary CUSIP: B5337G162	Primary ISIN: BE0003565737	Primary SEDOL: 4497749
Earliest Cutoff Date: 04/24/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 12,233	*Shares on Loan: 0	Shares Instructed: 12,233	Shares Voted: 12,233

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Annual Meeting Agenda	Mgmt	No								
		Receive Directors' Reports (Non-Voting)	Mgmt	No								
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 item.												
Blended Rationale: This is a non-voting item.												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.15 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>												
<i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>												
5		Approve Increase in Fixed Remuneration of the Members of the Audit Committee and the Risk and Compliance Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted as the proposal as there are no signs of excessiveness.</i>												
<i>Blended Rationale: A vote FOR is warranted as the proposal as there are no signs of excessiveness.</i>												
6		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A qualified vote FOR is warranted, because: * The overall level of disclosure on both the plan is sufficient considering market practice and enables shareholders to assess the stringency of the policy; * Despite the absence of a long-term incentive plan, at least 40 percent of the variable remuneration is deferred and paid out in phantom stock. This is not without noting the absence of specific disclosure on the company and individual variable emolument with respect to target and achievement levels (ex-post basis) for the STI award.</i>												
<i>Blended Rationale: A qualified vote FOR is warranted, because: * The overall level of disclosure on both the plan is sufficient considering market practice and enables shareholders to assess the stringency of the policy; * Despite the absence of a long-term incentive plan, at least 40 percent of the variable remuneration is deferred and paid out in phantom stock. This is not without noting the absence of specific disclosure on the company and individual variable emolument with respect to target and achievement levels (ex-post basis) for the STI award.</i>												
7		Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of concerns regarding the continuation of the existing policy. The proposed amendment related to the risk gateway parameters does not raise concerns.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of concerns regarding the continuation of the existing policy. The proposed amendment related to the risk gateway parameters does not raise concerns.</i>												
8		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>												
9		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i>												
10		Approve Auditors' Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11		Appoint KPMG, Represented by Kenneth Vermeire and Steven Mulkens, as Auditors for the Sustainability Reporting	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
12.1		Reelect Johan Thijs as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST the elections of Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST incumbent nominating committee member Sonja De Becker is warranted for lack of diversity on the board. A vote FOR the elections of Johan Thijs and Diana Radl Rogerova is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
<i>Blended Rationale: A vote AGAINST the elections of Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST incumbent nominating committee member Sonja De Becker is warranted for lack of diversity on the board. A vote FOR the elections of Johan Thijs and Diana Radl Rogerova is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
12.2		Reelect Sonja De Becker as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<i>Voting Policy Rationale: A vote AGAINST the elections of Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST incumbent nominating committee member Sonja De Becker is warranted for lack of diversity on the board. A vote FOR the elections of Johan Thijs and Diana Radl Rogerova is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
<i>Blended Rationale: A vote AGAINST the elections of Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST incumbent nominating committee member Sonja De Becker is warranted for lack of diversity on the board. A vote FOR the elections of Johan Thijs and Diana Radl Rogerova is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
12.3		Reelect Liesbet Okkerse as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<i>Voting Policy Rationale: A vote AGAINST the elections of Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST incumbent nominating committee member Sonja De Becker is warranted for lack of diversity on the board. A vote FOR the elections of Johan Thijs and Diana Radl Rogerova is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
<i>Blended Rationale: A vote AGAINST the elections of Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST incumbent nominating committee member Sonja De Becker is warranted for lack of diversity on the board. A vote FOR the elections of Johan Thijs and Diana Radl Rogerova is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												

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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
12.4		Reelect Erik Clinck as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<i>Voting Policy Rationale: A vote AGAINST the elections of Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST incumbent nominating committee member Sonja De Becker is warranted for lack of diversity on the board. A vote FOR the elections of Johan Thijs and Diana Radl Rogerova is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
<i>Blended Rationale: A vote AGAINST the elections of Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST incumbent nominating committee member Sonja De Becker is warranted for lack of diversity on the board. A vote FOR the elections of Johan Thijs and Diana Radl Rogerova is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
12.5		Reelect Theodoros Roussis as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<i>Voting Policy Rationale: A vote AGAINST the elections of Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST incumbent nominating committee member Sonja De Becker is warranted for lack of diversity on the board. A vote FOR the elections of Johan Thijs and Diana Radl Rogerova is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
<i>Blended Rationale: A vote AGAINST the elections of Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST incumbent nominating committee member Sonja De Becker is warranted for lack of diversity on the board. A vote FOR the elections of Johan Thijs and Diana Radl Rogerova is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
12.6		Elect Diana Radl Rogerova as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST the elections of Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST incumbent nominating committee member Sonja De Becker is warranted for lack of diversity on the board. A vote FOR the elections of Johan Thijs and Diana Radl Rogerova is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
<i>Blended Rationale: A vote AGAINST the elections of Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST incumbent nominating committee member Sonja De Becker is warranted for lack of diversity on the board. A vote FOR the elections of Johan Thijs and Diana Radl Rogerova is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
13		Transact Other Business	Mgmt	No								
<i>Voting Policy Rationale: This is a routine non-voting item.</i>												
<i>Blended Rationale: This is a routine non-voting item.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		12,233	12,233
			04/09/2024	04/09/2024			
			Total Shares:				12,233

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Meeting Date: 05/03/2024	Country: USA	Ticker: ITW	Proxy Level: 3
Record Date: 03/04/2024	Meeting Type: Annual	Meeting ID: 1838015	
Primary Security ID: 452308109	Primary CUSIP: 452308109	Primary ISIN: US4523081093	Primary SEDOL: 2457552
Earliest Cutoff Date: 05/02/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 427	*Shares on Loan: 0	Shares Instructed: 427	Shares Voted: 427

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Daniel J. Brutto	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1b		Elect Director Susan Crown	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1c		Elect Director Darrell L. Ford	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1d		Elect Director Kelly J. Grier	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1e		Elect Director James W. Griffith	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1f		Elect Director Jay L. Henderson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1g		Elect Director Jaime Irick	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1h		Elect Director Richard H. Lenny	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1i		Elect Director Christopher A. O'Herlihy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1j		Elect Director E. Scott Santi	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										

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Proposal Number	Significant Vote	Proposal Text	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 David B. Smith, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1l		Elect Director Pamela B. Strobel	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives are entirely based on pre-set financial metrics, and long-term incentives are half performance-based with a multi-year measurement period and forward-looking goal disclosure.												
Blended Rationale: A vote FOR this proposal is warranted. Annual incentives are entirely based on pre-set financial metrics, and long-term incentives are half performance-based with a multi-year measurement period and forward-looking goal disclosure.												
3		Approve Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.												
Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.												
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 ratify the auditor is warranted.												
5		Submit Severance Agreement to Shareholder Vote	SH	Yes	Against	For		For	For	Yes	No	No
Voting Policy Rationale: A vote FOR the proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.												
Blended Rationale: A vote FOR the proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.												

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		427	427
			04/04/2024	04/04/2024			
			Total Shares:				

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American Express Company

Meeting Date: 05/06/2024	Country: USA	Ticker: AXP	Proxy Level: 3
Record Date: 03/08/2024	Meeting Type: Annual	Meeting ID: 1835562	
Primary Security ID: 025816109	Primary CUSIP: 025816109	Primary ISIN: US0258161092	Primary SEDOL: 2026082
Earliest Cutoff Date: 05/03/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 622	*Shares on Loan: 0	Shares Instructed: 622	Shares Voted: 622

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Thomas J. Baltimore	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1b		Elect Director John J. Brennan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1c		Elect Director Walter J. Clayton, III	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1d		Elect Director Theodore J. Leonsis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1e		Elect Director Deborah P. Majoras	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1f		Elect Director Karen L. Parkhill	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1g		Elect Director Charles E. Phillips	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1h		Elect Director Lynn A. Pike	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1i		Elect Director Stephen J. Squeri	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										

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American Express Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1j		Elect Director Daniel L. Vasella	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1k		Elect Director Lisa W. Wardell	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1l		Elect Director Christopher D. Young	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: The compensation committee demonstrated adequate responsiveness to last year's low say-on-pay vote. The proxy includes disclosure improvements related to the annual incentive and the committee made positive commitments related to future special awards. In addition, the CEO's equity awards were entirely performance-based. A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>												
<i>Blended Rationale: The compensation committee demonstrated adequate responsiveness to last year's low say-on-pay vote. The proxy includes disclosure improvements related to the annual incentive and the committee made positive commitments related to future special awards. In addition, the CEO's equity awards were entirely performance-based. A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>												
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>												
<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>												
5		Submit Severance Agreement to Shareholder Vote	SH	Yes	Against	For		For	For	Yes	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While current severance entitlements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted. While current severance entitlements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.</i>												
6		Report on Climate Lobbying	SH	Yes	Against	For		For	For	Yes	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure would help shareholders better evaluate how the company is addressing any misalignments between its direct and indirect lobbying activities and its public commitment to achieve net zero emissions.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted. Additional disclosure would help shareholders better evaluate how the company is addressing any misalignments between its direct and indirect lobbying activities and its public commitment to achieve net zero emissions.</i>												

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American Express Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7		Report on Company's Policy on Merchant Category Codes	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The company appears to be taking appropriate action to mitigate risks associated with the potential implementation of a merchant category code for standalone gun and ammunition stores; and * The requested report would unduly interfere with management's purview regarding the operation of its payment systems and compliance with legal responsibilities.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted because: * The company appears to be taking appropriate action to mitigate risks associated with the potential implementation of a merchant category code for standalone gun and ammunition stores; and * The requested report would unduly interfere with management's purview regarding the operation of its payment systems and compliance with legal responsibilities.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		622	622
			04/18/2024	04/18/2024			
			Total Shares:				622622

Deutsche Wohnen SE

Meeting Date: 05/06/2024	Country: Germany	Ticker: DWNI	Proxy Level: N/A
Record Date: 04/12/2024	Meeting Type: Annual	Meeting ID: 1821795	
Primary Security ID: D2046U176	Primary CUSIP: D2046U176	Primary ISIN: DE000A0HN5C6	Primary SEDOL: B0YZ0Z5
Earliest Cutoff Date: 04/24/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 6,263	*Shares on Loan: 0	Shares Instructed: 6,263	Shares Voted: 6,263

Proposal Number	Significant Vote	Proposal Text	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 2023 (Non-Voting)	Mgmt	No								
<i>Voting Policy Rationale: This is a non-voting item.</i>												
<i>Blended Rationale: This is a non-voting item.</i>												
2		Approve Allocation of Income and Dividends of EUR 0.04 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>												
<i>Blended Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>												
3		Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties in the year under review.</i>												
<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties in the year under review.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties in the year under review.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties in the year under review.</i></p>												
5		Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024 and the First Quarter of 2025	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>												
6		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the company's remuneration report is broadly in line with market practice in Germany, and no significant concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the company's remuneration report is broadly in line with market practice in Germany, and no significant concerns were identified.</i></p>												
7		Approve Remuneration Policy	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration policy is warranted because: * The proposed policy entails in-flight changes to running LTIP tranches, which is a breach of market best practice and the German Corporate Governance Code. * The supervisory board retains elements of discretion via the modifier under the STI, as well as under the general deviation clauses, which raise concerns.</i></p> <p><i>Blended Rationale: A vote AGAINST the remuneration policy is warranted because: * The proposed policy entails in-flight changes to running LTIP tranches, which is a breach of market best practice and the German Corporate Governance Code. * The supervisory board retains elements of discretion via the modifier under the STI, as well as under the general deviation clauses, which raise concerns.</i></p>												
8.1		Elect Fabian Hess to the Supervisory Board	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Fabian Hess and Florian Stetter, are warranted because of the failure to establish a sufficiently independent remuneration committee. Votes AGAINST incumbent nominating committee chair Fabian Hess are warranted for lack of diversity on the board. A vote FOR the independent nominee, Simone Schumacher, is warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: Votes AGAINST the non-independent nominees, Fabian Hess and Florian Stetter, are warranted because of the failure to establish a sufficiently independent remuneration committee. Votes AGAINST incumbent nominating committee chair Fabian Hess are warranted for lack of diversity on the board. A vote FOR the independent nominee, Simone Schumacher, is warranted due to a lack of concerns.</i></p>												
8.2		Elect Simone Schumacher to the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Fabian Hess and Florian Stetter, are warranted because of the failure to establish a sufficiently independent remuneration committee. Votes AGAINST incumbent nominating committee chair Fabian Hess are warranted for lack of diversity on the board. A vote FOR the independent nominee, Simone Schumacher, is warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: Votes AGAINST the non-independent nominees, Fabian Hess and Florian Stetter, are warranted because of the failure to establish a sufficiently independent remuneration committee. Votes AGAINST incumbent nominating committee chair Fabian Hess are warranted for lack of diversity on the board. A vote FOR the independent nominee, Simone Schumacher, is warranted due to a lack of concerns.</i></p>												

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Deutsche Wohnen SE

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8.3		Elect Florian Stetter to the Supervisory Board	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Fabian Hess and Florian Stetter, are warranted because of the failure to establish a sufficiently independent remuneration committee. Votes AGAINST incumbent nominating committee chair Fabian Hess are warranted for lack of diversity on the board. A vote FOR the independent nominee, Simone Schumacher, is warranted due to a lack of concerns.</i>												
<i>Blended Rationale: Votes AGAINST the non-independent nominees, Fabian Hess and Florian Stetter, are warranted because of the failure to establish a sufficiently independent remuneration committee. Votes AGAINST incumbent nominating committee chair Fabian Hess are warranted for lack of diversity on the board. A vote FOR the independent nominee, Simone Schumacher, is warranted due to a lack of concerns.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		6,263	6,263
			04/18/2024	04/18/2024			
			Total Shares:			6,263	6,263

Danaher Corporation

Meeting Date: 05/07/2024	Country: USA	Ticker: DHR	Proxy Level: 3
Record Date: 03/08/2024	Meeting Type: Annual	Meeting ID: 1839699	
Primary Security ID: 235851102	Primary CUSIP: 235851102	Primary ISIN: US2358511028	Primary SEDOL: 2250870
Earliest Cutoff Date: 05/06/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 471	*Shares on Loan: 0	Shares Instructed: 471	Shares Voted: 471

Proposal Number	Significant Vote	Proposal Text	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 Rainer M. Blair	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>												
1b		Elect Director Feroz Dewan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>												
1c		Elect Director Linda Filler	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director Teri List	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>												
1e		Elect Director Jessica L. Mega	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>												
1f		Elect Director Mitchell P. Rales	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>												
1g		Elect Director Steven M. Rales	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>												
1h		Elect Director Pardis C. Sabeti	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>												
1i		Elect Director A. Shane Sanders	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>												
1j		Elect Director John T. Schwieters	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1k		Elect Director Alan G. Spoon	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>												
1l		Elect Director Raymond C. Stevens	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>												
1m		Elect Director Elias A. Zerhouni	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily based on financial objectives while half of the equity awards are performance-based and measured over a multi-year period.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily based on financial objectives while half of the equity awards are performance-based and measured over a multi-year period.</i></p>												
4		Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 15 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 15 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.</i></p>												

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Danaher 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
5		Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	Against		For	For	Yes	No	Yes
Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of the company's diversity, equity, and inclusion efforts and management of related risks.												
Blended Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of the company's diversity, equity, and inclusion efforts and management of related risks.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		471	471
			04/21/2024	04/21/2024			
			Total Shares:			471	471

Edwards Lifesciences Corporation

Meeting Date: 05/07/2024			Country: USA			Ticker: EW			Proxy Level: 3			
Record Date: 03/08/2024			Meeting Type: Annual			Meeting ID: 1839573						
Primary Security ID: 28176E108			Primary CUSIP: 28176E108			Primary ISIN: US28176E1082			Primary SEDOL: 2567116			
Earliest Cutoff Date: 05/06/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 1,536			*Shares on Loan: 0			Shares Instructed: 1,536			Shares Voted: 1,536			
Proposal Number	Significant Vote	Proposal Text	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 Leslie C. Davis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.2		Elect Director Kieran T. Gallahue	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.3		Elect Director Leslie S. Heisz	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.4		Elect Director Paul A. LaViolette	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										

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Edwards Lifesciences 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
1.5		Elect Director Steven R. Loranger	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.6		Elect Director Ramona Sequeira	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.7		Elect Director Nicholas J. Valeriani	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.8		Elect Director Bernard J. Zovighian	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and performance are reasonably aligned. While some concerns remain regarding regular annual equity grant practices, annual incentives are predominantly based on pre-set objective metrics.												
Blended Rationale: A vote FOR this proposal is warranted as CEO pay and performance are reasonably aligned. While some concerns remain regarding regular annual equity grant practices, annual incentives are predominantly based on pre-set objective metrics.												
3		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.												
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.												
Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), 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		1,536	1,536
			04/10/2024	04/10/2024			
			Total Shares:				

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Meeting Date: 05/07/2024	Country: USA	Ticker: INTC	Proxy Level: 3
Record Date: 03/11/2024	Meeting Type: Annual	Meeting ID: 1840880	
Primary Security ID: 458140100	Primary CUSIP: 458140100	Primary ISIN: US4581401001	Primary SEDOL: 2463247
Earliest Cutoff Date: 05/06/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 4,586	*Shares on Loan: 0	Shares Instructed: 4,586	Shares Voted: 4,586

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Patrick P. Gelsinger	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all director nominees is warranted.										
		Blended Rationale: A vote FOR all director nominees is warranted.										
1b		Elect Director James J. Goetz	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all director nominees is warranted.										
		Blended Rationale: A vote FOR all director nominees is warranted.										
1c		Elect Director Andrea J. Goldsmith	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all director nominees is warranted.										
		Blended Rationale: A vote FOR all director nominees is warranted.										
1d		Elect Director Alyssa H. Henry	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all director nominees is warranted.										
		Blended Rationale: A vote FOR all director nominees is warranted.										
1e		Elect Director Omar Ishrak	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all director nominees is warranted.										
		Blended Rationale: A vote FOR all director nominees is warranted.										
1f		Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all director nominees is warranted.										
		Blended Rationale: A vote FOR all director nominees is warranted.										
1g		Elect Director Tsu-Jae King Liu	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all director nominees is warranted.										
		Blended Rationale: A vote FOR all director nominees is warranted.										
1h		Elect Director Barbara G. Novick	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all director nominees is warranted.										
		Blended Rationale: A vote FOR all director nominees is warranted.										
1i		Elect Director Gregory D. Smith	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all director nominees is warranted.										
		Blended Rationale: A vote FOR all director nominees is warranted.										
1j		Elect Director Stacy J. Smith	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all director nominees is warranted.										
		Blended Rationale: A vote FOR all director nominees is warranted.										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1k		Elect Director Lip-Bu Tan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR all director nominees is warranted.</i>												
1l		Elect Director Dion J. Weisler	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR all director nominees is warranted.</i>												
1m		Elect Director Frank D. Yeary	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR all director nominees is warranted.</i>												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the proposal is warranted. Annual bonuses were primarily based on pre-set and clearly disclosed financial metrics, with a below-target payout which largely aligns with recent company performance. Furthermore, long-term incentives are primarily performance-based, and closing-cycle PSUs were forfeited when the performance threshold was not met.</i>												
<i>Blended Rationale: A vote FOR the proposal is warranted. Annual bonuses were primarily based on pre-set and clearly disclosed financial metrics, with a below-target payout which largely aligns with recent company performance. Furthermore, long-term incentives are primarily performance-based, and closing-cycle PSUs were forfeited when the performance threshold was not met.</i>												
4		Establish Board Committee on Corporate Financial Sustainability	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company's existing board oversight appears adequate to address issues related to corporate financial sustainability and, absent clear performance concerns, the board should generally be given latitude to determine its committee structure.</i>												
<i>Blended Rationale: A vote AGAINST this resolution is warranted, as the company's existing board oversight appears adequate to address issues related to corporate financial sustainability and, absent clear performance concerns, the board should generally be given latitude to determine its committee structure.</i>												
5		Report on Opposing State Abortion Regulation	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as, on balance, the risks stemming from issuing the requested report appear to be greater than the risks to the company associated with its current disclosure and practices.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted as, on balance, the risks stemming from issuing the requested report appear to be greater than the risks to the company associated with its current disclosure and practices.</i>												
6		Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has a policy that limits cash severance to a reasonable basis, absent shareholder approval, and no significant concerns are identified with respect to equity award treatment.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted. The company has a policy that limits cash severance to a reasonable basis, absent shareholder approval, and no significant concerns are identified with respect to equity award treatment.</i>												

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		4,586	4,586
			04/17/2024	04/17/2024			
					Total Shares:	4,586	4,586

Cofinimmo SA

Meeting Date: 05/08/2024	Country: Belgium	Ticker: COFB	Proxy Level: N/A
Record Date: 04/24/2024	Meeting Type: Annual	Meeting ID: 1822044	
Primary Security ID: B25654136	Primary CUSIP: B25654136	Primary ISIN: BE0003593044	Primary SEDOL: 4177988
Earliest Cutoff Date: 04/30/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,557	*Shares on Loan: 0	Shares Instructed: 2,557	Shares Voted: 2,557

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

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR is warranted because the proposed remuneration report is broadly in line with market practice, regarding both actual content and disclosure. Furthermore, there is no sign of excessiveness with the quantum of the annual remuneration paid to the executive members. We however note some concerns regarding the level of disclosure of non-financial metrics related to personal objectives under the STIP and the LTIP as well as to the performance period of the LTIP. We also raise some concerns for the use of the same metric under both STI and LTI plans, which represents 25 percent weight for both plans.</i></p> <p><i>Blended Rationale: A qualified vote FOR is warranted because the proposed remuneration report is broadly in line with market practice, regarding both actual content and disclosure. Furthermore, there is no sign of excessiveness with the quantum of the annual remuneration paid to the executive members. We however note some concerns regarding the level of disclosure of non-financial metrics related to personal objectives under the STIP and the LTIP as well as to the performance period of the LTIP. We also raise some concerns for the use of the same metric under both STI and LTI plans, which represents 25 percent weight for both plans.</i></p>												
6		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i></p>												
7		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i></p>												
8		Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR is warranted as the company proposes some improvements to the new remuneration policy, especially with regards to the LTI plan performance cycle (three years), and the introduction of a clawback provision. While the policy has only high-level disclosure regarding the performance criteria in both the STI and LTI plans for the CEO/executives, the company did provide forward looking disclosure regarding the 2024 objectives in its remuneration report. We do raise some concerns as the company does not disclose any performance targets, nor the vesting schedule of the LTI plan, which does not allow shareholders to assess the stringency of the pay for performance alignment.</i></p> <p><i>Blended Rationale: A qualified vote FOR is warranted as the company proposes some improvements to the new remuneration policy, especially with regards to the LTI plan performance cycle (three years), and the introduction of a clawback provision. While the policy has only high-level disclosure regarding the performance criteria in both the STI and LTI plans for the CEO/executives, the company did provide forward looking disclosure regarding the 2024 objectives in its remuneration report. We do raise some concerns as the company does not disclose any performance targets, nor the vesting schedule of the LTI plan, which does not allow shareholders to assess the stringency of the pay for performance alignment.</i></p>												
9.1		Reelect Olivier Chapelle as Independent Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Olivier Chapelle is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Olivier Chapelle is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i></p>												
9.2		Reelect Xavier de Walque as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Olivier Chapelle is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Olivier Chapelle is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i></p>												

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Cofinimmo SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
10.1		Elect Nathalie Charles as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Olivier Chapelle is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.												
Blended Rationale: A vote AGAINST incumbent nominating committee member Olivier Chapelle is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.												
10.2		Elect Jan Suykens as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Olivier Chapelle is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.												
Blended Rationale: A vote AGAINST incumbent nominating committee member Olivier Chapelle is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.												
10.3		Elect Mirjam van Velthuizen-Lormans as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Olivier Chapelle is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.												
Blended Rationale: A vote AGAINST incumbent nominating committee member Olivier Chapelle is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.												
11		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 this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.												
12		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		2,557	2,557
			04/17/2024	04/17/2024			
			Total Shares:				

Gilead Sciences, Inc.

Meeting Date: 05/08/2024	Country: USA	Ticker: GILD	Proxy Level: 4
Record Date: 03/15/2024	Meeting Type: Annual	Meeting ID: 1841507	
Primary Security ID: 375558103	Primary CUSIP: 375558103	Primary ISIN: US3755581036	Primary SEDOL: 2369174

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Earliest Cutoff Date: 05/07/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 1,383			*Shares on Loan: 0			Shares Instructed: 1,383			Shares Voted: 1,383			
Proposal Number	Significant Vote	Proposal Text	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 Jacqueline K. Barton	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1b		Elect Director Jeffrey A. Bluestone	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1c		Elect Director Sandra J. Horning	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1d		Elect Director Kelly A. Kramer	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1e		Elect Director Ted W. Love	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1f		Elect Director Harish M. Manwani	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1g		Elect Director Daniel P. O'Day	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1h		Elect Director Javier J. Rodriguez	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1i		Elect Director Anthony Walters	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.										
		Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are based entirely on pre-set objective measures, with robust performance disclosure for financial and non-financial metrics, and annual equity grants are targeted to be half performance conditioned.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are based entirely on pre-set objective measures, with robust performance disclosure for financial and non-financial metrics, and annual equity grants are targeted to be half performance conditioned.</i>												
4		Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>												
5		Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the proponent has not made a compelling case that the proposed change in the director election process would improve the composition of the board or the performance of the company.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted, as the proponent has not made a compelling case that the proposed change in the director election process would improve the composition of the board or the performance of the company.</i>												
6		Report on Risks of Supporting Abortion	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the potential risks of issuing the requested report seem to outweigh the risks associated with the company's current practices and disclosures.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted, as the potential risks of issuing the requested report seem to outweigh the risks associated with the company's current practices and disclosures.</i>												
7		Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For		For	For	Yes	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.</i>												

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		1,383	1,383
			04/23/2024	04/23/2024			
			Total Shares:				

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Intact Financial Corporation

Meeting Date: 05/08/2024	Country: Canada	Ticker: IFC	Proxy Level: 3
Record Date: 03/15/2024	Meeting Type: Annual	Meeting ID: 1822532	
Primary Security ID: 45823T106	Primary CUSIP: 45823T106	Primary ISIN: CA45823T1066	Primary SEDOL: B04YJV1
Earliest Cutoff Date: 05/03/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,210	*Shares on Loan: 0	Shares Instructed: 1,210	Shares Voted: 1,210

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

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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
1.11		Elect Director Frederick Singer	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.12		Elect Director Carolyn A. Wilkins	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.13		Elect Director William L. Young	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.												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (1 percent) were reasonable relative to total fees paid to the auditor.												
Blended Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (1 percent) were reasonable relative to total fees paid to the auditor.												
3		Re-approve Stock Option Plan	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), vote FOR this stock option plan.												
Blended Rationale: Based on the Equity Plan Score Card evaluation (EPSC), vote FOR this stock option plan.												
4		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.												

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		1,210	1,210
			04/09/2024	04/09/2024			
			Total Shares:				1,210

Kinder Morgan, Inc.

Meeting Date: 05/08/2024			Country: USA			Ticker: KMI			Proxy Level: 3			
Record Date: 03/11/2024			Meeting Type: Annual			Meeting ID: 1841869						
Primary Security ID: 49456B101			Primary CUSIP: 49456B101			Primary ISIN: US49456B1017			Primary SEDOL: B3NQ4P8			
Earliest Cutoff Date: 05/07/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 6,203			*Shares on Loan: 0			Shares Instructed: 6,203			Shares Voted: 6,203			
Proposal Number	Significant Vote	Proposal Text	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 Richard D. Kinder	Mgmt	Yes	For	For		For	For	No	No	No

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.2		Elect Director Kimberly A. Dang	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.3		Elect Director Amy W. Chronis	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.4		Elect Director Ted A. Gardner	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.5		Elect Director Anthony W. Hall, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.6		Elect Director Steven J. Kean	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.7		Elect Director Deborah A. Macdonald	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.8		Elect Director Michael C. Morgan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.9		Elect Director Arthur C. Reichstetter	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.10		Elect Director C. Park Shaper	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.11		Elect Director William A. Smith	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Kinder Morgan, 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 Joel V. Staff	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.13		Elect Director Robert F. Vagt	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
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 certain concerns are highlighted.												
Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review, though certain concerns are highlighted.												
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.												
Blended Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.												
5		Disclose GHG Emissions Reductions Targets	SH	Yes	Against	For		For	For	Yes	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its Scope 1 and Scope 2 emissions would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change-related risks.												
Blended Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its Scope 1 and Scope 2 emissions would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change-related risks.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		6,203	6,203
			04/23/2024	04/23/2024			
			Total Shares:				

Nutrien Ltd.

Meeting Date: 05/08/2024	Country: Canada	Ticker: NTR	Proxy Level: 1
Record Date: 03/20/2024	Meeting Type: Annual	Meeting ID: 1824923	
Primary Security ID: 67077M108	Primary CUSIP: 67077M108	Primary ISIN: CA67077M1086	Primary SEDOL: BDRJLN0

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

Earliest Cutoff Date: 05/03/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 3,260			*Shares on Loan: 0			Shares Instructed: 3,260			Shares Voted: 3,260			
Proposal Number	Significant Vote	Proposal Text	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 no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.2		Elect Director Maura J. Clark	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.3		Elect Director 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 nominees as no significant concerns have been identified 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 no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.5		Elect Director Miranda C. Hubbs	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.6		Elect Director Raj S. Kushwaha	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.7		Elect Director Julie A. Lagacy	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.8		Elect Director 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.												
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 no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.10		Elect Director Aaron W. Regent	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												

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Nutrien Ltd.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.11		Elect Director Ken A. Seitz	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.12		Elect Director Nelson L. C. Silva	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as 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.												
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.												
Blended Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.												
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.												

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		3,260	3,260
			04/11/2024	04/11/2024			
			Total Shares:				3,260

Nucor Corporation

Meeting Date: 05/09/2024			Country: USA			Ticker: NUE			Proxy Level: 3			
Record Date: 03/11/2024			Meeting Type: Annual			Meeting ID: 1838052						
Primary Security ID: 670346105			Primary CUSIP: 670346105			Primary ISIN: US6703461052			Primary SEDOL: 2651086			
Earliest Cutoff Date: 05/08/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 1,286			*Shares on Loan: 0			Shares Instructed: 1,286			Shares Voted: 1,286			
Proposal Number	Significant Vote	Proposal Text	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 Norma B. Clayton	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.2		Elect Director Patrick J. Dempsey	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Proposal Number	Significant Vote	Proposal Text	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 Nicholas C. Gangestad	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.4		Elect Director Christopher J. Kearney	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.5		Elect Director Laurette T. Koellner	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.6		Elect Director Michael W. Lamach	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.7		Elect Director Leon J. Topalian	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.8		Elect Director Nadja Y. West	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
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. Despite significant goal rigor concerns across incentive programs, pay and performance were reasonably aligned for the year in review, the STI was based entirely on pre-set financial metrics, and the LTI was primarily performance-based.												
Blended Rationale: A vote FOR this proposal is warranted. Despite significant goal rigor concerns across incentive programs, pay and performance were reasonably aligned for the year in review, the STI was based entirely on pre-set financial metrics, and the LTI was primarily performance-based.												

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		1,286	1,286
			04/10/2024	04/10/2024			
			Total Shares:				

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Meeting Date: 05/09/2024	Country: Canada	Ticker: SLF	Proxy Level: 3
Record Date: 03/15/2024	Meeting Type: Annual	Meeting ID: 1820796	
Primary Security ID: 866796105	Primary CUSIP: 866796105	Primary ISIN: CA8667961053	Primary SEDOL: 2566124
Earliest Cutoff Date: 05/06/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,212	*Shares on Loan: 0	Shares Instructed: 3,212	Shares Voted: 3,212

Proposal Number	Significant Vote	Proposal Text	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 Deepak Chopra	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.2		Elect Director Stephanie L. Coyles	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.3		Elect Director Ashok K. Gupta	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.4		Elect Director M. Marianne Harris	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.5		Elect Director David H. Y. Ho	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.6		Elect Director Laurie G. Hylton	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.7		Elect Director Helen M. Mallovy Hicks	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.8		Elect Director Marie-Lucie Morin	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.9		Elect Director Joseph M. Natale	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.10		Elect Director Scott F. Powers	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												

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Sun Life Financial Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.11		Elect Director Kevin D. Strain	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.												
2		Ratify Deloitte LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (7 percent) were reasonable relative to total fees paid to the auditor.												
Blended Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (7 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.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 04/03/2024	Auto-Approved 04/07/2024		3,212	3,212
Total Shares:						3,212	3,212

United Rentals, Inc.

Meeting Date: 05/09/2024	Country: USA	Ticker: URI	Proxy Level: 4
Record Date: 03/11/2024	Meeting Type: Annual	Meeting ID: 1840567	
Primary Security ID: 911363109	Primary CUSIP: 911363109	Primary ISIN: US9113631090	Primary SEDOL: 2134781
Earliest Cutoff Date: 05/08/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 175	*Shares on Loan: 0	Shares Instructed: 175	Shares Voted: 175

Proposal Number	Significant Vote	Proposal Text	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 Marc A. Bruno	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1b		Elect Director Larry D. De Shon	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1c		Elect Director Matthew J. Flannery	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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United Rentals, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director Bobby J. Griffin	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Kim Harris Jones	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Terri L. Kelly	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Michael J. Kneeland	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Francisco J. Lopez-Balboa	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Gracia C. Martore	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Shiv Singh	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although concerns are noted regarding the lack of a multi-year performance period, equity awards are majority performance-conditioned and annual incentives are primarily based on pre-set financial metrics.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. Although concerns are noted regarding the lack of a multi-year performance period, equity awards are majority performance-conditioned and annual incentives are primarily based on pre-set financial metrics.</i>										

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United Rentals, 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		Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation amendment aligns with Delaware law and is considered to reasonably balance shareholders' interest in officer accountability with their interest in recruiting and retaining qualified officers to manage the company.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted, as the exculpation amendment aligns with Delaware law and is considered to reasonably balance shareholders' interest in officer accountability with their interest in recruiting and retaining qualified officers to manage the company.</i>												
5		Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as there are no recurring issues regarding failed director elections at the company that suggests a mandatory resignation policy is needed.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted, as there are no recurring issues regarding failed director elections at the company that suggests a mandatory resignation policy is needed.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		175	175
			04/16/2024	04/16/2024			
			Total Shares:				175175

Verizon Communications Inc.

Meeting Date: 05/09/2024			Country: USA			Ticker: VZ			Proxy Level: 3			
Record Date: 03/11/2024			Meeting Type: Annual			Meeting ID: 1839025						
Primary Security ID: 92343V104			Primary CUSIP: 92343V104			Primary ISIN: US92343V1044			Primary SEDOL: 2090571			
Earliest Cutoff Date: 05/08/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 2,750			*Shares on Loan: 0			Shares Instructed: 2,750			Shares Voted: 2,750			
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Shellye Archambeau	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all director nominees is warranted.										
		Blended Rationale: A vote FOR all director nominees is warranted.										
1.2		Elect Director Roxanne Austin	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all director nominees is warranted.										
		Blended Rationale: A vote FOR all director nominees is warranted.										
1.3		Elect Director Mark Bertolini	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all director nominees is warranted.										
		Blended Rationale: A vote FOR all director nominees is warranted.										

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Verizon Communications Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.4		Elect Director Vittorio Colao	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all director nominees is warranted.</i>										
1.5		Elect Director Laxman Narasimhan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all director nominees is warranted.</i>										
1.6		Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all director nominees is warranted.</i>										
1.7		Elect Director Daniel Schulman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all director nominees is warranted.</i>										
1.8		Elect Director Rodney Slater	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all director nominees is warranted.</i>										
1.9		Elect Director Carol Tome	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all director nominees is warranted.</i>										
1.10		Elect Director Hans Vestberg	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR all director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned. Although there are some concerns regarding perquisites and non-robust goal disclosure, annual and long-term incentives are primarily performance-based, and equity awards utilize multi-year performance periods.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned. Although there are some concerns regarding perquisites and non-robust goal disclosure, annual and long-term incentives are primarily performance-based, and equity awards utilize multi-year performance periods.</i>										
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

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Verizon Communications 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		Commission Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions to Candidates	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company provides some disclosure on its political expenditures and adopting a policy to prohibit political expenditures could put the company at a competitive disadvantage.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted because the company provides some disclosure on its political expenditures and adopting a policy to prohibit political expenditures could put the company at a competitive disadvantage.</i></p>												
5		Report on Lobbying Payments and Policy	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as greater disclosure would allow shareholders to better evaluate the risks and benefits associated with the company's participation in the public policy process.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted, as greater disclosure would allow shareholders to better evaluate the risks and benefits associated with the company's participation in the public policy process.</i></p>												
6		Amend Clawback Policy	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding any recoupments. Such disclosure would benefit shareholders.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding any recoupments. Such disclosure would benefit shareholders.</i></p>												
7		Require Independent Board Chair	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p>												
8		Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company appears to provide sufficient disclosures regarding its content guidelines and terms and conditions of use.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted, as the company appears to provide sufficient disclosures regarding its content guidelines and terms and conditions of use.</i></p>												
9		Report on Lead-Sheathed Cables	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from the increased disclosure on the company's efforts in relation to the use of lead-sheathed cables and how the company is managing possible environmental and public health related risks.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as shareholders would benefit from the increased disclosure on the company's efforts in relation to the use of lead-sheathed cables and how the company is managing possible environmental and public health related risks.</i></p>												
10		Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the congruence of the company's political expenditures with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political spending.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as a report on the congruence of the company's political expenditures with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political spending.</i></p>												

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		2,750	2,750
			04/24/2024	04/24/2024			
					Total Shares:	2,750	2,750

QBE Insurance Group Limited

Meeting Date: 05/10/2024	Country: Australia	Ticker: QBE	Proxy Level: N/A
Record Date: 05/08/2024	Meeting Type: Annual	Meeting ID: 1811644	
Primary Security ID: Q78063114	Primary CUSIP: Q78063114	Primary ISIN: AU000000QBE9	Primary SEDOL: 6715740
Earliest Cutoff Date: 05/06/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 11,490	*Shares on Loan: 0	Shares Instructed: 11,490	Shares Voted: 11,490

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

Voting Policy Rationale: A qualified vote FOR the remuneration report is warranted. The CEO's fixed remuneration is consistent with peers in the ASX 1-25 group, Annual Performance Incentive (STI) bonuses are sufficiently aligned with company performance in FY23, and partial LTI vesting to executive KMP (excluding the CEO, who did not receive an FY20 LTI) was also sufficiently aligned with shareholder returns in the long-term. Corporate governance concerns are noted for, * Poor and absent disclosure of any meaningful specific and quantified targets in the STI and LTI. * The nature of API (STI) non-financial performance measures appears to be qualitative, and assessment potentially being subject to excessive board discretion of goals which appear as bonuses for "day job" duties of executives. * The inclusion of non-financial performance measures in the FY24 LTI (ie customer satisfaction and sustainability) to comply with the requirements of APRA's Prudential Standard CPS511 are not disclosed for shareholders to assess rigor, and unlikely to be commercial in confidence (see Item 3 below). * A three-year LTI performance period is considered as inferior amongst ASX 1-25 companies. * Dividends on unvested shares, noting there is no present entitlement to shares or dividends in the performance period of the LTI rights. * Additional director fees for a director's time to travel to board meetings or other board commitments. * No disclosure of the treatment of outstanding equity incentives for executives on cessation of employment.

Blended Rationale: A qualified vote FOR the remuneration report is warranted. The CEO's fixed remuneration is consistent with peers in the ASX 1-25 group, Annual Performance Incentive (STI) bonuses are sufficiently aligned with company performance in FY23, and partial LTI vesting to executive KMP (excluding the CEO, who did not receive an FY20 LTI) was also sufficiently aligned with shareholder returns in the long-term. Corporate governance concerns are noted for, * Poor and absent disclosure of any meaningful specific and quantified targets in the STI and LTI. * The nature of API (STI) non-financial performance measures appears to be qualitative, and assessment potentially being subject to excessive board discretion of goals which appear as bonuses for "day job" duties of executives. * The inclusion of non-financial performance measures in the FY24 LTI (ie customer satisfaction and sustainability) to comply with the requirements of APRA's Prudential Standard CPS511 are not disclosed for shareholders to assess rigor, and unlikely to be commercial in confidence (see Item 3 below). * A three-year LTI performance period is considered as inferior amongst ASX 1-25 companies. * Dividends on unvested shares, noting there is no present entitlement to shares or dividends in the performance period of the LTI rights. * Additional director fees for a director's time to travel to board meetings or other board commitments. * No disclosure of the treatment of outstanding equity incentives for executives on cessation of employment.

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QBE Insurance Group Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Approve Grant of LTI Plan Conditional Rights under the Company's LTI Plan for 2024 to Andrew Horton	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR the FY24 LTI grant of conditional rights to the CEO Andrew Horton is warranted. This is on the basis that relative TSR and ROE performance measures comprise 80 percent of the LTI. The company has included non-financial performance measures (for customer satisfaction and sustainability) for 20 percent of the LTI to meet the requirements of APRA's regulatory standard CPS 511. Corporate governance concerns are noted for, * Poor and inferior LTI disclosure of specific and quantified targets. Assessment of performance may be subject to excessive board discretion. * Non-financial performance measures that may lead to a higher certainty of vesting and misalignment with shareholder returns. * Lack of relevant non-financial performance measures relating to business and operational risk management, instead opting for 'customer' and 'sustainability' measures. * A three-year LTI performance period is inadequate relative to the ASX 25 peer group. * Dividends on unvested shares.</i></p> <p><i>Blended Rationale: A qualified vote FOR the FY24 LTI grant of conditional rights to the CEO Andrew Horton is warranted. This is on the basis that relative TSR and ROE performance measures comprise 80 percent of the LTI. The company has included non-financial performance measures (for customer satisfaction and sustainability) for 20 percent of the LTI to meet the requirements of APRA's regulatory standard CPS 511. Corporate governance concerns are noted for, * Poor and inferior LTI disclosure of specific and quantified targets. Assessment of performance may be subject to excessive board discretion. * Non-financial performance measures that may lead to a higher certainty of vesting and misalignment with shareholder returns. * Lack of relevant non-financial performance measures relating to business and operational risk management, instead opting for 'customer' and 'sustainability' measures. * A three-year LTI performance period is inadequate relative to the ASX 25 peer group. * Dividends on unvested shares.</i></p>												
4a		Elect T Le as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the re-election of Tan Le (Item 4a) and the election of Stephen Ferguson, Penny James and Peter Wilson (Item 4b-d) is warranted. All nominees serve as independent non-executive directors on a board that is majority independent. No material concerns are identified regarding board and committee composition resulting from their election.</i></p> <p><i>Blended Rationale: A vote FOR the re-election of Tan Le (Item 4a) and the election of Stephen Ferguson, Penny James and Peter Wilson (Item 4b-d) is warranted. All nominees serve as independent non-executive directors on a board that is majority independent. No material concerns are identified regarding board and committee composition resulting from their election.</i></p>												
4b		Elect S Ferguson as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the re-election of Tan Le (Item 4a) and the election of Stephen Ferguson, Penny James and Peter Wilson (Item 4b-d) is warranted. All nominees serve as independent non-executive directors on a board that is majority independent. No material concerns are identified regarding board and committee composition resulting from their election.</i></p> <p><i>Blended Rationale: A vote FOR the re-election of Tan Le (Item 4a) and the election of Stephen Ferguson, Penny James and Peter Wilson (Item 4b-d) is warranted. All nominees serve as independent non-executive directors on a board that is majority independent. No material concerns are identified regarding board and committee composition resulting from their election.</i></p>												
4c		Elect P James as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the re-election of Tan Le (Item 4a) and the election of Stephen Ferguson, Penny James and Peter Wilson (Item 4b-d) is warranted. All nominees serve as independent non-executive directors on a board that is majority independent. No material concerns are identified regarding board and committee composition resulting from their election.</i></p> <p><i>Blended Rationale: A vote FOR the re-election of Tan Le (Item 4a) and the election of Stephen Ferguson, Penny James and Peter Wilson (Item 4b-d) is warranted. All nominees serve as independent non-executive directors on a board that is majority independent. No material concerns are identified regarding board and committee composition resulting from their election.</i></p>												
4d		Elect P Wilson as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the re-election of Tan Le (Item 4a) and the election of Stephen Ferguson, Penny James and Peter Wilson (Item 4b-d) is warranted. All nominees serve as independent non-executive directors on a board that is majority independent. No material concerns are identified regarding board and committee composition resulting from their election.</i></p> <p><i>Blended Rationale: A vote FOR the re-election of Tan Le (Item 4a) and the election of Stephen Ferguson, Penny James and Peter Wilson (Item 4b-d) is warranted. All nominees serve as independent non-executive directors on a board that is majority independent. No material concerns are identified regarding board and committee composition resulting from their election.</i></p>												

Ballot Details

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

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		11,490	11,490
			04/22/2024	04/22/2024			
			Total Shares:				

The Progressive Corporation

Meeting Date: 05/10/2024	Country: USA	Ticker: PGR	Proxy Level: 3
Record Date: 03/15/2024	Meeting Type: Annual	Meeting ID: 1838884	
Primary Security ID: 743315103	Primary CUSIP: 743315103	Primary ISIN: US7433151039	Primary SEDOL: 2705024
Earliest Cutoff Date: 05/09/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 631	*Shares on Loan: 0	Shares Instructed: 631	Shares Voted: 631

Proposal Number	Significant Vote	Proposal Text	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 Danelle M. Barrett	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1b		Elect Director Philip Bleser	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1c		Elect Director Stuart B. Burgdoerfer	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1d		Elect Director Pamela J. Craig	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1e		Elect Director Charles A. Davis	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1f		Elect Director Roger N. Farah	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1g		Elect Director Lawton W. Fitt	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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The Progressive 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
1h		Elect Director Susan Patricia Griffith	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1i		Elect Director Devin C. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1j		Elect Director Jeffrey D. Kelly	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1k		Elect Director Barbara R. Snyder	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1l		Elect Director Kahina Van Dyke	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
2		Approve Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.												
Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.												
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. While the lack of disclosure of specific performance targets under the annual incentive plan makes it difficult to assess its rigor, CEO pay and company performance remain reasonably aligned at this time. Additionally, 90 percent of the CEO's equity awards are conditioned on long-term performance metrics.												
Blended Rationale: A vote FOR this proposal is warranted. While the lack of disclosure of specific performance targets under the annual incentive plan makes it difficult to assess its rigor, CEO pay and company performance remain reasonably aligned at this time. Additionally, 90 percent of the CEO's equity awards are conditioned on long-term performance metrics.												
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.												
5		Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	Against		Against	Against	No	No	No
Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosure related to its diversity, equity and inclusion efforts and its management of related risks.												
Blended Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosure related to its diversity, equity and inclusion efforts and its management of related risks.												

Ballot Details

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

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		631	631
			04/24/2024	04/24/2024			
			Total Shares:				631

VGP SA

Meeting Date: 05/10/2024	Country: Belgium	Ticker: VGP	Proxy Level: N/A
Record Date: 04/26/2024	Meeting Type: Annual	Meeting ID: 1821395	
Primary Security ID: B9738D109	Primary CUSIP: B9738D109	Primary ISIN: BE0003878957	Primary SEDOL: B29L881
Earliest Cutoff Date: 05/01/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 987	*Shares on Loan: 0	Shares Instructed: 987	Shares Voted: 987

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Annual Meeting Agenda	Mgmt	No								
		Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: No vote is required.										
2		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
		Voting Policy Rationale: This is a non-voting item.										
		Blended Rationale: This is a non-voting item.										
3		Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.70 per Share	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * Although the dividend payout ratio exceeds the 100 percent limit, the board considers the reserves to be sufficient to allow for the payment of a dividend, while the company does not have a history of excessive allocations to dividends.												
Blended Rationale: A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * Although the dividend payout ratio exceeds the 100 percent limit, the board considers the reserves to be sufficient to allow for the payment of a dividend, while the company does not have a history of excessive allocations to dividends.												
4		Approve Remuneration Report	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
Voting Policy Rationale: A vote AGAINST is warranted as we raise some concerns as the ex-post-performance assessment of non-financial metrics is not provided and the company does not provide performance targets which does not allow shareholders to assess the stringency of the pay for performance. Furthermore, the company does not provide the performance achievement and assessment for the LTIP.												
Blended Rationale: A vote AGAINST is warranted as we raise some concerns as the ex-post-performance assessment of non-financial metrics is not provided and the company does not provide performance targets which does not allow shareholders to assess the stringency of the pay for performance. Furthermore, the company does not provide the performance achievement and assessment for the LTIP.												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>												
6		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i>												
7.1		Authorize Implementation of Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i>												
<i>Blended Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i>												
7.2		Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i>												
<i>Blended Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		987	987
			04/15/2024	04/15/2024			

Meeting Date: 05/10/2024	Country: Belgium	Ticker: VGP	Proxy Level: N/A
Record Date: 04/26/2024	Meeting Type: Extraordinary Shareholders	Meeting ID: 1846976	
Primary Security ID: B9738D109	Primary CUSIP: B9738D109	Primary ISIN: BE0003878957	Primary SEDOL: B29L881
Earliest Cutoff Date: 05/01/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 987	*Shares on Loan: 0	Shares Instructed: 987	Shares Voted: 987

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Extraordinary Shareholders' Meeting Agenda	Mgmt	No								

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Approve Change-of-Control Clause Re: Finance Contract	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i>												
2.1		Authorize Implementation of Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i>												
<i>Blended Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i>												
2.2		Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i>												
<i>Blended Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		987	987
			04/15/2024	04/15/2024			
			Total Shares:				987

Aedifica SA

Meeting Date: 05/14/2024	Country: Belgium	Ticker: AED	Proxy Level: N/A
Record Date: 04/30/2024	Meeting Type: Annual	Meeting ID: 1822064	
Primary Security ID: B0130A108	Primary CUSIP: B0130A108	Primary ISIN: BE0003851681	Primary SEDOL: B1G5XP1
Earliest Cutoff Date: 05/06/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,207	*Shares on Loan: 0	Shares Instructed: 3,207	Shares Voted: 3,207

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Annual Meeting Agenda	Mgmt	No								
		Receive Directors' Reports (Non-Voting)	Mgmt	No								
<i>Voting Policy Rationale: No vote is required.</i>												
<i>Blended Rationale: No vote is required.</i>												

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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		Receive Auditors' Reports (Non-Voting)	Mgmt	No								
<i>Voting Policy Rationale: No vote is required.</i>												
<i>Blended Rationale: No vote is required.</i>												
3		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
<i>Voting Policy Rationale: This is a non-voting item.</i>												
<i>Blended Rationale: This is a non-voting item.</i>												
4.1		Approve Financial Statements and Allocation of Income	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * Although the dividend payout ratio exceeds the 100 percent limit, the board considers the reserves to be sufficient to allow for the payment of a dividend, while the company does not have a history of excessive allocations to dividends.</i>												
<i>Blended Rationale: A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * Although the dividend payout ratio exceeds the 100 percent limit, the board considers the reserves to be sufficient to allow for the payment of a dividend, while the company does not have a history of excessive allocations to dividends.</i>												
4.2		Approve Dividends of EUR 3.80 Per Share	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * Although the dividend payout ratio exceeds the 100 percent limit, the board considers the reserves to be sufficient to allow for the payment of a dividend, while the company does not have a history of excessive allocations to dividends.</i>												
<i>Blended Rationale: A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * Although the dividend payout ratio exceeds the 100 percent limit, the board considers the reserves to be sufficient to allow for the payment of a dividend, while the company does not have a history of excessive allocations to dividends.</i>												
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted, because the proposed remuneration report is broadly in line with market practice, regarding both actual content and disclosure. The company provided compelling information on the STI, even if this is not without some level of concern for the absence of full retrospective disclosure on the non-financial targets. However, part of this concern is mitigated by the fact that the company provided responsiveness to last year vote which includes the fact that they will increase transparency with regards to full retrospective disclosure on the STIP.</i>												
<i>Blended Rationale: A vote FOR is warranted, because the proposed remuneration report is broadly in line with market practice, regarding both actual content and disclosure. The company provided compelling information on the STI, even if this is not without some level of concern for the absence of full retrospective disclosure on the non-financial targets. However, part of this concern is mitigated by the fact that the company provided responsiveness to last year vote which includes the fact that they will increase transparency with regards to full retrospective disclosure on the STIP.</i>												
6.1		Approve Discharge of Serge Wibaut as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
6.2		Approve Discharge of Stefaan Gielens as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6.3		Approve Discharge of Ingrid Daerden as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
6.4		Approve Discharge of Sven Bogaerts as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
6.5		Approve Discharge of Katrien Kesteloot as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
6.6		Approve Discharge of Elisabeth May-Roberti as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
6.7		Approve Discharge of Luc Plasman as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
6.8		Approve Discharge of Marleen Willekens as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
6.9		Approve Discharge of Charles-Antoine van Aelst as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
6.10		Approve Discharge of Pertti Huuskonen as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6.11		Approve Discharge of Henrike Waldburg as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
6.12		Approve Discharge of Raoul Thomassen as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
6.13		Approve Discharge of Jean Franken as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
7		Approve Discharge of EY BV/SRL, Represented by Joeri Klaykens, as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i>												
8.1a		Reelect Serge Wibaut as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
<i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
8.1b		Reelect Katrien Kesteloot as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
<i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
8.1c		Reelect Elisabeth May-Roberti as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
<i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												

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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
8.1d		Reelect Stefaan Gielens as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
<i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
8.2		Approve Remuneration of Serge Wibaut, Katrien Kesteloot, and Elisabeth May-Roberti as non-executive Independent Directors Stefaan Gielens In Line With the Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of concerns regarding the proposal.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of concerns regarding the proposal.</i>												
9.1		Elect Kari Pitkin as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
<i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>												
9.2		Approve Remuneration of Non-Executive Directors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of concerns regarding the proposal.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of concerns regarding the proposal.</i>												
10.1		Ratify Ernst & Young BV SRL, Represented by Christophe Boschmans, as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
10.2		Approve Auditors' Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
11.1		Approve Change-of-Control Clause Re: Credit Agreement with Belfius Bank NV/SA dated 30 March 2023	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i>												

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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
11.2		Approve Change-of-Control Clause Re: Credit Agreement with Societe Generale dated 8 June 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												
11.3		Approve Change-of-Control Clause Re: Credit Agreement with BNP Paribas Fortis NV/SA dated 15 June 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												
11.4		Approve Change-of-Control Clause Re: Credit Agreement with ABN Amro Bank NV/SA dated 15 June 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												
11.5		Approve Change-of-Control Clause Re: Credit Agreement with Banque Europeenne du Credit Mutuel SAS (BECM) dated 25 July 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												
11.6		Approve Change-of-Control Clause Re: Credit Agreement with ING Belgium NV/SA dated 29 August 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												

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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
11.7		Approve Change-of-Control Clause Re: Credit Agreement with Triodos Bank NV/SA dated 10 October 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												
11.8		Approve Change-of-Control Clause Re: Credit Agreement with Hoivatilat and OP Corporate Bank dated 5 December 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												
11.9		Approve Change-of-Control Clause Re: Credit Agreement with ABN Amro Bank NV/SA dated 7 December 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												
12.1		Adopt Financial Statements of J.R.C.I. NV/SA	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: This proposal warrants a vote FOR because of the absence of concern with the company's audit procedures or its auditors.</i></p> <p><i>Blended Rationale: This proposal warrants a vote FOR because of the absence of concern with the company's audit procedures or its auditors.</i></p>												
12.2		Adopt Financial Statements of Melot BV/SRL	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: This proposal warrants a vote FOR because of the absence of concern with the company's audit procedures or its auditors.</i></p> <p><i>Blended Rationale: This proposal warrants a vote FOR because of the absence of concern with the company's audit procedures or its auditors.</i></p>												
13.1		Approve Discharge of Aedifica NV/SA, Permanently Represented by Stefaan Gielens, as Director of J.R.C.I. NV/SA	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13.2		Approve Discharge of Ingrid Daerden as Director of J.R.C.I. NV/SA	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
13.3		Approve Discharge of Sven Bogaerts as Director of J.R.C.I. NV/SA	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
13.4		Approve Discharge of Charles-Antoine Van Aelst as Director of J.R.C.I. NV/SA	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
13.5		Approve Discharge of Raoul Thomassen as Director of J.R.C.I. NV/SA	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
13.6		Approve Discharge of Aedifica NV/SA, Permanently Represented by Sven Bogaerts, as Director Melot BV/SRL	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
13.7		Approve Discharge of Stefaan Gielens as Director Melot BV/SRL	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
13.8		Approve Discharge of Ingrid Daerden as Director Melot BV/SRL	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13.9		Approve Discharge of Charles-Antoine Van Aelst as Director Melot BV/SRL	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 management board member is not fulfilling its fiduciary duties.												
Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.												
13.10		Approve Discharge of Raoul Thomassen as Director Melot BV/SRL	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 management board member is not fulfilling its fiduciary duties.												
Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.												
14.1		Approve Discharge of EY BV/SRL, Represented by Joeri Klaykens, as Auditors of J.R.C.I. NV/SA	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: This proposal warrants a vote FOR because of the absence of concern with the company's audit procedures or its auditors.												
Blended Rationale: This proposal warrants a vote FOR because of the absence of concern with the company's audit procedures or its auditors.												
14.2		Approve Discharge of EY BV/SRL, Represented by Joeri Klaykens, as Auditors of Melot BV/SRL	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: This proposal warrants a vote FOR because of the absence of concern with the company's audit procedures or its auditors.												
Blended Rationale: This proposal warrants a vote FOR because of the absence of concern with the company's audit procedures or its auditors.												

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		3,207	3,207
			04/18/2024	04/18/2024			
			Total Shares:				3,207

Meeting Date: 05/14/2024	Country: Belgium	Ticker: AED	Proxy Level: N/A
Record Date: 04/30/2024	Meeting Type: Extraordinary Shareholders	Meeting ID: 1844583	
Primary Security ID: B0130A108	Primary CUSIP: B0130A108	Primary ISIN: BE0003851681	Primary SEDOL: B1G5XP1

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Earliest Cutoff Date: 05/06/2024

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 3,207

*Shares on Loan: 0

Shares Instructed: 3,207

Shares Voted: 3,207

Proposal Number	Significant Vote	Proposal Text	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		Extraordinary Shareholders' Meeting Agenda	Mgmt	No								
		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 warranted because the duration of the authorization and the volume of the program is not excessive.												
Blended Rationale: A vote FOR is warranted because the duration of the authorization and the volume of the program is not excessive.												
2.1		Receive Special Board Report	Mgmt	No								
Voting Policy Rationale: This is a non-voting item.												
Blended Rationale: This is a non-voting item.												
2.2.1		Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital With Preemptive Rights by Cash	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR Item 2.2.1 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 2.2.2 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 2.2.3 is warranted as it is in line with the commonly used safeguards set for capital increases without pre-emptive rights.												
Blended Rationale: A vote FOR Item 2.2.1 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 2.2.2 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 2.2.3 is warranted as it is in line with the commonly used safeguards set for capital increases without pre-emptive rights.												
2.2.2		Approve 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 2.2.1 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 2.2.2 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 2.2.3 is warranted as it is in line with the commonly used safeguards set for capital increases without pre-emptive rights.												
Blended Rationale: A vote FOR Item 2.2.1 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 2.2.2 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 2.2.3 is warranted as it is in line with the commonly used safeguards set for capital increases without pre-emptive 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
2.2.3		Authorize Increase in Share Capital of up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Means	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR Item 2.2.1 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 2.2.2 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 2.2.3 is warranted as it is in line with the commonly used safeguards set for capital increases without pre-emptive rights.</i>												
<i>Blended Rationale: A vote FOR Item 2.2.1 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 2.2.2 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 2.2.3 is warranted as it is in line with the commonly used safeguards set for capital increases without pre-emptive rights.</i>												
3		Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i>												
<i>Blended Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		3,207	3,207
			04/18/2024	04/18/2024			
			Total Shares:				3,207

Centene Corporation

Meeting Date: 05/14/2024	Country: USA	Ticker: CNC	Proxy Level: 3
Record Date: 03/15/2024	Meeting Type: Annual	Meeting ID: 1841559	
Primary Security ID: 15135B101	Primary CUSIP: 15135B101	Primary ISIN: US15135B1017	Primary SEDOL: 2807061
Earliest Cutoff Date: 05/13/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,412	*Shares on Loan: 0	Shares Instructed: 1,412	Shares Voted: 1,412

Proposal Number	Significant Vote	Proposal Text	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 Jessica L. Blume	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Kenneth A. Burdick	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Centene 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 Christopher J. Coughlin	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director H. James Dallas	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Wayne S. DeVeydt	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Frederick H. Eppinger	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Monte E. Ford	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Sarah M. London	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director Lori J. Robinson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1j		Elect Director Theodore R. Samuels	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. LTI awards lack a disclosed cap on payouts in the event of negative absolute TSR and strategic objectives represent a relatively high portion of annual incentives. Nevertheless, pay is reasonably in line with performance, with annual incentives majority based on a pre-set financial metric and long-term incentives predominantly performance conditioned with a multi-year performance period.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted. LTI awards lack a disclosed cap on payouts in the event of negative absolute TSR and strategic objectives represent a relatively high portion of annual incentives. Nevertheless, pay is reasonably in line with performance, with annual incentives majority based on a pre-set financial metric and long-term incentives predominantly performance conditioned with a multi-year performance period.</i>												
3		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												

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Centene 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		Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Yes	Against	For		For	For	Yes	No	No
Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's GHG emission reduction targets and climate transition plan would help shareholders better evaluate the company's strategy around the transition to a low-carbon economy and its management of related risks and opportunities.												
Blended Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's GHG emission reduction targets and climate transition plan would help shareholders better evaluate the company's strategy around the transition to a low-carbon economy and its management of related risks and opportunities.												

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		1,412	1,412
			04/25/2024	04/25/2024			
			Total Shares:				

Prudential Financial, Inc.

Meeting Date: 05/14/2024		Country: USA		Ticker: PRU		Proxy Level: 3						
Record Date: 03/15/2024		Meeting Type: Annual		Meeting ID: 1841721								
Primary Security ID: 744320102		Primary CUSIP: 744320102		Primary ISIN: US7443201022		Primary SEDOL: 2819118						
Earliest Cutoff Date: 05/13/2024		Total Ballots: 1		Voting Policy: Sustainability		Additional Policy:						
Votable Shares: 1,078		*Shares on Loan: 0		Shares Instructed: 1,078		Shares Voted: 1,078						
Proposal Number	Significant Vote	Proposal Text	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 Gilbert F. Casellas	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.2		Elect Director Robert M. Falzon	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.3		Elect Director Martina Hund-Mejean	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.4		Elect Director Wendy E. 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 nominees is warranted.												

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Prudential Financial, 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
1.5		Elect Director Charles F. Lowrey	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.6		Elect Director Kathleen A. Murphy	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.7		Elect Director Sandra Pinalto	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.8		Elect Director Christine A. Poon	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.9		Elect Director Douglas A. Scovanner	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.10		Elect Director Michael A. Todman	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<i>Voting Policy Rationale: Annual incentives were entirely based on financial performance, and a majority of equity incentives are based on performance measured over a multi-year period. Additionally, pay and performance are reasonably aligned at this time. However, a vote AGAINST this proposal is warranted in light of problematic adjustments to the terms of outstanding PSUs. While disclosure surrounding the adjustments is robust and certain vesting caps were implemented, the adjustments ultimately resulted in a significant increase in the vesting result for closing-cycle awards and will meaningfully impact other outstanding cycles. The committee's rationale for such adjustments to outstanding PSUs is not considered compelling.</i>												
<i>Blended Rationale: Annual incentives were entirely based on financial performance, and a majority of equity incentives are based on performance measured over a multi-year period. Additionally, pay and performance are reasonably aligned at this time. However, a vote AGAINST this proposal is warranted in light of problematic adjustments to the terms of outstanding PSUs. While disclosure surrounding the adjustments is robust and certain vesting caps were implemented, the adjustments ultimately resulted in a significant increase in the vesting result for closing-cycle awards and will meaningfully impact other outstanding cycles. The committee's rationale for such adjustments to outstanding PSUs is not considered compelling.</i>												
4		Require Independent Board Chair	SH	Yes	Against	For		For	For	Yes	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>												

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		1,078	1,078
			04/30/2024	04/30/2024			
			Total Shares:				

Bayerische Motoren Werke AG

Meeting Date: 05/15/2024	Country: Germany	Ticker: BMW	Proxy Level: N/A
Record Date: 04/23/2024	Meeting Type: Annual	Meeting ID: 1820348	
Primary Security ID: D12096109	Primary CUSIP: D12096109	Primary ISIN: DE0005190003	Primary SEDOL: 5756029
Earliest Cutoff Date: 05/03/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 6,491	*Shares on Loan: 0	Shares Instructed: 6,491	Shares Voted: 6,491

Proposal Number	Significant Vote	Proposal Text	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 2023 (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 6.00 per Ordinary Share and EUR 6.02 per Preferred Share	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.												
Blended Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.												
3		Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.												
Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.												

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4.1		Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
4.2		Approve Discharge of Supervisory Board Member Martin Kimmich for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												

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4.3		Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
4.4		Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												

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4.5		Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p> <p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
4.6		Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p> <p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												

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4.7		Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
4.8		Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												

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4.9		Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
4.10		Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												

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4.11		Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
4.12		Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.13		Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
4.14		Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.15		Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
4.16		Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												

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4.17		Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
4.18		Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.19		Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
4.20		Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
<p><i>Blended Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even have gone to prison. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of company directors who served during 2010-2014 are highlighted.</i></p>												
5		Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>												
<p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>												

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Bayerische Motoren Werke AG

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6.1		Elect Susanne Klatten to the Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Susanne Klatten and Stefan Quandt is warranted for lack of diversity on the board. A vote AGAINST the non-independent nominee, Stefan Quandt, is further warranted because the company has failed to establish a sufficiently independent remuneration committee. A vote FOR Vishal Sikka is warranted.</i>												
<i>Blended Rationale: A vote AGAINST incumbent nominating committee members Susanne Klatten and Stefan Quandt is warranted for lack of diversity on the board. A vote AGAINST the non-independent nominee, Stefan Quandt, is further warranted because the company has failed to establish a sufficiently independent remuneration committee. A vote FOR Vishal Sikka is warranted.</i>												
6.2		Elect Stefan Quandt to the Supervisory Board	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Susanne Klatten and Stefan Quandt is warranted for lack of diversity on the board. A vote AGAINST the non-independent nominee, Stefan Quandt, is further warranted because the company has failed to establish a sufficiently independent remuneration committee. A vote FOR Vishal Sikka is warranted.</i>												
<i>Blended Rationale: A vote AGAINST incumbent nominating committee members Susanne Klatten and Stefan Quandt is warranted for lack of diversity on the board. A vote AGAINST the non-independent nominee, Stefan Quandt, is further warranted because the company has failed to establish a sufficiently independent remuneration committee. A vote FOR Vishal Sikka is warranted.</i>												
6.3		Elect Vishal Sikka to the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Susanne Klatten and Stefan Quandt is warranted for lack of diversity on the board. A vote AGAINST the non-independent nominee, Stefan Quandt, is further warranted because the company has failed to establish a sufficiently independent remuneration committee. A vote FOR Vishal Sikka is warranted.</i>												
<i>Blended Rationale: A vote AGAINST incumbent nominating committee members Susanne Klatten and Stefan Quandt is warranted for lack of diversity on the board. A vote AGAINST the non-independent nominee, Stefan Quandt, is further warranted because the company has failed to establish a sufficiently independent remuneration committee. A vote FOR Vishal Sikka is warranted.</i>												
7		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the company's remuneration report is broadly in line with, and even exceed in many respects, market practice best practice standards in Germany.</i>												
<i>Blended Rationale: A vote FOR this resolution is warranted because the company's remuneration report is broadly in line with, and even exceed in many respects, market practice best practice standards in Germany.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		6,491	6,491
			04/22/2024	04/22/2024			
			Total Shares:				6,491

BlackRock, Inc.

Meeting Date: 05/15/2024	Country: USA	Ticker: BLK	Proxy Level: 3
Record Date: 03/21/2024	Meeting Type: Annual	Meeting ID: 1845101	
Primary Security ID: 09247X101	Primary CUSIP: 09247X101	Primary ISIN: US09247X1019	Primary SEDOL: 2494504

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Earliest Cutoff Date: 05/14/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 721			*Shares on Loan: 0			Shares Instructed: 721			Shares Voted: 721			
Proposal Number	Significant Vote	Proposal Text	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 Pamela Daley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.										
		Blended Rationale: A vote FOR the director nominees is warranted at this time.										
1b		Elect Director Laurence D. Fink	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.										
		Blended Rationale: A vote FOR the director nominees is warranted at this time.										
1c		Elect Director William E. Ford	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.										
		Blended Rationale: A vote FOR the director nominees is warranted at this time.										
1d		Elect Director Fabrizio Freda	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.										
		Blended Rationale: A vote FOR the director nominees is warranted at this time.										
1e		Elect Director Murry S. Gerber	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.										
		Blended Rationale: A vote FOR the director nominees is warranted at this time.										
1f		Elect Director Margaret "Peggy" L. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.										
		Blended Rationale: A vote FOR the director nominees is warranted at this time.										
1g		Elect Director Robert S. Kapito	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.										
		Blended Rationale: A vote FOR the director nominees is warranted at this time.										
1h		Elect Director Cheryl D. Mills	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.										
		Blended Rationale: A vote FOR the director nominees is warranted at this time.										
1i		Elect Director Amin H. Nasser	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.										
		Blended Rationale: A vote FOR the director nominees is warranted at this time.										
1j		Elect Director Gordon M. Nixon	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.										
		Blended Rationale: A vote FOR the director nominees is warranted at this time.										
1k		Elect Director Kristin C. Peck	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.										
		Blended Rationale: A vote FOR the director nominees is warranted at this time.										

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1l		Elect Director Charles H. Robbins	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>												
1m		Elect Director Marco Antonio Slim Domit	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>												
1n		Elect Director Hans E. Vestberg	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>												
1o		Elect Director Susan L. Wagner	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>												
1p		Elect Director Mark Wilson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted at this time.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted at this time.</i>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<i>Voting Policy Rationale: While the majority of equity awards are based on clearly-disclosed multi-year goals that appear reasonably rigorous, there are significant concerns regarding the process used to determine annual cash incentive awards. Although annual cash incentive determinations are guided by performance assessments and consistent financial metrics were evaluated, payouts are ultimately discretionarily determined. The proxy lacks several key disclosures, including quantified target goals and individual metric weightings, which are important in assessing pay-for-performance linkage, particularly when discretionary determinations have contributed to a pay-for-performance misalignment. In light of these concerns, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.</i>												
<i>Blended Rationale: While the majority of equity awards are based on clearly-disclosed multi-year goals that appear reasonably rigorous, there are significant concerns regarding the process used to determine annual cash incentive awards. Although annual cash incentive determinations are guided by performance assessments and consistent financial metrics were evaluated, payouts are ultimately discretionarily determined. The proxy lacks several key disclosures, including quantified target goals and individual metric weightings, which are important in assessing pay-for-performance linkage, particularly when discretionary determinations have contributed to a pay-for-performance misalignment. In light of these concerns, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.</i>												
3		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>												
<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>												
4		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												

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BlackRock, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Report on 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 resolution is warranted as the company's current policies, commitments, and disclosures provide sufficient information for shareholders to determine how the company mitigates any risks associated to its EEO Policy.												
Blended Rationale: A vote AGAINST this resolution is warranted as the company's current policies, commitments, and disclosures provide sufficient information for shareholders to determine how the company mitigates any risks associated to its EEO Policy.												
6		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.												
7		Report on Proxy Voting Record and Policies for Climate Change-Related Proposals	SH	Yes	Against	Against		For	For	Yes	No	Yes
Voting Policy Rationale: A vote FOR this proposal is warranted. The requested report would benefit shareholders by allowing them to assess the company's policies and proxy voting practices on climate change-related issues, as well as providing a better understanding of the company's policy positions on such topics. Additional information regarding the potential risks of misalignment between the company's proxy voting policies and practices as well as the company's strategies for addressing those issues would further complement the company's commitments.												
Blended Rationale: A vote FOR this proposal is warranted. The requested report would benefit shareholders by allowing them to assess the company's policies and proxy voting practices on climate change-related issues, as well as providing a better understanding of the company's policy positions on such topics. Additional information regarding the potential risks of misalignment between the company's proxy voting policies and practices as well as the company's strategies for addressing those issues would further complement the company's commitments.												

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		721	721
			04/30/2024	04/30/2024			
			Total Shares:			721	721

Elevance Health, Inc.

Meeting Date: 05/15/2024	Country: USA	Ticker: ELV	Proxy Level: 3
Record Date: 03/18/2024	Meeting Type: Annual	Meeting ID: 1842448	
Primary Security ID: 036752103	Primary CUSIP: 036752103	Primary ISIN: US0367521038	Primary SEDOL: BSPHGL4
Earliest Cutoff Date: 05/14/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 217	*Shares on Loan: 0	Shares Instructed: 217	Shares Voted: 217

Proposal Number	Significant Vote	Proposal Text	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 Lewis Hay, III	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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

Elevance Health, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.2		Elect Director Antonio F. Neri	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.3		Elect Director Ramiro G. Peru	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and performance are reasonably aligned for the year in review. Although a concern is noted about the lack of disclosure of forward-looking PSU targets under the LTIP, the majority of the CEO's pay remains based on objective financial performance metrics.												
Blended Rationale: A vote FOR this proposal is warranted as CEO pay and performance are reasonably aligned for the year in review. Although a concern is noted about the lack of disclosure of forward-looking PSU targets under the LTIP, the majority of the CEO's pay remains based on objective financial performance metrics.												
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
4		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 proposal is warranted, as it should be the ultimate decision of the Board to oversee and manage any potential risks related to the company's third-party memberships.												
Blended Rationale: A vote AGAINST this proposal is warranted, as it should be the ultimate decision of the Board to oversee and manage any potential risks related to the company's third-party memberships.												

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		217	217
			04/25/2024	04/25/2024			
			Total Shares:				217

Fiserv, Inc.

Meeting Date: 05/15/2024			Country: USA			Ticker: FI		Proxy Level: 3				
Record Date: 03/18/2024			Meeting Type: Annual			Meeting ID: 1844491						
Primary Security ID: 337738108			Primary CUSIP: 337738108			Primary ISIN: US3377381088		Primary SEDOL: 2342034				
Earliest Cutoff Date: 05/14/2024			Total Ballots: 1			Voting Policy: Sustainability		Additional Policy:				
Votable Shares: 808			*Shares on Loan: 0			Shares Instructed: 808		Shares Voted: 808				
Proposal Number	Significant Vote	Proposal Text	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 Frank J. Bisignano	Mgmt	Yes	For	For		For	For	No	No	No

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
1.2		Elect Director Henrique de Castro	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
1.3		Elect Director Harry F. DiSimone	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
1.4		Elect Director Lance M. Fritz	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
1.5		Elect Director Ajei S. Gopal	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
1.6		Elect Director Wafaa Mamilli	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
1.7		Elect Director Heidi G. Miller	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
1.8		Elect Director Doyle R. Simons	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
1.9		Elect Director Kevin M. Warren	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
1.10		Elect Director Charlotte B. Yarkoni	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted. No significant issues are highlighted at this time.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the proposal is warranted. Although a concern is noted, annual incentives are entirely based on pre-set financial goals, and the CEO's equity awards are primarily performance-based and measured over a multi-year period.</i>										
		<i>Blended Rationale: A vote FOR the proposal is warranted. Although a concern is noted, annual incentives are entirely based on pre-set financial goals, and the CEO's equity awards are primarily performance-based and measured over a multi-year period.</i>										

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Fiserv, 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		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 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		808	808
			04/21/2024	04/21/2024			
Total Shares:						808	808

Hilton Worldwide Holdings Inc.

Meeting Date: 05/15/2024	Country: USA	Ticker: HLT	Proxy Level: 3
Record Date: 03/22/2024	Meeting Type: Annual	Meeting ID: 1845719	
Primary Security ID: 43300A203	Primary CUSIP: 43300A203	Primary ISIN: US43300A2033	Primary SEDOL: BYVMW06
Earliest Cutoff Date: 05/14/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 616	*Shares on Loan: 0	Shares Instructed: 616	Shares Voted: 616

Proposal Number	Significant Vote	Proposal Text	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 Christopher J. Nassetta	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1b		Elect Director Jonathan D. Gray	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1c		Elect Director Charlene T. Begley	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1d		Elect Director Chris Carr	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1e		Elect Director Melanie L. Healey	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Hilton Worldwide Holdings Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f		Elect Director Raymond E. Mabus, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1g		Elect Director Judith A. McHale	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1h		Elect Director Elizabeth A. Smith	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1i		Elect Director Douglas M. Steenland	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are entirely based on pre-set performance metrics, and half of long-term incentive awards are tied to objective performance conditions.												
Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are entirely based on pre-set performance metrics, and half of long-term incentive awards are tied to objective performance conditions.												

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		616	616
			04/22/2024	04/22/2024			
			Total Shares:				616

Old Dominion Freight Line, Inc.

Meeting Date: 05/15/2024	Country: USA	Ticker: ODFL	Proxy Level: 3
Record Date: 03/07/2024	Meeting Type: Annual	Meeting ID: 1850626	
Primary Security ID: 679580100	Primary CUSIP: 679580100	Primary ISIN: US6795801009	Primary SEDOL: 2656423

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

Old Dominion Freight Line, Inc.

Earliest Cutoff Date: 05/14/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 266			*Shares on Loan: 0			Shares Instructed: 266			Shares Voted: 266			
Proposal Number	Significant Vote	Proposal Text	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 Sherry A. Aaholm	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.2		Elect Director David S. Congdon	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.3		Elect Director John R. Congdon, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.4		Elect Director Andrew S. Davis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.5		Elect Director Kevin M. Freeman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.6		Elect Director Bradley R. Gabosch	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.7		Elect Director Greg C. Gantt	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.8		Elect Director John D. Kasarda	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.9		Elect Director Cheryl S. Miller	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.10		Elect Director Wendy T. Stallings	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										

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Old Dominion Freight Line, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.11		Elect Director Thomas A. Stith, III	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.12		Elect Director Leo H. Suggs	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Annual incentives and equity awards are entirely performance-based.												
Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Annual incentives and equity awards are entirely performance-based.												
3		Increase Authorized Common Stock	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted given that the size of the proposed increase in the number of authorized shares of common stock is reasonable.												
Blended Rationale: A vote FOR this proposal is warranted given that the size of the proposed increase in the number of authorized shares of common stock is reasonable.												
4		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
5		Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Yes	Against	For		For	For	Yes	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted. While the company's sustainability efforts are noted, it is somewhat difficult to assess the company's strategy in reducing GHG emissions given the lack of quantifiable targets or a disclosed climate transition plan. Adopting both could better position the company to address regulatory requirements and changes in consumer sentiment. In addition, the requested proposal would provide shareholders greater transparency around the company's efforts and strategies to address climate-related risks.												
Blended Rationale: A vote FOR this proposal is warranted. While the company's sustainability efforts are noted, it is somewhat difficult to assess the company's strategy in reducing GHG emissions given the lack of quantifiable targets or a disclosed climate transition plan. Adopting both could better position the company to address regulatory requirements and changes in consumer sentiment. In addition, the requested proposal would provide shareholders greater transparency around the company's efforts and strategies to address climate-related risks.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		266	266
			04/26/2024	04/26/2024			
Total Shares:						266	266

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Meeting Date: 05/15/2024	Country: USA	Ticker: PSX	Proxy Level: 3
Record Date: 03/20/2024	Meeting Type: Annual	Meeting ID: 1844507	
Primary Security ID: 718546104	Primary CUSIP: 718546104	Primary ISIN: US7185461040	Primary SEDOL: B78C4Y8
Earliest Cutoff Date: 05/14/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 873	*Shares on Loan: 0	Shares Instructed: 873	Shares Voted: 873

Proposal Number	Significant Vote	Proposal Text	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 Julie L. Bushman	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, Mark Lashier, Julie Bushman, Lisa Davis, and Douglas Terreson, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. Votes AGAINST CEO/Chair Mark Lashier are warranted given that the CEO and 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.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, Mark Lashier, Julie Bushman, Lisa Davis, and Douglas Terreson, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. Votes AGAINST CEO/Chair Mark Lashier are warranted given that the CEO and 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.</i></p>												
1b		Elect Director Lisa A. Davis	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, Mark Lashier, Julie Bushman, Lisa Davis, and Douglas Terreson, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. Votes AGAINST CEO/Chair Mark Lashier are warranted given that the CEO and 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.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, Mark Lashier, Julie Bushman, Lisa Davis, and Douglas Terreson, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. Votes AGAINST CEO/Chair Mark Lashier are warranted given that the CEO and 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.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1c		Elect Director Mark E. Lashier	Mgmt	Yes	For	For			Against	Against	Yes	No	Yes
<i>Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, Mark Lashier, Julie Bushman, Lisa Davis, and Douglas Terreson, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. Votes AGAINST CEO/Chair Mark Lashier are warranted given that the CEO and 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.</i>													
<i>Blended Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, Mark Lashier, Julie Bushman, Lisa Davis, and Douglas Terreson, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. Votes AGAINST CEO/Chair Mark Lashier are warranted given that the CEO and 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.</i>													
1d		Elect Director Douglas T. Terreson	Mgmt	Yes	For	For			Against	Against	Yes	No	Yes
<i>Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, Mark Lashier, Julie Bushman, Lisa Davis, and Douglas Terreson, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. Votes AGAINST CEO/Chair Mark Lashier are warranted given that the CEO and 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.</i>													
<i>Blended Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, Mark Lashier, Julie Bushman, Lisa Davis, and Douglas Terreson, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. Votes AGAINST CEO/Chair Mark Lashier are warranted given that the CEO and 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.</i>													
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned with performance for the year under review and annual and long-term incentives are sufficiently tied to performance.</i>													
<i>Blended Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned with performance for the year under review and annual and long-term incentives are sufficiently tied to performance.</i>													
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>													
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>													

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Report on Impacts of a Significant Reduction in Virgin Plastic Demand	SH	Yes	Against	Against		For	For	Yes	No	Yes
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on metrics, targets, and impacts related to ability of the company to transition from virgin polymer production would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.												
Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure on metrics, targets, and impacts related to ability of the company to transition from virgin polymer production would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		873	873
			04/26/2024	04/26/2024			
			Total Shares:			873	873

The Travelers Companies, Inc.

Meeting Date: 05/15/2024	Country: USA	Ticker: TRV	Proxy Level: 3
Record Date: 03/18/2024	Meeting Type: Annual	Meeting ID: 1843851	
Primary Security ID: 89417E109	Primary CUSIP: 89417E109	Primary ISIN: US89417E1091	Primary SEDOL: 2769503
Earliest Cutoff Date: 05/14/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 583	*Shares on Loan: 0	Shares Instructed: 583	Shares Voted: 583

Proposal Number	Significant Vote	Proposal Text	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 Russell G. Golden	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1b		Elect Director William J. Kane	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1c		Elect Director Thomas B. Leonardi	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1d		Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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The Travelers Companies, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1e		Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Rafael Santana	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Todd C. Schermerhorn	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Alan D. Schnitzer	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director Laurie J. Thomsen	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1j		Elect Director Bridget van Kralingen	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1k		Elect Director David S. Williams	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. While the majority of long-term incentives are based on clearly disclosed multi-year goals, significant concerns are noted regarding the discretionary nature of the STI program and the lack of certain key disclosures. While certain financial target goals are disclosed, other key disclosures are lacking, including target opportunities, individual metric weightings, the impact of individual performance on pay outcomes, and quantified threshold and maximum goals. The lack of these key disclosures impedes a fully-informed assessment of pay outcomes relative to company performance, which is particularly important in years in which a quantitative pay-for-performance misalignment is identified.</i>												
<i>Blended Rationale: A vote AGAINST the proposal is warranted. While the majority of long-term incentives are based on clearly disclosed multi-year goals, significant concerns are noted regarding the discretionary nature of the STI program and the lack of certain key disclosures. While certain financial target goals are disclosed, other key disclosures are lacking, including target opportunities, individual metric weightings, the impact of individual performance on pay outcomes, and quantified threshold and maximum goals. The lack of these key disclosures impedes a fully-informed assessment of pay outcomes relative to company performance, which is particularly important in years in which a quantitative pay-for-performance misalignment is identified.</i>												

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The Travelers Companies, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Report on Methane Emissions	SH	Yes	Against	Against		For	For	Yes	No	Yes
Voting Policy Rationale: A vote FOR this proposal is warranted, as report on the company's methane emissions will permit the company and shareholders alike to appropriately assess risks related to methane emissions.												
Blended Rationale: A vote FOR this proposal is warranted, as report on the company's methane emissions will permit the company and shareholders alike to appropriately assess risks related to methane emissions.												
5		Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	SH	Yes	Against	Against		For	For	Yes	No	Yes
Voting Policy Rationale: A vote FOR this proposal is warranted, because the requested report would help shareholders better evaluate the company s management of climate risks from its underwriting, investment, and insurance activities.												
Blended Rationale: A vote FOR this proposal is warranted, because the requested report would help shareholders better evaluate the company s management of climate risks from its underwriting, investment, and insurance activities.												
6		Report on Human Rights Risk in Underwriting	SH	Yes	Against	Against		For	For	Yes	No	Yes
Voting Policy Rationale: A vote FOR this proposal is warranted, as the requested report would help investors better understand how the company is managing its reputational, financial, legal, and regulatory risks related to human rights risks in its underwriting.												
Blended Rationale: A vote FOR this proposal is warranted, as the requested report would help investors better understand how the company is managing its reputational, financial, legal, and regulatory risks related to human rights risks in its underwriting.												
7		Consider Pay Disparity Between CEO and Other Employees	SH	Yes	Against	Against		Against	Against	No	No	No
Voting Policy Rationale: A vote AGAINST this proposal is warranted. Given the company's current processes and programs, it is not clear that the request to include the CEO pay ratio factor would improve the company's existing executive compensation program.												
Blended Rationale: A vote AGAINST this proposal is warranted. Given the company's current processes and programs, it is not clear that the request to include the CEO pay ratio factor would improve the company's existing executive compensation program.												

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		583	583
			05/02/2024	05/02/2024			
			Total Shares:				583

Valero Energy Corporation

Meeting Date: 05/15/2024			Country: USA			Ticker: VLO			Proxy Level: 3			
Record Date: 03/18/2024			Meeting Type: Annual			Meeting ID: 1839588						
Primary Security ID: 91913Y100			Primary CUSIP: 91913Y100			Primary ISIN: US91913Y1001			Primary SEDOL: 2041364			
Earliest Cutoff Date: 05/14/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 803			*Shares on Loan: 0			Shares Instructed: 803			Shares Voted: 803			
Proposal Number	Significant Vote	Proposal Text	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 Fred M. Diaz	Mgmt	Yes	For	For		For	For	No	No	No

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Valero Energy 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
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
		<p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
1b		Elect Director H. Paulett Eberhart	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
		<p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
1c		Elect Director Marie A. Ffolkes	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
		<p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
1d		Elect Director Joseph W. Gorder	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
		<p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
1e		Elect Director Kimberly S. Greene	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
		<p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
1f		Elect Director Deborah P. Majoras	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
		<p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
1g		Elect Director Eric D. Mullins	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
		<p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										

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Valero Energy 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
1h		Elect Director Robert A. Profusek	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i>												
1i		Elect Director R. Lane Riggs	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i>												
1j		Elect Director Randall J. Weisenburger	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i>												
1k		Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned. A majority of annual incentives and half of long-term incentives are based on pre-set objective targets. Beginning in 2023, relative TSR targets above the median and payouts will be capped at target if the absolute TSR is negative.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned. A majority of annual incentives and half of long-term incentives are based on pre-set objective targets. Beginning in 2023, relative TSR targets above the median and payouts will be capped at target if the absolute TSR is negative.</i>												
3		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												

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		803	803
			04/25/2024	04/25/2024			
				</			

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adidas AG

Meeting Date: 05/16/2024			Country: Germany			Ticker: ADS			Proxy Level: N/A			
Record Date: 05/09/2024			Meeting Type: Annual			Meeting ID: 1820855						
Primary Security ID: D0066B185			Primary CUSIP: D0066B185			Primary ISIN: DE000A1EWWW0			Primary SEDOL: 4031976			
Earliest Cutoff Date: 05/06/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 1,175			*Shares on Loan: 0			Shares Instructed: 1,175			Shares Voted: 1,175			
Proposal Number	Significant Vote	Proposal Text	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 2023 (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 0.70 per Share	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.												
Blended Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.												
3		Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.												
Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.												
4		Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.												
Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.												
5		Approve Remuneration Report	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Although the company provides robust disclosure of financial achievements, disclosure of strategic and non-financial achievements under the STI remains underdeveloped in the context of market practice. * The new CEO's STI was subject to a minimum level of guaranteed vesting. Nevertheless, we do note that actual attainment exceeded this minimum. * The new CEO received a replacement award in connection with his appointment, but it is not confirmed if this was made on a like-for-like basis. * Pension payments remain at 50 percent of fixed remuneration, which represents a high level in the context of market practice. * A former executive's variable pay was subject to accelerated vesting without a detailed and compelling explanation. This treatment was not applied to other former executives.												
Blended Rationale: A vote AGAINST this resolution is warranted because: * Although the company provides robust disclosure of financial achievements, disclosure of strategic and non-financial achievements under the STI remains underdeveloped in the context of market practice. * The new CEO's STI was subject to a minimum level of guaranteed vesting. Nevertheless, we do note that actual attainment exceeded this minimum. * The new CEO received a replacement award in connection with his appointment, but it is not confirmed if this was made on a like-for-like basis. * Pension payments remain at 50 percent of fixed remuneration, which represents a high level in the context of market practice. * A former executive's variable pay was subject to accelerated vesting without a detailed and compelling explanation. This treatment was not applied to other former executives.												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6		Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, though it is not without concerns: * Under the LTI, it is proposed to introduce a relative TSR metric which will allow for partial vesting at below peer median performance levels. * Under both the STI and LTI plans, it is proposed to amend the vesting curves to allow for greater under- and over-performance, although it is not disclosed if this will be counterbalanced by more rigorous targets. * Pension benefits will remain at 50 percent of fixed remuneration for current executives. The main reasons for support are: * The policy contains a number of improvements, including: an increased weighting for financial metrics and the option for broader ESG metrics to be utilized, a multi-year assessment period within the LTI plan, as well as a decreased level of pension contributions for new executive appointments. * The overall policy is broadly in line with market practice.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted, though it is not without concerns: * Under the LTI, it is proposed to introduce a relative TSR metric which will allow for partial vesting at below peer median performance levels. * Under both the STI and LTI plans, it is proposed to amend the vesting curves to allow for greater under- and over-performance, although it is not disclosed if this will be counterbalanced by more rigorous targets. * Pension benefits will remain at 50 percent of fixed remuneration for current executives. The main reasons for support are: * The policy contains a number of improvements, including: an increased weighting for financial metrics and the option for broader ESG metrics to be utilized, a multi-year assessment period within the LTI plan, as well as a decreased level of pension contributions for new executive appointments. * The overall policy is broadly in line with market practice.</i></p>												
7.1		Reelect Ian Gallienne to the Supervisory Board Until 2026 AGM	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent nomination committee chair, Thomas Rabe, is warranted for a lack of diversity on the board. A vote AGAINST Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as supervisory board chair and outside CEO position. Nevertheless, shareholders may wish to note that Rabe is proposed for a one-year term to ensure a smooth handover. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent nomination committee chair, Thomas Rabe, is warranted for a lack of diversity on the board. A vote AGAINST Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as supervisory board chair and outside CEO position. Nevertheless, shareholders may wish to note that Rabe is proposed for a one-year term to ensure a smooth handover. A vote FOR the remaining director nominees is warranted.</i></p>												
7.2		Reelect Jackie Joyner-Kersee to the Supervisory Board Until 2028 AGM	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent nomination committee chair, Thomas Rabe, is warranted for a lack of diversity on the board. A vote AGAINST Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as supervisory board chair and outside CEO position. Nevertheless, shareholders may wish to note that Rabe is proposed for a one-year term to ensure a smooth handover. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent nomination committee chair, Thomas Rabe, is warranted for a lack of diversity on the board. A vote AGAINST Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as supervisory board chair and outside CEO position. Nevertheless, shareholders may wish to note that Rabe is proposed for a one-year term to ensure a smooth handover. A vote FOR the remaining director nominees is warranted.</i></p>												
7.3		Reelect Christian Klein to the Supervisory Board Until 2028 AGM	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent nomination committee chair, Thomas Rabe, is warranted for a lack of diversity on the board. A vote AGAINST Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as supervisory board chair and outside CEO position. Nevertheless, shareholders may wish to note that Rabe is proposed for a one-year term to ensure a smooth handover. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent nomination committee chair, Thomas Rabe, is warranted for a lack of diversity on the board. A vote AGAINST Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as supervisory board chair and outside CEO position. Nevertheless, shareholders may wish to note that Rabe is proposed for a one-year term to ensure a smooth handover. A vote FOR the remaining director nominees is warranted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7.4		Reelect Thomas Rabe to the Supervisory Board Until 2025 AGM	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent nomination committee chair, Thomas Rabe, is warranted for a lack of diversity on the board. A vote AGAINST Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as supervisory board chair and outside CEO position. Nevertheless, shareholders may wish to note that Rabe is proposed for a one-year term to ensure a smooth handover. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent nomination committee chair, Thomas Rabe, is warranted for a lack of diversity on the board. A vote AGAINST Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as supervisory board chair and outside CEO position. Nevertheless, shareholders may wish to note that Rabe is proposed for a one-year term to ensure a smooth handover. A vote FOR the remaining director nominees is warranted.</i></p>												
7.5		Reelect Nassef Sawiris to the Supervisory Board Until 2026 AGM	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent nomination committee chair, Thomas Rabe, is warranted for a lack of diversity on the board. A vote AGAINST Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as supervisory board chair and outside CEO position. Nevertheless, shareholders may wish to note that Rabe is proposed for a one-year term to ensure a smooth handover. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent nomination committee chair, Thomas Rabe, is warranted for a lack of diversity on the board. A vote AGAINST Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as supervisory board chair and outside CEO position. Nevertheless, shareholders may wish to note that Rabe is proposed for a one-year term to ensure a smooth handover. A vote FOR the remaining director nominees is warranted.</i></p>												
7.6		Reelect Bodo Uebber to the Supervisory Board Until 2027 AGM	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent nomination committee chair, Thomas Rabe, is warranted for a lack of diversity on the board. A vote AGAINST Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as supervisory board chair and outside CEO position. Nevertheless, shareholders may wish to note that Rabe is proposed for a one-year term to ensure a smooth handover. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent nomination committee chair, Thomas Rabe, is warranted for a lack of diversity on the board. A vote AGAINST Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as supervisory board chair and outside CEO position. Nevertheless, shareholders may wish to note that Rabe is proposed for a one-year term to ensure a smooth handover. A vote FOR the remaining director nominees is warranted.</i></p>												
7.7		Reelect Jing Ulrich to the Supervisory Board Until 2027 AGM	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent nomination committee chair, Thomas Rabe, is warranted for a lack of diversity on the board. A vote AGAINST Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as supervisory board chair and outside CEO position. Nevertheless, shareholders may wish to note that Rabe is proposed for a one-year term to ensure a smooth handover. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent nomination committee chair, Thomas Rabe, is warranted for a lack of diversity on the board. A vote AGAINST Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as supervisory board chair and outside CEO position. Nevertheless, shareholders may wish to note that Rabe is proposed for a one-year term to ensure a smooth handover. A vote FOR the remaining director nominees is warranted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7.8		Elect Oliver Mintzlaff to the Supervisory Board Until 2028 AGM	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST the incumbent nomination committee chair, Thomas Rabe, is warranted for a lack of diversity on the board. A vote AGAINST Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as supervisory board chair and outside CEO position. Nevertheless, shareholders may wish to note that Rabe is proposed for a one-year term to ensure a smooth handover. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST the incumbent nomination committee chair, Thomas Rabe, is warranted for a lack of diversity on the board. A vote AGAINST Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as supervisory board chair and outside CEO position. Nevertheless, shareholders may wish to note that Rabe is proposed for a one-year term to ensure a smooth handover. A vote FOR the remaining director nominees is warranted.</i>												
8		Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												

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		1,175	1,175
			04/24/2024	04/24/2024			
			Total Shares:				1,175

Chubb Limited

Meeting Date: 05/16/2024	Country: Switzerland	Ticker: CB	Proxy Level: N/A
Record Date: 03/22/2024	Meeting Type: Annual	Meeting ID: 1842913	
Primary Security ID: H1467J104	Primary CUSIP: H1467J104	Primary ISIN: CH0044328745	Primary SEDOL: B3BQMF6
Earliest Cutoff Date: 05/14/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 458	*Shares on Loan: 0	Shares Instructed: 458	Shares Voted: 458

Proposal Number	Significant Vote	Proposal Text	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
<i>Voting Policy Rationale: A vote FOR this routine item is warranted due to a lack of concerns.</i>												
<i>Blended Rationale: A vote FOR this routine item is warranted due to a lack of concerns.</i>												
2.1		Allocate Disposable Profit	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concerns.</i>												
<i>Blended Rationale: Votes FOR these proposals are warranted due to a lack of concerns.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2.2		Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concerns.</i>												
<i>Blended Rationale: Votes FOR these proposals are warranted due to a lack of concerns.</i>												
3		Approve Discharge of Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this item is warranted, as there is no evidence that the board has not fulfilled their fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR this item is warranted, as there is no evidence that the board has not fulfilled their fiduciary duties.</i>												
4.1		Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
4.2		Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
4.3		Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the special auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the special auditor is warranted.</i>												
5.1		Elect Director Evan G. Greenberg	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
5.2		Elect Director Michael P. Connors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
5.3		Elect Director Michael G. Atieh	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
5.4		Elect Director Nancy K. Buese	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.5		Elect Director Sheila P. Burke	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
5.6		Elect Director Nelson J. Chai	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
5.7		Elect Director Michael L. Corbat	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
5.8		Elect Director Robert J. Hugin	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
5.9		Elect Director Robert W. Scully	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
5.10		Elect Director Theodore E. Shasta	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
5.11		Elect Director David H. Sidwell	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
5.12		Elect Director Olivier Steimer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
5.13		Elect Director Frances F. Townsend	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
6		Elect Evan G. Greenberg as Board Chairman	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<i>Voting Policy Rationale: A vote AGAINST Evan G. Greenberg as board chair is warranted because he serves as combined CEO/chair.</i>										
		<i>Blended Rationale: A vote AGAINST Evan G. Greenberg as board chair is warranted because he serves as combined CEO/chair.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7.1		Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors (other than the combination of the chair and CEO roles).</i>												
<i>Blended Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors (other than the combination of the chair and CEO roles).</i>												
7.2		Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors (other than the combination of the chair and CEO roles).</i>												
<i>Blended Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors (other than the combination of the chair and CEO roles).</i>												
7.3		Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors (other than the combination of the chair and CEO roles).</i>												
<i>Blended Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors (other than the combination of the chair and CEO roles).</i>												
8		Designate Homburger AG as Independent Proxy	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i>												
9		Cancel Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the proposed share capital reduction is warranted due to a lack of concerns.</i>												
<i>Blended Rationale: A vote FOR the proposed share capital reduction is warranted due to a lack of concerns.</i>												
10		Amend Articles Re: Creation of a Capital Band	Mgmt	Yes	For	For		For	For	No	No	No
11		Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The number of shares reserved is reasonable; and * The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The number of shares reserved is reasonable; and * The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>												
12.1		Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the requested amount is broadly in line with market practice.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted because the requested amount is broadly in line with market practice.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12.2		Approve Remuneration of Executive Management in the Amount of USD 72 Million for Fiscal 2025	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: As the company is classified as a US domestic issuer, and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis. Accordingly, a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: As the company is classified as a US domestic issuer, and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis. Accordingly, a vote FOR this proposal is warranted.</i></p>												
12.3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: As the company is reporting as a U.S. domestic issuer and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned with the U.S. say-on-pay analysis. Accordingly, a vote FOR is warranted.</i></p> <p><i>Blended Rationale: As the company is reporting as a U.S. domestic issuer and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned with the U.S. say-on-pay analysis. Accordingly, a vote FOR is warranted.</i></p>												
13		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: On balance, a vote FOR this proposal is warranted. The largely discretionary annual incentive award paired with certain lacking key disclosures raises some concern. Nevertheless, these issues have not contributed to a quantitative pay-for-performance misalignment. Additionally, the CEO's LTI equity awards are entirely performance-contingent, subject to multi-year goals.</i></p> <p><i>Blended Rationale: On balance, a vote FOR this proposal is warranted. The largely discretionary annual incentive award paired with certain lacking key disclosures raises some concern. Nevertheless, these issues have not contributed to a quantitative pay-for-performance misalignment. Additionally, the CEO's LTI equity awards are entirely performance-contingent, subject to multi-year goals.</i></p>												
14		Approve Sustainability Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the approval of the company's non-financial report is warranted. Nevertheless, support is qualified considering the lack of broader external assurance that would confirm the validity of the information. Rather, only the greenhouse gas emissions metrics have been subject to limited assurance.</i></p> <p><i>Blended Rationale: A vote FOR the approval of the company's non-financial report is warranted. Nevertheless, support is qualified considering the lack of broader external assurance that would confirm the validity of the information. Rather, only the greenhouse gas emissions metrics have been subject to limited assurance.</i></p>												
15		Report on GHG Emissions Associated with Underwriting	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it would help shareholders better understand the company's climate-related risks from its underwriting, investment, and insurance activities.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it would help shareholders better understand the company's climate-related risks from its underwriting, investment, and insurance activities.</i></p>												
16		Report on Median Gender/Racial Pay Gap	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's initiatives to encourage diversity, inclusion, and non-discriminatory treatment.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's initiatives to encourage diversity, inclusion, and non-discriminatory treatment.</i></p>												

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Chubb 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
A		Transact Other Business	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
Voting Policy Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.												
Blended Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.												

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		458	458
			05/06/2024	05/06/2024			
			Total Shares:				458

Marsh & McLennan Companies, Inc.

Meeting Date: 05/16/2024	Country: USA	Ticker: MMC	Proxy Level: 3
Record Date: 03/18/2024	Meeting Type: Annual	Meeting ID: 1841977	
Primary Security ID: 571748102	Primary CUSIP: 571748102	Primary ISIN: US5717481023	Primary SEDOL: 2567741
Earliest Cutoff Date: 05/15/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 522	*Shares on Loan: 0	Shares Instructed: 522	Shares Voted: 522

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Anthony K. Anderson	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1b		Elect Director John Q. Doyle	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1c		Elect Director Oscar Fanjul	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1d		Elect Director H. Edward Hanway	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1e		Elect Director Judith Hartmann	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Marsh & McLennan Companies, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f		Elect Director Deborah C. Hopkins	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Tamara Ingram	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Jane H. Lute	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director Steven A. Mills	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1j		Elect Director Morton O. Schapiro	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1k		Elect Director Lloyd M. Yates	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The committee demonstrated adequate responsiveness following last year's low say-on-pay vote result. Certain disclosure under the STI program could be improved. However, the STI program is predominantly based on quantified objective goals that require year-over-year growth. Additionally, half of LTI awards vest based on clearly-disclosed multi-year goals and a target which requires growth. Lastly, pay and performance are reasonably aligned for the year in review.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted. The committee demonstrated adequate responsiveness following last year's low say-on-pay vote result. Certain disclosure under the STI program could be improved. However, the STI program is predominantly based on quantified objective goals that require year-over-year growth. Additionally, half of LTI awards vest based on clearly-disclosed multi-year goals and a target which requires growth. Lastly, pay and performance are reasonably aligned for the year in review.</i>												
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
4		Provide Right to Act by Written Consent	SH	Yes	Against	For		For	For	Yes	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>												

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Marsh & McLennan Companies, 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		522	522
			04/30/2024	04/30/2024			
			Total Shares:				522

The Home Depot, Inc.

Meeting Date: 05/16/2024	Country: USA	Ticker: HD	Proxy Level: 3
Record Date: 03/18/2024	Meeting Type: Annual	Meeting ID: 1842737	
Primary Security ID: 437076102	Primary CUSIP: 437076102	Primary ISIN: US4370761029	Primary SEDOL: 2434209
Earliest Cutoff Date: 05/15/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,168	*Shares on Loan: 0	Shares Instructed: 1,168	Shares Voted: 1,168

Proposal Number	Significant Vote	Proposal Text	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 AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.												
Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.												
1b		Elect Director Ari Bousbib	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.												
Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.												
1c		Elect Director Jeffery H. Boyd	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.												
Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.												
1d		Elect Director Gregory D. Brenneman	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.												
Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.												

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The Home Depot, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1e		Elect Director J. Frank Brown	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
1f		Elect Director Edward P. Decker	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
1g		Elect Director Wayne M. Hewett	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
1h		Elect Director Manuel Kadre	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
1i		Elect Director Stephanie C. Linnartz	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
1j		Elect Director Paula Santilli	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												

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The Home Depot, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1k		Elect Director Caryn Seidman-Becker	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. The short-term incentive is entirely based on pre-set financial metrics and the long-term incentive is primarily performance-based, and half of equity grants use a multi-year performance period.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. The short-term incentive is entirely based on pre-set financial metrics and the long-term incentive is primarily performance-based, and half of equity grants use a multi-year performance period.</i></p>												
4		Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The personal donation decisions made by director nominees are not relevant to their responsibility to exercise their fiduciary duty to the company, and the company discloses sufficient policies, procedures, and oversight to avoid directors making contributions on behalf of the company without approval.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The personal donation decisions made by director nominees are not relevant to their responsibility to exercise their fiduciary duty to the company, and the company discloses sufficient policies, procedures, and oversight to avoid directors making contributions on behalf of the company without approval.</i></p>												
5		Report on Political Spending Congruency	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the congruence of the company's political expenditures with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political spending.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as a report on the congruence of the company's political expenditures with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political spending.</i></p>												
6		Report on Corporate Contributions	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its corporate contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its corporate contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.</i></p>												

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The Home Depot, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7		Report on Civil Rights and Non-Discrimination Audit	SH	Yes	Against	Against		Against	Against	No	No	No
Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its anti-discrimination policies.												
Blended Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its anti-discrimination policies.												
8		Disclose a Biodiversity Impact and Dependency Assessment	SH	Yes	Against	Against		For	For	Yes	No	Yes
Voting Policy Rationale: A vote FOR this proposal is warranted, as further disclosures would help shareholders assess how the company is managing related risks associated with biodiversity loss as well as adequately track progress on these issues.												
Blended Rationale: A vote FOR this proposal is warranted, as further disclosures would help shareholders assess how the company is managing related risks associated with biodiversity loss as well as adequately track progress on these issues.												
9		Clawback of Incentive Payments	SH	Yes	Against	For		For	For	Yes	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding all recoupments. Such disclosure would benefit shareholders.												
Blended Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding all recoupments. Such disclosure would benefit shareholders.												

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		1,168	1,168
			05/03/2024	05/03/2024			
			Total Shares:				1,168

ONEOK, Inc.

Meeting Date: 05/22/2024	Country: USA	Ticker: OKE	Proxy Level: 3
Record Date: 03/25/2024	Meeting Type: Annual	Meeting ID: 1844257	
Primary Security ID: 682680103	Primary CUSIP: 682680103	Primary ISIN: US6826801036	Primary SEDOL: 2130109
Earliest Cutoff Date: 05/21/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,538	*Shares on Loan: 0	Shares Instructed: 1,538	Shares Voted: 1,538

Proposal Number	Significant Vote	Proposal Text	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 Brian L. Derksen	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.2		Elect Director Julie H. Edwards	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.3		Elect Director Lori A. Gobillot	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.4		Elect Director Mark W. Helderman	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.5		Elect Director Randall J. Larson	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.6		Elect Director Pattye L. Moore	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.7		Elect Director Pierce H. Norton, II	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.8		Elect Director Eduardo A. Rodriguez	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.9		Elect Director Gerald D. Smith	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.10		Elect Director Wayne T. Smith	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily based on financial and operational metrics while equity awards are performance-conditioned and measured over a multi-year period.												
Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily based on financial and operational metrics while equity awards are performance-conditioned and measured over a multi-year period.												

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		1,538	1,538
			04/29/2024	04/29/2024			

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Total Shares:	1,538	1,538
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Zoetis Inc.

Meeting Date: 05/22/2024	Country: USA	Ticker: ZTS	Proxy Level: 3
Record Date: 03/28/2024	Meeting Type: Annual	Meeting ID: 1847996	
Primary Security ID: 98978V103	Primary CUSIP: 98978V103	Primary ISIN: US98978V1035	Primary SEDOL: B95WG16
Earliest Cutoff Date: 05/21/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,164	*Shares on Loan: 0	Shares Instructed: 1,164	Shares Voted: 1,164

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Paul M. Bisaro	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR governance committee chair Louise Parent is warranted.										
		Blended Rationale: A vote FOR governance committee chair Louise Parent is warranted.										
1b		Elect Director Vanessa Broadhurst	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR governance committee chair Louise Parent is warranted.										
		Blended Rationale: A vote FOR governance committee chair Louise Parent is warranted.										
1c		Elect Director Frank A. D'Amelio	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR governance committee chair Louise Parent is warranted.										
		Blended Rationale: A vote FOR governance committee chair Louise Parent is warranted.										
1d		Elect Director Gavin D.K. Hattersley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR governance committee chair Louise Parent is warranted.										
		Blended Rationale: A vote FOR governance committee chair Louise Parent is warranted.										
1e		Elect Director Sanjay Khosla	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR governance committee chair Louise Parent is warranted.										
		Blended Rationale: A vote FOR governance committee chair Louise Parent is warranted.										
1f		Elect Director Antoinette R. Leatherberry	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR governance committee chair Louise Parent is warranted.										
		Blended Rationale: A vote FOR governance committee chair Louise Parent is warranted.										
1g		Elect Director Michael B. McCallister	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR governance committee chair Louise Parent is warranted.										
		Blended Rationale: A vote FOR governance committee chair Louise Parent is warranted.										
1h		Elect Director Gregory Norden	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR governance committee chair Louise Parent is warranted.										
		Blended Rationale: A vote FOR governance committee chair Louise Parent is warranted.										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1i		Elect Director Louise M. Parent	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR governance committee chair Louise Parent is warranted.												
Blended Rationale: A vote FOR governance committee chair Louise Parent is warranted.												
1j		Elect Director Kristin C. Peck	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR governance committee chair Louise Parent is warranted.												
Blended Rationale: A vote FOR governance committee chair Louise Parent is warranted.												
1k		Elect Director Willie M. Reed	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR governance committee chair Louise Parent is warranted.												
Blended Rationale: A vote FOR governance committee chair Louise Parent is warranted.												
1l		Elect Director Robert W. Scully	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR governance committee chair Louise Parent is warranted.												
Blended Rationale: A vote FOR governance committee chair Louise Parent is warranted.												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.												
Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.												
3		Ratify KPMG 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.												
4		Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by the DGCL is considered to reasonably balance shareholders' interest in officer accountability with their interest in the company's ability to attract and retain qualified executives.												
Blended Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by the DGCL is considered to reasonably balance shareholders' interest in officer accountability with their interest in the company's ability to attract and retain qualified executives.												
5		Adopt Policy on Improved Majority Voting for Election of Directors	SH	Yes	Against	Against		Against	Against	No	No	No
Voting Policy Rationale: A vote AGAINST this proposal is warranted as there are no recurring issues or company-specific factors at Zoetis that suggest the proponent's more-stringent director resignation policy is necessary at this time.												
Blended Rationale: A vote AGAINST this proposal is warranted as there are no recurring issues or company-specific factors at Zoetis that suggest the proponent's more-stringent director resignation policy is necessary at this time.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		1,164	1,164
			05/13/2024	05/13/2024			
			Total Shares:				1,164

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

Cheniere Energy, Inc.

Meeting Date: 05/23/2024		Country: USA		Ticker: LNG		Proxy Level: 3						
Record Date: 04/08/2024		Meeting Type: Annual		Meeting ID: 1850278								
Primary Security ID: 16411R208		Primary CUSIP: 16411R208		Primary ISIN: US16411R2085		Primary SEDOL: 2654364						
Earliest Cutoff Date: 05/22/2024		Total Ballots: 1		Voting Policy: Sustainability		Additional Policy:						
Votable Shares: 574		*Shares on Loan: 0		Shares Instructed: 574		Shares Voted: 574						
Proposal Number	Significant Vote	Proposal Text	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 G. Andrea Botta	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1b		Elect Director Jack A. Fusco	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1c		Elect Director Patricia K. Collawn	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1d		Elect Director Brian E. Edwards	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1e		Elect Director Denise Gray	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1f		Elect Director Lorraine Mitchelmore	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1g		Elect Director Scott Peak	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1h		Elect Director Donald F. Robillard, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1i		Elect Director Neal A. Shear	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										

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Cheniere Energy, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.												
Blended Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.												
3		Ratify KPMG 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.												
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.												
Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.												
5		Amend Certificate of Incorporation to Limit the Personal Liability of Officers	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonable balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.												
Blended Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonable balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		574	574
			04/30/2024	04/30/2024			
			Total Shares:				574

Schneider Electric SE

Meeting Date: 05/23/2024	Country: France	Ticker: SU	Proxy Level: N/A
Record Date: 05/21/2024	Meeting Type: Annual/Special	Meeting ID: 1839811	
Primary Security ID: F86921107	Primary CUSIP: F86921107	Primary ISIN: FR0000121972	Primary SEDOL: 4834108
Earliest Cutoff Date: 05/20/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,710	*Shares on Loan: 0	Shares Instructed: 1,710	Shares Voted: 1,710

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Ordinary Business	Mgmt	No								
		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR is warranted in the absence of any specific concerns.												
Blended Rationale: A vote FOR is warranted in the absence of any specific concerns.												

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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
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any specific concerns.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any specific concerns.</i>												
3		Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>												
<i>Blended Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>												
4		Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any specific concern.</i>												
<i>Blended Rationale: A vote FOR is warranted in the absence of any specific concern.</i>												
5		Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>												
<i>Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>												
6		Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>												
<i>Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>												
7		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
<i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
8		Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
<i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
9		Approve Compensation of Peter Herweck, CEO since May 4, 2023	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
<i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
10		Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>										
		<i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>										
11		Approve Remuneration Policy of CEO	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted in the absence of any specific concerns.</i>										
		<i>Blended Rationale: A vote FOR this remuneration policy is warranted in the absence of any specific concerns.</i>										
12		Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted in the absence of specific concerns.</i>										
		<i>Blended Rationale: A vote FOR this remuneration policy is warranted in the absence of specific concerns.</i>										
13		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>										
		<i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>										
14		Reelect Fred Kindle as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 14 to 17).</i>										
		<i>Blended Rationale: Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 14 to 17).</i>										
15		Reelect Cecile Cabanis as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 14 to 17).</i>										
		<i>Blended Rationale: Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 14 to 17).</i>										
16		Reelect Jill Lee as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 14 to 17).</i>										
		<i>Blended Rationale: Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 14 to 17).</i>										
17		Elect Philippe Knoche as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 14 to 17).</i>										
		<i>Blended Rationale: Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 14 to 17).</i>										
18		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i>										
		<i>Blended Rationale: Such share buyback programs merit a vote FOR.</i>										
		Extraordinary Business	Mgmt	No								

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Schneider Electric SE

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
19		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 warranted in the absence of any specific concerns.												
Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.												
20		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 warranted in the absence of any specific concerns.												
Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.												
21		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this routine item is warranted.												
Blended Rationale: A vote FOR this routine item is warranted.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		1,710	1,710
			05/03/2024	05/03/2024			
			Total Shares:				

AIA Group Limited

Meeting Date: 05/24/2024	Country: Hong Kong	Ticker: 1299	Proxy Level: N/A
Record Date: 05/20/2024	Meeting Type: Annual	Meeting ID: 1835059	
Primary Security ID: Y002A1105	Primary CUSIP: Y002A1105	Primary ISIN: HK0000069689	Primary SEDOL: B4TX8S1
Earliest Cutoff Date: 05/17/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 65,700	*Shares on Loan: 0	Shares Instructed: 65,700	Shares Voted: 65,700

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
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 known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.												
2		Approve Final Dividend	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.												
Blended Rationale: A vote FOR this resolution is warranted because this is a routine dividend 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
3		Elect Lee Yuan Siong as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR all nominees is warranted.</i>												
4		Elect Chung-Kong Chow as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR all nominees is warranted.</i>												
5		Elect John Barrie Harrison as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR all nominees is warranted.</i>												
6		Elect Cesar Velasquez Purisima as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR all nominees is warranted.</i>												
7		Elect Mari Elka Pangestu as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR all nominees is warranted.</i>												
8		Elect Ong Chong Tee as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR all nominees is warranted.</i>												
9		Elect Nor Shamsiah Mohd Yunus as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR all nominees is warranted.</i>												
10		Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i>												
11A		Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the general share issuance mandate is warranted for the following: * The share issuance limit does not exceed 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration.</i>												
<i>Blended Rationale: A vote FOR the general share issuance mandate is warranted for the following: * The share issuance limit does not exceed 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration.</i>												

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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
11B		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 warranted given the absence of any known issues concerning the proposed share repurchase.												

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		65,700	65,700
			05/10/2024	05/10/2024			
			Total Shares:			65,700	65,700

NN Group NV

Meeting Date: 05/24/2024	Country: Netherlands	Ticker: NN	Proxy Level: N/A
Record Date: 04/26/2024	Meeting Type: Annual	Meeting ID: 1837440	
Primary Security ID: N64038107	Primary CUSIP: N64038107	Primary ISIN: NL0010773842	Primary SEDOL: BNG8PQ9
Earliest Cutoff Date: 05/15/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 17,567	*Shares on Loan: 0	Shares Instructed: 17,567	Shares Voted: 17,567

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Annual Meeting Agenda	Mgmt	No								
		Open Meeting	Mgmt	No								
		Voting Policy Rationale: No vote is required for this item.										
		Blended Rationale: No vote is required for this item.										
2		Receive Annual Report	Mgmt	No								
		Voting Policy Rationale: This is a non-voting item										
		Blended Rationale: This is a non-voting item										
3		Discussion on Company's Corporate Governance Structure	Mgmt	No								
		Voting Policy Rationale: This is a non-voting item.										
		Blended Rationale: This is a non-voting item.										
4		Approve Remuneration Report	Mgmt	Yes	For	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.										
		Blended Rationale: A vote FOR is warranted as the proposed remuneration report is in in line with market practice, regarding actual content and disclosure.										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.A		Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>												
<i>Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>												
5.B		Receive Explanation on Company's Dividend Policy	Mgmt	No								
<i>Voting Policy Rationale: This is a non-voting item.</i>												
<i>Blended Rationale: This is a non-voting item.</i>												
5.C		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>												
<i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>												
6.A		Approve Discharge of Executive Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>												
6.B		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>												
7		Discuss Updated Profile of the Supervisory Board	Mgmt	No								
<i>Voting Policy Rationale: This is a non-voting item.</i>												
<i>Blended Rationale: This is a non-voting item.</i>												
8.A		Elect Robert Jenkins to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i>												
<i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i>												
8.B		Elect Koos Timmermans to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i>												
<i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i>												

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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.A		Adopt Remuneration Policy for the Executive Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted as the proposed amendment(s) as well as the overall structure of the remuneration policy are considered to be in line with market practice and no further concerns were identified.</i>												
<i>Blended Rationale: A vote FOR is warranted as the proposed amendment(s) as well as the overall structure of the remuneration policy are considered to be in line with market practice and no further concerns were identified.</i>												
9.B		Adopt Remuneration Policy for the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i>												
<i>Blended Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i>												
10		Grant Board Authority to Issue Shares in the Context of Issuing Contingent Convertible Securities	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Contingent Convertible Securities and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities for issuing convertible debt are common proposals at Dutch insurance companies and conversion into equity is only intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the Tier 1 capital ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.</i>												
<i>Blended Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Contingent Convertible Securities and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities for issuing convertible debt are common proposals at Dutch insurance companies and conversion into equity is only intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the Tier 1 capital ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.</i>												
11.A1		Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>												
11.A2		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>												
11.B		Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>												

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NN Group NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12		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 warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow NN Group to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.												
Blended Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow NN Group to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.												
13		Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.												
Blended Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.												
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		17,567	17,567
			04/26/2024	04/26/2024			
			Total Shares:				17,567

Merck & Co., Inc.

Meeting Date: 05/28/2024			Country: USA			Ticker: MRK			Proxy Level: 3			
Record Date: 04/01/2024			Meeting Type: Annual			Meeting ID: 1848979						
Primary Security ID: 58933Y105			Primary CUSIP: 58933Y105			Primary ISIN: US58933Y1055			Primary SEDOL: 2778844			
Earliest Cutoff Date: 05/24/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 4,495			*Shares on Loan: 0			Shares Instructed: 4,495			Shares Voted: 4,495			
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Mary Ellen Coe	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director Pamela J. Craig	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1d		Elect Director Robert M. Davis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1e		Elect Director Thomas H. Glocer	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1f		Elect Director Risa J. Lavizzo-Mourey	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1g		Elect Director Stephen L. Mayo	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1h		Elect Director Paul B. Rothman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1i		Elect Director Patricia F. Russo	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1j		Elect Director Christine E. Seidman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1k		Elect Director Inge G. Thulin	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1l		Elect Director Kathy J. Warden	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										

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Merck & Co., Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Although there are certain disclosure concerns with respect to STI program, the STI is primarily based on pre-set, objective measures. Additionally, the LTI is predominantly performance-conditioned with a multi-year measurement period.												
Blended Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Although there are certain disclosure concerns with respect to STI program, the STI is primarily based on pre-set, objective measures. Additionally, the LTI is predominantly performance-conditioned with a multi-year measurement period.												
3		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.												
4		Provide Right to Act by Written Consent	SH	Yes	Against	For		For	For	Yes	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.												
Blended Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.												
5		Disclose a Government Censorship Transparency Report	SH	Yes	Against	Against		Against	Against	No	No	No
Voting Policy Rationale: A vote AGAINST this proposal is warranted, because: * the company provides disclosure of its commitment to transparency; * the company has not engaged in unconstitutional censorship; and * the proponent is conflating efforts to combat misinformation with unconstitutional censorship.												
Blended Rationale: A vote AGAINST this proposal is warranted, because: * the company provides disclosure of its commitment to transparency; * the company has not engaged in unconstitutional censorship; and * the proponent is conflating efforts to combat misinformation with unconstitutional censorship.												
6		Report on Civil Rights and Non-Discrimination Audit	SH	Yes	Against	Against		Against	Against	No	No	No
Voting Policy Rationale: A vote AGAINST this resolution is warranted as Merck appears to be taking appropriate measures to address the risk of discrimination against employees based on religion or political views.												
Blended Rationale: A vote AGAINST this resolution is warranted as Merck appears to be taking appropriate measures to address the risk of discrimination against employees based on religion or political views.												

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		4,495	4,495
			05/09/2024	05/09/2024			
			Total Shares:				

NXP Semiconductors N.V.

Meeting Date: 05/29/2024	Country: Netherlands	Ticker: NXPI	Proxy Level: N/A
Record Date: 05/01/2024	Meeting Type: Annual	Meeting ID: 1850279	
Primary Security ID: N6596X109	Primary CUSIP: N6596X109	Primary ISIN: NL0009538784	Primary SEDOL: B505PN7

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Earliest Cutoff Date: 05/28/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 468			*Shares on Loan: 0			Shares Instructed: 468			Shares Voted: 468			
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted because of the absence of concern with the company's audit procedures or its auditors.												
Blended Rationale: A vote FOR this proposal is warranted because of the absence of concern with the company's audit procedures or its auditors.												
2		Approve Discharge of Board Members	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted because of the absence of any information about significant and compelling controversies suggesting that the board is not fulfilling its fiduciary duties.												
Blended Rationale: A vote FOR this proposal is warranted because of the absence of any information about significant and compelling controversies suggesting that the board is not fulfilling its fiduciary duties.												
3a		Reelect Kurt Sievers as Executive Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
3b		Reelect Annette Clayton as Non-Executive Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
3c		Reelect Anthony Foxx as Non-Executive Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
3d		Reelect Moshe Gavrielov as Non-Executive Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
3e		Reelect Chunyuan Gu as Non-Executive Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
3f		Reelect Lena Olving as Non-Executive Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
3g		Reelect Julie Southern as Non-Executive Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3h		Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
3i		Reelect Gregory Summe as Non-Executive Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
3j		Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
4		Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted because the authority is in line with commonly used safeguards regarding volume and duration.</i>												
<i>Blended Rationale: A vote FOR these proposals is warranted because the authority is in line with commonly used safeguards regarding volume and duration.</i>												
5		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted because the authority is in line with commonly used safeguards regarding volume and duration.</i>												
<i>Blended Rationale: A vote FOR these proposals is warranted because the authority is in line with commonly used safeguards regarding volume and duration.</i>												
6		Authorize Share Repurchase Program	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. This proposal would allow the company to repurchase up to 10 percent of issued share capital, for up to 110 percent of the share price prior to the repurchase. There are no particular concerns regarding shareholders' ability to participate in the buyback program, and no history of abuse of previous buyback authorities.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted. This proposal would allow the company to repurchase up to 10 percent of issued share capital, for up to 110 percent of the share price prior to the repurchase. There are no particular concerns regarding shareholders' ability to participate in the buyback program, and no history of abuse of previous buyback authorities.</i>												
7		Approve Cancellation of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this item is recommended as the cancellation of shares is in shareholders' interests.</i>												
<i>Blended Rationale: A vote FOR this item is recommended as the cancellation of shares is in shareholders' interests.</i>												
8		Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												

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NXP Semiconductors N.V.

Proposal Number	Significant Vote	Proposal Text	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 Remuneration of the Non Executive Members of the Board	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.												
Blended Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.												
10		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Though the relative TSR metric targets median performance, the payout is capped at target if TSR is negative. Further, the STI was primarily based on pre-set financial metrics, and the LTI was predominantly performance-based.												
Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Though the relative TSR metric targets median performance, the payout is capped at target if TSR is negative. Further, the STI was primarily based on pre-set financial metrics, and the LTI was predominantly performance-based.												

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		468	468
			05/10/2024	05/10/2024			
			Total Shares:				468

Amgen Inc.

Meeting Date: 05/31/2024			Country: USA			Ticker: AMGN			Proxy Level: 3			
Record Date: 04/01/2024			Meeting Type: Annual			Meeting ID: 1851838						
Primary Security ID: 031162100			Primary CUSIP: 031162100			Primary ISIN: US0311621009			Primary SEDOL: 2023607			
Earliest Cutoff Date: 05/30/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 388			*Shares on Loan: 0			Shares Instructed: 388			Shares Voted: 388			
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Wanda M. Austin	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1b		Elect Director Robert A. Bradway	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1c		Elect Director Michael V. Drake	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director Brian J. Druker	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Robert A. Eckert	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Greg C. Garland	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Charles M. Holley, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director S. Omar Ishrak	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Tyler Jacks	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Mary E. Klotman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Ellen J. Kullman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Amy E. Miles	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Although some concerns are noted, the STI and LTI plans are primarily performance-conditioned.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Although some concerns are noted, the STI and LTI plans are primarily performance-conditioned.</i>										
3		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										
		<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.												
Blended Rationale: A vote FOR this proposal to 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		388	388
			05/13/2024	05/13/2024			
Total Shares:						388	388

Lowe's Companies, Inc.

Meeting Date: 05/31/2024	Country: USA	Ticker: LOW	Proxy Level: 3
Record Date: 03/25/2024	Meeting Type: Annual	Meeting ID: 1852198	
Primary Security ID: 548661107	Primary CUSIP: 548661107	Primary ISIN: US5486611073	Primary SEDOL: 2536763
Earliest Cutoff Date: 05/30/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 515	*Shares on Loan: 0	Shares Instructed: 515	Shares Voted: 515

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Raul Alvarez	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.2		Elect Director David H. Batchelder	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.3		Elect Director Scott H. Baxter	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.4		Elect Director Sandra B. Cochran	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.5		Elect Director Laurie Z. Douglas	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Lowe's Companies, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.6		Elect Director Richard W. Dreiling	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.7		Elect Director Marvin R. Ellison	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.8		Elect Director Navdeep Gupta	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.9		Elect Director Brian C. Rogers	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.10		Elect Director Bertram L. Scott	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.11		Elect Director Lawrence Simkins	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.12		Elect Director Colleen Taylor	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.13		Elect Director Mary Beth West	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Though concerns exist in the LTI plan, equity awards are performance-based and measured over a multi-year period, while the STI plan is primarily based on pre-set financial measures.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Though concerns exist in the LTI plan, equity awards are performance-based and measured over a multi-year period, while the STI plan is primarily based on pre-set financial measures.</i>												
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												

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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		515	515
			05/03/2024	05/03/2024			
			Total Shares:				515

Booking Holdings Inc.

Meeting Date: 06/04/2024	Country: USA	Ticker: BKNG	Proxy Level: 3
Record Date: 04/09/2024	Meeting Type: Annual	Meeting ID: 1855030	
Primary Security ID: 09857L108	Primary CUSIP: 09857L108	Primary ISIN: US09857L1089	Primary SEDOL: BDRXDB4
Earliest Cutoff Date: 06/03/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 33	*Shares on Loan: 0	Shares Instructed: 33	Shares Voted: 33

Proposal Number	Significant Vote	Proposal Text	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 Glenn D. Fogel	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.2		Elect Director Mirian M. Graddick-Weir	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.3		Elect Director Kelly Grier	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.4		Elect Director Wei Hopeman	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.5		Elect Director Robert J. Mylod, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.6		Elect Director Charles H. Noski	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1.7		Elect Director Larry Quinlan	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Booking Holdings 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
1.8		Elect Director Nicholas J. Read	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.9		Elect Director Thomas E. Rothman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.10		Elect Director Sumit Singh	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.11		Elect Director Lynn Vojvodich Radakovich	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.12		Elect Director Vanessa A. Wittman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. The annual incentive bonus pool is funded based on pre-set financial goals, although the plan allows for a significant degree of committee discretion. However, an STIP payout cap is expected to be implemented in FY24. Further, equity awards are majority performance-conditioned, the LTIP is measured over a multi-year period, and the relative TSR metric is capped at target in the event absolute company TSR is negative. Nonetheless, continued monitoring of the pay program is warranted as the company continues to undergo pay program changes, particularly given the relatively high payout opportunities.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. The annual incentive bonus pool is funded based on pre-set financial goals, although the plan allows for a significant degree of committee discretion. However, an STIP payout cap is expected to be implemented in FY24. Further, equity awards are majority performance-conditioned, the LTIP is measured over a multi-year period, and the relative TSR metric is capped at target in the event absolute company TSR is negative. Nonetheless, continued monitoring of the pay program is warranted as the company continues to undergo pay program changes, particularly given the relatively high payout opportunities.</i>										
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
4		Amend Clawback Policy	SH	Yes	Against	For		For	For	Yes	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding all recoupments. Such disclosure would benefit shareholders.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding all recoupments. Such disclosure would benefit shareholders.</i>										

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Booking Holdings Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Yes	Against	Against		For	For	Yes	No	Yes
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the potential risks and costs associated with the fulfilment of information requests for the enforcement of state laws related to reproductive rights would allow shareholders to assess how the company is managing such risks.												
Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure on the potential risks and costs associated with the fulfilment of information requests for the enforcement of state laws related to reproductive rights would allow shareholders to assess how the company is managing such risks.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		33	33
			05/14/2024	05/14/2024			
			Total Shares:				33

Shopify Inc.

Meeting Date: 06/04/2024		Country: Canada		Ticker: SHOP		Proxy Level: 3						
Record Date: 04/23/2024		Meeting Type: Annual/Special		Meeting ID: 1838346								
Primary Security ID: 82509L107		Primary CUSIP: 82509L107		Primary ISIN: CA82509L1076		Primary SEDOL: BX865C7						
Earliest Cutoff Date: 05/30/2024		Total Ballots: 2		Voting Policy: Sustainability		Additional Policy:						
Votable Shares: 6,825		*Shares on Loan: 0		Shares Instructed: 6,825		Shares Voted: 6,825						
Proposal Number	Significant Vote	Proposal Text	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 Holders of Subordinate Voting and Multiple Voting Shares	Mgmt	No								
1A		Elect Director Tobias Lutke	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.												
Blended Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.												
1B		Elect Director Robert Ashe	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.												
Blended Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1C		Elect Director Gail Goodman	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i></p> <p><i>Blended Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i></p>												
1D		Elect Director Colleen Johnston	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i></p> <p><i>Blended Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i></p>												
1E		Elect Director Jeremy Levine	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i></p> <p><i>Blended Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i></p>												
1F		Elect Director Prashanth Mahendra-Rajah	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i></p> <p><i>Blended Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i></p>												
1G		Elect Director Lulu Cheng Meservey	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i></p> <p><i>Blended Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i></p>												
1H		Elect Director Toby Shannan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i></p> <p><i>Blended Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i></p>												
1I		Elect Director Fidji Simo	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i></p> <p><i>Blended Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (2 percent) were reasonable relative to total fees paid to the auditor.</i></p> <p><i>Blended Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (2 percent) were reasonable relative to total fees paid to the auditor.</i></p>												
3		Approve the Unallocated Options under the Stock Option Plan	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this stock option plan due to the following key factors: * The plan provides for discretionary non-employee director participation; * The plan's detailed amendment provision does not sufficiently limit the board's ability to amend the plan without shareholder approval; * The plan's estimated cost is excessive; * The company's potential dilution from equity plans is excessive; * The plan contains a problematic change-in-control provision; and * The CEO's compensation package does not include performance-based equity.</i></p> <p><i>Blended Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this stock option plan due to the following key factors: * The plan provides for discretionary non-employee director participation; * The plan's detailed amendment provision does not sufficiently limit the board's ability to amend the plan without shareholder approval; * The plan's estimated cost is excessive; * The company's potential dilution from equity plans is excessive; * The plan contains a problematic change-in-control provision; and * The CEO's compensation package does not include performance-based equity.</i></p>												
4		Approve the Third Amended and Restated Long Term Incentive Plan	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this full-value award plan due to the following key factors: * The plan provides for discretionary non-employee director participation; * The plan's estimated cost is excessive; * The company's potential dilution from equity plans is excessive; * The plan contains a problematic change-in-control provision; and * The CEO's compensation package does not include performance-based equity.</i></p> <p><i>Blended Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this full-value award plan due to the following key factors: * The plan provides for discretionary non-employee director participation; * The plan's estimated cost is excessive; * The company's potential dilution from equity plans is excessive; * The plan contains a problematic change-in-control provision; and * The CEO's compensation package does not include performance-based equity.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Vote AGAINST this non-binding advisory resolution. The initial quantitative pay-for-performance screen has identified a high concern due to RDA. After applying the financial performance assessment (FPA) test, the overall quantitative pay-for-performance screen exhibited a medium concern. The company's one- and five-year TSR outperformed its 4-digit GICS group, Composite Index and its own peers while the three-year TSR underperformed or performed roughly in line with those benchmarks. The 2023 CEO pay remained the same year over year. Although the company's TSR performance improved in the last year, some significant problematic pay practices have been identified: * The CEO's compensation continues to consist of only large stock option grant (US\$20M annually over the last three years); * In 2023, the COO received a total of US\$75M in equity grants in lieu of his 2024 annual equity award in form of stock options and RSUs, both without any performance-vesting conditions; and * Compensation for other NEOs also does not include any performance-based compensation. In addition, the company's response to the low say on pay support from last year's AGM appears to be insufficient.</i></p> <p><i>Blended Rationale: Vote AGAINST this non-binding advisory resolution. The initial quantitative pay-for-performance screen has identified a high concern due to RDA. After applying the financial performance assessment (FPA) test, the overall quantitative pay-for-performance screen exhibited a medium concern. The company's one- and five-year TSR outperformed its 4-digit GICS group, Composite Index and its own peers while the three-year TSR underperformed or performed roughly in line with those benchmarks. The 2023 CEO pay remained the same year over year. Although the company's TSR performance improved in the last year, some significant problematic pay practices have been identified: * The CEO's compensation continues to consist of only large stock option grant (US\$20M annually over the last three years); * In 2023, the COO received a total of US\$75M in equity grants in lieu of his 2024 annual equity award in form of stock options and RSUs, both without any performance-vesting conditions; and * Compensation for other NEOs also does not include any performance-based compensation. In addition, the company's response to the low say on pay support from last year's AGM appears to be insufficient.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		2,425	2,425
			05/13/2024	05/13/2024			
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		4,400	4,400
			05/13/2024	05/13/2024			
Total Shares:						6,825	6,825

Cofinimmo SA

Meeting Date: 06/05/2024			Country: Belgium			Ticker: COFB			Proxy Level: N/A				
Record Date: 05/22/2024			Meeting Type: Extraordinary Shareholders			Meeting ID: 1845214							
Primary Security ID: B25654136			Primary CUSIP: B25654136			Primary ISIN: BE0003593044				Primary SEDOL: 4177988			
Earliest Cutoff Date: 05/28/2024			Total Ballots: 1			Voting Policy: Sustainability				Additional Policy:			
Votable Shares: 2,557			*Shares on Loan: 0			Shares Instructed: 2,557				Shares Voted: 2,557			
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
		Extraordinary Shareholders' Meeting Agenda	Mgmt	No									

*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
1.1		Receive Special Board Report Re: Article 7:199 of the Companies and Associations Code	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										
1.2.1		Renew Authorization to Increase Share Capital up to 50 Percent of Authorized Capital With Preemptive Rights by Cash Contributions	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR Item 1.2.1 is warranted as it would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; A vote FOR Item 1.2.2 is warranted as no concerns were identified with regard to the possibility to issue shares for the purpose of stock dividend; and A vote FOR Item 1.2.3 is warranted as it is in line with the commonly used safeguards set for capital increases without pre-emptive rights.</i>										
		<i>Blended Rationale: A vote FOR Item 1.2.1 is warranted as it would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; A vote FOR Item 1.2.2 is warranted as no concerns were identified with regard to the possibility to issue shares for the purpose of stock dividend; and A vote FOR Item 1.2.3 is warranted as it is in line with the commonly used safeguards set for capital increases without pre-emptive rights.</i>										
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
		<i>Voting Policy Rationale: A vote FOR Item 1.2.1 is warranted as it would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; A vote FOR Item 1.2.2 is warranted as no concerns were identified with regard to the possibility to issue shares for the purpose of stock dividend; and A vote FOR Item 1.2.3 is warranted as it is in line with the commonly used safeguards set for capital increases without pre-emptive rights.</i>										
		<i>Blended Rationale: A vote FOR Item 1.2.1 is warranted as it would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; A vote FOR Item 1.2.2 is warranted as no concerns were identified with regard to the possibility to issue shares for the purpose of stock dividend; and A vote FOR Item 1.2.3 is warranted as it is in line with the commonly used safeguards set for capital increases without pre-emptive rights.</i>										
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
		<i>Voting Policy Rationale: A vote FOR Item 1.2.1 is warranted as it would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; A vote FOR Item 1.2.2 is warranted as no concerns were identified with regard to the possibility to issue shares for the purpose of stock dividend; and A vote FOR Item 1.2.3 is warranted as it is in line with the commonly used safeguards set for capital increases without pre-emptive rights.</i>										
		<i>Blended Rationale: A vote FOR Item 1.2.1 is warranted as it would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; A vote FOR Item 1.2.2 is warranted as no concerns were identified with regard to the possibility to issue shares for the purpose of stock dividend; and A vote FOR Item 1.2.3 is warranted as it is in line with the commonly used safeguards set for capital increases without pre-emptive rights.</i>										
1.3		Amend Article 6.2 to Reflect Changes in Capital	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: In light of the positive vote recommendations under items 1.2.1 to 1.2.3, Article 6.2 of the company's articles of association will be amended accordingly. Therefore, a vote FOR item 1.3 is warranted.</i>										
		<i>Blended Rationale: In light of the positive vote recommendations under items 1.2.1 to 1.2.3, Article 6.2 of the company's articles of association will be amended accordingly. Therefore, a vote FOR item 1.3 is warranted.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2.1		Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards; * The authorization would allow Cofinimmo to repurchase 10 percent of the outstanding share capital.</i>												
<i>Blended Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards; * The authorization would allow Cofinimmo to repurchase 10 percent of the outstanding share capital.</i>												
3.1		Replace the Authorization Granted to the Board of Directors with a New Authorization to Proceed with the Distribution to Employees of the Company and its Subsidiaries of a Part of the Profits	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted as the amendment appears to be routine and non-contentious.</i>												
<i>Blended Rationale: A vote FOR is warranted as the amendment appears to be routine and non-contentious.</i>												
4		Amend Article 12 Re: Powers of the Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted, because the proposed amendments appear to be neutral to shareholders' interests.</i>												
<i>Blended Rationale: A vote FOR is warranted, because the proposed amendments appear to be neutral to shareholders' interests.</i>												
5		Amend Article 13 Re: Executive Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted, because the proposed amendments appear to be neutral to shareholders' interests.</i>												
<i>Blended Rationale: A vote FOR is warranted, because the proposed amendments appear to be neutral to shareholders' interests.</i>												
6		Amend Article 17 Re: Representation of the Company and the Signing of Documents	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted, because the proposed amendments appear to be neutral to shareholders' interests.</i>												
<i>Blended Rationale: A vote FOR is warranted, because the proposed amendments appear to be neutral to shareholders' interests.</i>												
7		Adopt New Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted, because the proposed amendments appear to be neutral to shareholders' interests.</i>												
<i>Blended Rationale: A vote FOR is warranted, because the proposed amendments appear to be neutral to shareholders' interests.</i>												
8		Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i>												
<i>Blended Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i>												

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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		2,557	2,557
			05/21/2024	05/21/2024			
			Total Shares:				

Fidelity National Information Services, Inc.

Meeting Date: 06/05/2024	Country: USA	Ticker: FIS	Proxy Level: 3
Record Date: 04/08/2024	Meeting Type: Annual	Meeting ID: 1858467	
Primary Security ID: 31620M106	Primary CUSIP: 31620M106	Primary ISIN: US31620M1062	Primary SEDOL: 2769796
Earliest Cutoff Date: 06/04/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,807	*Shares on Loan: 0	Shares Instructed: 1,807	Shares Voted: 1,807

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Lee Adrean	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1b		Elect Director Mark D. Benjamin	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1c		Elect Director Stephanie L. Ferris	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1d		Elect Director Jeffrey A. Goldstein	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1e		Elect Director Lisa A. Hook	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1f		Elect Director Kenneth T. Lamneck	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1g		Elect Director Gary L. Lauer	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Fidelity National Information Services, 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
1h		Elect Director James B. Stallings, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted. There is some concern surrounding STI goal rigor, as the majority of the program was based on financial goals with targets set lower than the prior year's results. This issue warrants continued monitoring. Nevertheless, the STI program was predominantly based on pre-set objective measures. The FY23 LTI program is also predominantly performance-based and incorporates certain positive changes (which were previously disclosed). Stock options are now premium-priced, the relative LTI metric targets outperformance and relative TSR vesting is capped at target if absolute TSR is negative over the performance period. Investors may expect pay levels to moderate somewhat next year, as the CEO received a supplementary equity grant in FY23 which was 100 percent performance-based.												
Blended Rationale: A vote FOR this proposal is warranted. There is some concern surrounding STI goal rigor, as the majority of the program was based on financial goals with targets set lower than the prior year's results. This issue warrants continued monitoring. Nevertheless, the STI program was predominantly based on pre-set objective measures. The FY23 LTI program is also predominantly performance-based and incorporates certain positive changes (which were previously disclosed). Stock options are now premium-priced, the relative LTI metric targets outperformance and relative TSR vesting is capped at target if absolute TSR is negative over the performance period. Investors may expect pay levels to moderate somewhat next year, as the CEO received a supplementary equity grant in FY23 which was 100 percent performance-based.												
3		Ratify KPMG 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		1,807	1,807
			05/20/2024	05/20/2024			
			Total Shares:				

Trane Technologies Plc

Meeting Date: 06/06/2024			Country: Ireland			Ticker: TT			Proxy Level: N/A			
Record Date: 04/11/2024			Meeting Type: Annual			Meeting ID: 1856227						
Primary Security ID: G8994E103			Primary CUSIP: G8994E103			Primary ISIN: IE00BK9ZQ967			Primary SEDOL: BK9ZQ96			
Earliest Cutoff Date: 06/05/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 451			*Shares on Loan: 0			Shares Instructed: 451			Shares Voted: 451			
Proposal Number	Significant Vote	Proposal Text	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 Kirk E. Arnold	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Trane Technologies 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
1b		Elect Director Ana P. Assis	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Ann C. Berzin	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director April Miller Boise	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Gary D. Forsee	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Mark R. George	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director John A. Hayes	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Linda P. Hudson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Myles P. Lee	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director David S. Regnery	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Melissa N. Schaeffer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director John P. Surma	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Trane Technologies Plc

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		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 CEO pay and company performance are reasonably aligned at this time. The majority of compensation is based on clearly disclosed financial performance objectives and the company targets half of equity awards to be conditioned on three-year performance goals.												
Blended Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of compensation is based on clearly disclosed financial performance objectives and the company targets half of equity awards to be conditioned on three-year performance goals.												
3		Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	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.												
4		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.												
Blended Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.												
5		Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.												
Blended Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.												
6		Determine Price Range for Re-allotment of Treasury Shares	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.												
Blended Rationale: A vote FOR this proposal is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		451	451
			05/17/2024	05/17/2024			
			Total Shares:				451

Dollarama Inc.

Meeting Date: 06/12/2024	Country: Canada	Ticker: DOL	Proxy Level: 3
Record Date: 04/18/2024	Meeting Type: Annual	Meeting ID: 1838130	
Primary Security ID: 25675T107	Primary CUSIP: 25675T107	Primary ISIN: CA25675T1075	Primary SEDOL: B4TP9G2

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Earliest Cutoff Date: 06/07/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 1,540			*Shares on Loan: 0			Shares Instructed: 1,540			Shares Voted: 1,540			
Proposal Number	Significant Vote	Proposal Text	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 Joshua Bekenstein	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 Gregory David	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.												
1C		Elect Director Elisa D. Garcia C.	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.												
1D		Elect Director Stephen Gunn	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.												
1E		Elect Director Kristin Mugford	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.												
1F		Elect Director Nicholas Nomicos	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.												
1G		Elect Director Neil Rossy	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.												
1H		Elect Director Samira Sakhia	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.												
1I		Elect Director Thecla Sweeney	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.												
1J		Elect Director Huw Thomas	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												

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Dollarama Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Approve 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 of PricewaterhouseCoopers LLP as auditor as non-audit fees (24 percent) were reasonable relative to total fees paid to the auditor.												
Blended Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (24 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 resolution as there are no significant issues at this time.												
Blended Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		1,540	1,540
			05/16/2024	05/16/2024			
			Total Shares:				1,540

Tesla, Inc.

Meeting Date: 06/13/2024	Country: USA	Ticker: TSLA	Proxy Level: 4
Record Date: 04/15/2024	Meeting Type: Annual	Meeting ID: 1856850	
Primary Security ID: 88160R101	Primary CUSIP: 88160R101	Primary ISIN: US88160R1014	Primary SEDOL: B616C79
Earliest Cutoff Date: 06/12/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,420	*Shares on Loan: 0	Shares Instructed: 1,420	Shares Voted: 1,420

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director James Murdoch	Mgmt	Yes	For	Against		Against	Against	Yes	No	No

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<p><i>Voting Policy Rationale: A vote AGAINST audit committee member James Murdoch is warranted given concerns about 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. A vote AGAINST non-independent nominee Kimbal Musk is warranted given the significant concerns the board may suffer from conflicts of interest in scrutinizing individual and corporate performance with executive compensation. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. Votes AGAINST James Murdoch and Kimbal Musk are warranted for the following reasons: * Given that board chair, Robyn Denholm, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm.</i></p> <p><i>Blended Rationale: A vote AGAINST audit committee member James Murdoch is warranted given concerns about 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. A vote AGAINST non-independent nominee Kimbal Musk is warranted given the significant concerns the board may suffer from conflicts of interest in scrutinizing individual and corporate performance with executive compensation. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. Votes AGAINST James Murdoch and Kimbal Musk are warranted for the following reasons: * Given that board chair, Robyn Denholm, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm.</i></p>										
1b		Elect Director Kimbal Musk	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		<p><i>Voting Policy Rationale: A vote AGAINST audit committee member James Murdoch is warranted given concerns about 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. A vote AGAINST non-independent nominee Kimbal Musk is warranted given the significant concerns the board may suffer from conflicts of interest in scrutinizing individual and corporate performance with executive compensation. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. Votes AGAINST James Murdoch and Kimbal Musk are warranted for the following reasons: * Given that board chair, Robyn Denholm, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm.</i></p> <p><i>Blended Rationale: A vote AGAINST audit committee member James Murdoch is warranted given concerns about 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. A vote AGAINST non-independent nominee Kimbal Musk is warranted given the significant concerns the board may suffer from conflicts of interest in scrutinizing individual and corporate performance with executive compensation. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. Votes AGAINST James Murdoch and Kimbal Musk are warranted for the following reasons: * Given that board chair, Robyn Denholm, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm.</i></p>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While most NEOs received modest or no compensation for FY23, one executive was granted an outsized, time-based stock option award upon his promotion, the magnitude and design for which are not adequately explained. The grant does not require the achievement of pre-set performance criteria in order to vest and the value is considered to be excessive.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. While most NEOs received modest or no compensation for FY23, one executive was granted an outsized, time-based stock option award upon his promotion, the magnitude and design for which are not adequately explained. The grant does not require the achievement of pre-set performance criteria in order to vest and the value is considered to be excessive.</i></p>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Change State of Incorporation from Delaware to Texas	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The process undertaken by the board to reach a decision to reincorporate does leave something to be desired, and there is some acknowledged risk given that Texas business courts are new and have no robust body of legal case law precedents or track record. However, while the board could have provided for a more definitive improvement to the rights of shareholders in conjunction with the proposed reincorporation, it is overall not readily apparent that the rights of shareholders would be materially harmed as a result of the proposed reincorporation.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, with caution. The process undertaken by the board to reach a decision to reincorporate does leave something to be desired, and there is some acknowledged risk given that Texas business courts are new and have no robust body of legal case law precedents or track record. However, while the board could have provided for a more definitive improvement to the rights of shareholders in conjunction with the proposed reincorporation, it is overall not readily apparent that the rights of shareholders would be materially harmed as a result of the proposed reincorporation.</i></p>												
4		Ratify Performance Based Stock Options to Elon Musk	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is considered warranted. In re-ratifying the 2018 performance option grant, shareholders have been given a unique opportunity to opine on a granted pay package for a second time, with the full benefit of hindsight in determining if the award was closely aligned with shareholders' interests and if it accomplished the goals the board set out to achieve. Some investors may find the board's argument compelling, that it would be unfair for CEO Musk not to receive the full award, which was previously approved by shareholders, and after achieving the high performance hurdles. However, the concerns raised, both back in 2018 and in the interim, have not been sufficiently mitigated, particularly given that the board has effectively only offered shareholders an "all or nothing" option in this vote. Although the structure of the grant's performance hurdles arguably contributed to, as well as reflect, the company's significant financial growth during the performance period, the total award value remains excessive, even given the company's success. In addition, the grant, in many ways, failed to achieve the board's other original objectives of focusing CEO Musk on the interests of Tesla shareholders, as opposed to other business endeavors, and aligning his financial interests more closely with those of Tesla stockholders. Lastly, there are go-forward concerns that remain unaddressed, including a lack of clarity on the board's plan for Musk's future compensation program and the potential for significant economic dilution.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is considered warranted. In re-ratifying the 2018 performance option grant, shareholders have been given a unique opportunity to opine on a granted pay package for a second time, with the full benefit of hindsight in determining if the award was closely aligned with shareholders' interests and if it accomplished the goals the board set out to achieve. Some investors may find the board's argument compelling, that it would be unfair for CEO Musk not to receive the full award, which was previously approved by shareholders, and after achieving the high performance hurdles. However, the concerns raised, both back in 2018 and in the interim, have not been sufficiently mitigated, particularly given that the board has effectively only offered shareholders an "all or nothing" option in this vote. Although the structure of the grant's performance hurdles arguably contributed to, as well as reflect, the company's significant financial growth during the performance period, the total award value remains excessive, even given the company's success. In addition, the grant, in many ways, failed to achieve the board's other original objectives of focusing CEO Musk on the interests of Tesla shareholders, as opposed to other business endeavors, and aligning his financial interests more closely with those of Tesla stockholders. Lastly, there are go-forward concerns that remain unaddressed, including a lack of clarity on the board's plan for Musk's future compensation program and the potential for significant economic dilution.</i></p>												
5		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
6		Declassify the Board of Directors	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the declassification would enhance board accountability.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given that the declassification would enhance board accountability.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7		Adopt Simple Majority Vote	SH	Yes	Against	For		For	For	Yes	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i>												
8		Report on Harassment and Discrimination Prevention Efforts	SH	Yes	Against	For		For	For	Yes	No	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as the company has faced recent attention for allegations of harassment and discrimination in the workplace, and increased transparency would help shareholders assess how the company is managing associated risks.</i>												
<i>Blended Rationale: A vote FOR this resolution is warranted, as the company has faced recent attention for allegations of harassment and discrimination in the workplace, and increased transparency would help shareholders assess how the company is managing associated risks.</i>												
9		Adopt a Non-Interference Policy Respecting Freedom of Association	SH	Yes	Against	For		For	For	Yes	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. In light of the numerous controversies around the topic, and the high profile and increasingly contentious nature of the issue, additional clarity regarding the company's freedom of association policies would better position shareholders to evaluate the company's position.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted. In light of the numerous controversies around the topic, and the high profile and increasingly contentious nature of the issue, additional clarity regarding the company's freedom of association policies would better position shareholders to evaluate the company's position.</i>												
10		Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, for the following reasons: * The scientific evidence suggests that the FCC's regulations around electromagnetic interference are protective of public health; * The company appears to comply with applicable laws; and * This issue may be better addressed through the regulatory process.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted, for the following reasons: * The scientific evidence suggests that the FCC's regulations around electromagnetic interference are protective of public health; * The company appears to comply with applicable laws; and * This issue may be better addressed through the regulatory process.</i>												
11		Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Yes	Against	Against		For	For	Yes	No	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Incorporating sustainability performance measures as a broader component of executive compensation would serve to further incentivize executives to ensure that company performance on sustainability considerations, alongside financial factors, is appropriately aligned with management's interests, the firm's stated commitments to social responsibility, and long-term corporate strategy.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted. Incorporating sustainability performance measures as a broader component of executive compensation would serve to further incentivize executives to ensure that company performance on sustainability considerations, alongside financial factors, is appropriately aligned with management's interests, the firm's stated commitments to social responsibility, and long-term corporate strategy.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12		Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the company should be mindful of its commitment to responsible material sourcing, and investors may want to engage with the company on the risks associated with such sourcing, the company provides sufficient disclosure on its responsible sourcing policies and commitment to such a moratorium is not considered standard industry practice at this time.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted. While the company should be mindful of its commitment to responsible material sourcing, and investors may want to engage with the company on the risks associated with such sourcing, the company provides sufficient disclosure on its responsible sourcing policies and commitment to such a moratorium is not considered standard industry practice at this time.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		1,420	1,420
			05/31/2024	05/31/2024			
			Total Shares:			1,420	1,420

NVIDIA Corporation

Meeting Date: 06/26/2024	Country: USA	Ticker: NVDA	Proxy Level: 3
Record Date: 04/29/2024	Meeting Type: Annual	Meeting ID: 1865677	
Primary Security ID: 67066G104	Primary CUSIP: 67066G104	Primary ISIN: US67066G1040	Primary SEDOL: 2379504
Earliest Cutoff Date: 06/25/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 714	*Shares on Loan: 0	Shares Instructed: 714	Shares Voted: 714

Proposal Number	Significant Vote	Proposal Text	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
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Tench Coxé	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director John O. Dabiri	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Persis S. Drell	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1e		Elect Director Jen-Hsun Huang	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1f		Elect Director Dawn Hudson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1g		Elect Director 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 nominees is warranted.										
1h		Elect Director Melissa B. Lora	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1i		Elect Director Stephen C. Neal	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1j		Elect Director A. Brooke Seawell	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1k		Elect Director Aarti Shah	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1l		Elect Director Mark A. Stevens	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year under review. Although some concerns are raised with respect to the LTI plan, the CEO's equity awards are entirely performance-based, with clearly disclosed target goals.										
		Blended Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year under review. Although some concerns are raised with respect to the LTI plan, the CEO's equity awards are entirely performance-based, with clearly disclosed target goals.										
3		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.										

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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		Adopt Simple Majority Vote	SH	Yes	None	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholder rights.												
Blended Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholder rights.												

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		714	714
			06/06/2024	06/06/2024			
			Total Shares:				714

Koninklijke Ahold Delhaize NV

Meeting Date: 07/10/2024	Country: Netherlands	Ticker: AD	Proxy Level: N/A
Record Date: 06/12/2024	Meeting Type: Extraordinary Shareholders	Meeting ID: 1872442	
Primary Security ID: N0074E105	Primary CUSIP: N0074E105	Primary ISIN: NL0011794037	Primary SEDOL: BD0Q398
Earliest Cutoff Date: 07/02/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 22,004	*Shares on Loan: 0	Shares Instructed: 22,004	Shares Voted: 22,004

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Extraordinary Meeting Agenda	Mgmt	No								
		Open Meeting	Mgmt	No								
	<i>Voting Policy Rationale: No vote is required for this item.</i>											
	<i>Blended Rationale: No vote is required for this item.</i>											
2		Elect Claude Sarrailh to Management Board	Mgmt	Yes	For	For		For	For	No	No	No
	<i>Voting Policy Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i>											
	<i>Blended Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i>											
3		Close Meeting	Mgmt	No								
	<i>Voting Policy Rationale: No vote is required for this item.</i>											
	<i>Blended Rationale: No vote is required for this item.</i>											

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		22,004	22,004
			06/03/2024	06/03/2024			

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Autodesk, Inc.

Meeting Date: 07/16/2024	Country: USA	Ticker: ADSK	Proxy Level: 3
Record Date: 05/29/2024	Meeting Type: Annual	Meeting ID: 1878113	
Primary Security ID: 052769106	Primary CUSIP: 052769106	Primary ISIN: US0527691069	Primary SEDOL: 2065159
Earliest Cutoff Date: 07/15/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 497	*Shares on Loan: 0	Shares Instructed: 497	Shares Voted: 497

Proposal Number	Significant Vote	Proposal Text	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 Andrew Anagnost	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i>												
1b		Elect Director Karen Blasing	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i>												
1c		Elect Director Reid French	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i>												
1d		Elect Director Ayanna Howard	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i>												

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1e		Elect Director Blake Irving	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i></p>												
1f		Elect Director Mary T. McDowell	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i></p>												
1g		Elect Director Stephen Milligan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i></p>												
1h		Elect Director Lorrie M. Norrington	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i></p>												
1i		Elect Director Betsy Rafael	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1j		Elect Director Rami Rahim	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i>												
1k		Elect Director Stacy J. Smith	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR interim CFO and former audit committee chair Elizabeth (Betsy) Rafael is warranted, with caution, as shareholders should continue to monitor the progress of regulatory investigations and civil litigation arising out of the audit committee's investigation into the company's free cash flow and non-GAAP operating margin practices. A vote FOR the remaining director nominees is warranted.</i>												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Some concerns remain, including incomplete goal disclosure for the incentive programs and one-year performance periods for part of the LTIP. Nevertheless, annual incentives continued to be entirely based on pre-set financial metrics. Further, equity grants are majority performance conditioned and primarily based on financial metrics.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Some concerns remain, including incomplete goal disclosure for the incentive programs and one-year performance periods for part of the LTIP. Nevertheless, annual incentives continued to be entirely based on pre-set financial metrics. Further, equity grants are majority performance conditioned and primarily based on financial metrics.</i>												
4		Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Currently, the company does not provide shareholders with the ability to call special meetings. Hence, a vote FOR this proposal is warranted as it represents an enhancement to shareholder's rights.</i>												
<i>Blended Rationale: Currently, the company does not provide shareholders with the ability to call special meetings. Hence, a vote FOR this proposal is warranted as it represents an enhancement to shareholder's rights.</i>												
5		Provide Right to Call a Special Meeting	SH	Yes	Against	For		For	For	Yes	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the right to call special meetings at a 15 percent ownership threshold would enhance shareholders rights.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted as the right to call special meetings at a 15 percent ownership threshold would enhance shareholders rights.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		497	497
			07/02/2024	07/02/2024			

*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:	497	497
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UBS (Irl) ETF plc MSCI USA Socially Responsible UCITS ETF Fund

Meeting Date: 08/20/2024	Country: Ireland	Ticker: USSRI	Proxy Level: N/A
Record Date: 08/20/2024	Meeting Type: Special	Meeting ID: 1885857	
Primary Security ID: G9411W114	Primary CUSIP: G9411W114	Primary ISIN: IE00BJXT3C94	Primary SEDOL: BJXT3C9
Earliest Cutoff Date: 08/05/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 634,299	*Shares on Loan: 0	Shares Instructed: 634,299	Shares Voted: 634,299

Proposal Number	Significant Vote	Proposal Text	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 Share Sub-Division	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this resolution is warranted because no corporate governance concerns have been identified.												
Blended Rationale: A vote FOR this resolution is warranted because no corporate governance concerns have been identified.												

Ballot Details									
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted		
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		634,299	634,299		
			08/06/2024	08/06/2024					
			Total Shares:					634,299	634,299

UBS (Irl) ETF plc MSCI USA Socially Responsible UCITS ETF Fund

Meeting Date: 08/23/2024	Country: Ireland	Ticker: USSRI	Proxy Level: N/A
Record Date: 08/21/2024	Meeting Type: Annual	Meeting ID: 1889997	
Primary Security ID: G9411W114	Primary CUSIP: G9411W114	Primary ISIN: IE00BJXT3C94	Primary SEDOL: BJXT3C9
Earliest Cutoff Date: 08/16/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 634,299	*Shares on Loan: 0	Shares Instructed: 0	Shares Voted: 0

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Ratify Ernst and Young as Auditors	Mgmt	Yes	For					No		
2		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For					No		

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	Uninstructed				634,299	0
Total Shares:						634,299	0

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

Meeting Date: 09/10/2024	Country: USA	Ticker: NKE	Proxy Level: 5
Record Date: 07/10/2024	Meeting Type: Annual	Meeting ID: 1885339	
Primary Security ID: 654106103	Primary CUSIP: 654106103	Primary ISIN: US6541061031	Primary SEDOL: 2640147
Earliest Cutoff Date: 09/09/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 6,248	*Shares on Loan: 0	Shares Instructed: 6,248	Shares Voted: 6,248

Proposal Number	Significant Vote	Proposal Text	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 Cathleen Benko	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: WITHHOLD votes from governance committee member John Rogers Jr. in light of the multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: WITHHOLD votes from governance committee member John Rogers Jr. in light of the multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i></p>												
1b		Elect Director John Rogers, Jr.	Mgmt	Yes	For	Withhold		Withhold	Withhold	Yes	No	No
<p><i>Voting Policy Rationale: WITHHOLD votes from governance committee member John Rogers Jr. in light of the multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: WITHHOLD votes from governance committee member John Rogers Jr. in light of the multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i></p>												
1c		Elect Director Robert Swan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: WITHHOLD votes from governance committee member John Rogers Jr. in light of the multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: WITHHOLD votes from governance committee member John Rogers Jr. in light of the multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i></p>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. During a period of lagging and negative three-year TSR, the CEO's target LTI award value once again increased year-over-year, which raises some concern. However, certain mitigating factors are identified. Specifically, annual incentives were entirely tied to pre-set objective metrics, with payouts earned below target, though continued monitoring of goal rigor is warranted. In addition, three-year CEO pay outcomes are in directional alignment with negative three-year TSR performance, and multi-year performance shares with clearly disclosed goals now comprise half of the LTI program.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, with caution. During a period of lagging and negative three-year TSR, the CEO's target LTI award value once again increased year-over-year, which raises some concern. However, certain mitigating factors are identified. Specifically, annual incentives were entirely tied to pre-set objective metrics, with payouts earned below target, though continued monitoring of goal rigor is warranted. In addition, three-year CEO pay outcomes are in directional alignment with negative three-year TSR performance, and multi-year performance shares with clearly disclosed goals now comprise half of the LTI program.</i></p>												
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												

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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		Report on Median Gender/Racial Pay Gaps	SH	Yes	Against	For		For	For	Yes	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as median pay gap statistics across race and gender would allow shareholders to compare and measure the progress of the company's diversity and inclusion initiatives.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted, as median pay gap statistics across race and gender would allow shareholders to compare and measure the progress of the company's diversity and inclusion initiatives.</i>												
5		Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	SH	Yes	Against	Against		For	For	Yes	No	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations and supply chain would allow shareholders to better gauge how well the company is managing human rights related risks.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations and supply chain would allow shareholders to better gauge how well the company is managing human rights related risks.</i>												
6		Report on the Impact of Work-Driven Responsibility Principles and Supporting Binding Agreements in Sourcing from High-Risk Countries	SH	Yes	Against	Against		For	For	Yes	No	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from a review of the effectiveness of the company's human rights policy in high-risk areas and the potential impacts of implementing worker-driven social responsibility principles in order to better assess whether the company is sufficiently managing associated risks and opportunities. Such a report would allow the company the opportunity to evaluate and manage related operational risks that have the potential to negatively affect shareholder value.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted as shareholders would benefit from a review of the effectiveness of the company's human rights policy in high-risk areas and the potential impacts of implementing worker-driven social responsibility principles in order to better assess whether the company is sufficiently managing associated risks and opportunities. Such a report would allow the company the opportunity to evaluate and manage related operational risks that have the potential to negatively affect shareholder value.</i>												
7		Report on Environmental Targets	SH	Yes	Against	For		For	For	Yes	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company missed and restated many of its FY20 targets without adequate discussion of how the company's management and oversight of its sustainability targets would change in the future to avoid such a situation.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted, as the company missed and restated many of its FY20 targets without adequate discussion of how the company's management and oversight of its sustainability targets would change in the future to avoid such a situation.</i>												
8		Report on Congruency of Voluntary Partnerships with Company's Fiduciary Duties	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure on the business-relevant aims of its various partnerships.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure on the business-relevant aims of its various partnerships.</i>												

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		6,248	6,248
			08/26/2024	08/26/2024			
			Total Shares:				6,248

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Transurban Group

Meeting Date: 10/22/2024	Country: Australia	Ticker: TCL	Proxy Level: N/A
Record Date: 10/20/2024	Meeting Type: Annual	Meeting ID: 1879089	
Primary Security ID: Q9194A106	Primary CUSIP: Q9194A106	Primary ISIN: AU000000TCL6	Primary SEDOL: 6200882
Earliest Cutoff Date: 10/17/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 13,696	*Shares on Loan: 0	Shares Instructed: 13,696	Shares 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 Gary Lennon as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election of all nominees is warranted as no material issues have been identified.										
		Blended Rationale: A vote FOR the election of all nominees is warranted as no material issues have been identified.										
2b		Elect Craig Drummond as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election of all nominees is warranted as no material issues have been identified.										
		Blended Rationale: A vote FOR the election of all nominees is warranted as no material issues have been identified.										
2c		Elect Timothy Reed as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election of all nominees is warranted as no material issues have been identified.										
		Blended Rationale: A vote FOR the election of all nominees is warranted as no material issues have been identified.										
2d		Elect Robert Whitfield as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the election of all nominees is warranted as no material issues have been identified.										
		Blended Rationale: A vote FOR the election of all nominees is warranted as no material issues 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
3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR the remuneration report is warranted. The remuneration structure is in line with market practice and no material misalignment of pay and performance and shareholder returns is observed. * STI bonuses were below target and lower than the prior year, although noting the new CEO was the previous CFO. The STI appears sufficiently in line with lower shareholder returns. * There was nil LTI vesting in FY24 in line with shareholder returns over the longer period. * The new CEO's fixed remuneration and LTI are lower than the former CEO's whose remuneration was historically excessive. The qualification is to highlight concerns for an overall diminution is the company's transparency of remuneration arrangements, and * There is a high concern for misalignment of pay and performance and shareholder returns in quantitative Pay for Performance analysis, being primarily attributed to the excessive remuneration to the previous CEO. * CEO total remuneration in the past three years has been excessive and not well aligned with the company's TSR. * There is inferior and absent disclosure of specific and quantified targets for the financial performance measures in the STI. This is a material retrograde step compared with this company's prior practices. * The percentage of non-financial performance measures has been increased to 45 percent (previously 20 percent in FY22), thereby increasing the risk of misalignment with company performance and shareholder interests. * The non-financial performance measures include "leadership" which is within the remit of the "day-job" responsibilities of the CEO.</i></p> <p><i>Blended Rationale: A qualified vote FOR the remuneration report is warranted. The remuneration structure is in line with market practice and no material misalignment of pay and performance and shareholder returns is observed. * STI bonuses were below target and lower than the prior year, although noting the new CEO was the previous CFO. The STI appears sufficiently in line with lower shareholder returns. * There was nil LTI vesting in FY24 in line with shareholder returns over the longer period. * The new CEO's fixed remuneration and LTI are lower than the former CEO's whose remuneration was historically excessive. The qualification is to highlight concerns for an overall diminution is the company's transparency of remuneration arrangements, and * There is a high concern for misalignment of pay and performance and shareholder returns in quantitative Pay for Performance analysis, being primarily attributed to the excessive remuneration to the previous CEO. * CEO total remuneration in the past three years has been excessive and not well aligned with the company's TSR. * There is inferior and absent disclosure of specific and quantified targets for the financial performance measures in the STI. This is a material retrograde step compared with this company's prior practices. * The percentage of non-financial performance measures has been increased to 45 percent (previously 20 percent in FY22), thereby increasing the risk of misalignment with company performance and shareholder interests. * The non-financial performance measures include "leadership" which is within the remit of the "day-job" responsibilities of the CEO.</i></p>												
		Resolutions for Transurban Holdings Limited (THL), Transurban International Limited (TIL) and Transurban Holding Trust (THT)	Mgmt	No								
4		Approve Grant of Performance Awards to Michelle Jablko	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted: * The structure of the grant is aligned with shareholder interests. * The FY25 LTI includes two performance measures weighted equally between relative TSR and internal Free Cash Flow growth, measured over a four-year performance period. * The number of performance rights is determined using face value methodology, and no discounting. Some concerns are highlighted: * The quantum of the CEO's LTI is above the median of certain selected industry peers (but below the median of market cap peers); * The TSR metric lacks an absolute positive TSR gateway; * It is unclear through appropriate disclosure if dividends on unvested shares may accumulate over the performance period, which would represent a material corporate governance concern; and * The false choice, that if the resolution is not passed by shareholders, the company with consider an alternative form of payment.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted: * The structure of the grant is aligned with shareholder interests. * The FY25 LTI includes two performance measures weighted equally between relative TSR and internal Free Cash Flow growth, measured over a four-year performance period. * The number of performance rights is determined using face value methodology, and no discounting. Some concerns are highlighted: * The quantum of the CEO's LTI is above the median of certain selected industry peers (but below the median of market cap peers); * The TSR metric lacks an absolute positive TSR gateway; * It is unclear through appropriate disclosure if dividends on unvested shares may accumulate over the performance period, which would represent a material corporate governance concern; and * The false choice, that if the resolution is not passed by shareholders, the company with consider an alternative form of payment.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed 09/25/2024	Auto-Approved 09/25/2024		13,696	13,696

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CSL Limited

Meeting Date: 10/29/2024	Country: Australia	Ticker: CSL	Proxy Level: N/A
Record Date: 10/27/2024	Meeting Type: Annual	Meeting ID: 1888905	
Primary Security ID: Q3018U109	Primary CUSIP: Q3018U109	Primary ISIN: AU000000CSL8	Primary SEDOL: 6185495
Earliest Cutoff Date: 10/24/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,756	*Shares on Loan: 0	Shares Instructed: 2,756	Shares Voted: 2,756

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2a		Elect Brian McNamee as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the election/re-election of all nominees is warranted as no material corporate governance concerns have been identified in respect of board and committee composition resulting from their nomination, nor any wider governance issues.												
Blended Rationale: A vote FOR the election/re-election of all nominees is warranted as no material corporate governance concerns have been identified in respect of board and committee composition resulting from their nomination, nor any wider governance issues.												
2b		Elect Andrew Cuthbertson as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the election/re-election of all nominees is warranted as no material corporate governance concerns have been identified in respect of board and committee composition resulting from their nomination, nor any wider governance issues.												
Blended Rationale: A vote FOR the election/re-election of all nominees is warranted as no material corporate governance concerns have been identified in respect of board and committee composition resulting from their nomination, nor any wider governance issues.												
2c		Elect Alison Watkins as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the election/re-election of all nominees is warranted as no material corporate governance concerns have been identified in respect of board and committee composition resulting from their nomination, nor any wider governance issues.												
Blended Rationale: A vote FOR the election/re-election of all nominees is warranted as no material corporate governance concerns have been identified in respect of board and committee composition resulting from their nomination, nor any wider governance issues.												
2d		Elect Samantha Lewis as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the election/re-election of all nominees is warranted as no material corporate governance concerns have been identified in respect of board and committee composition resulting from their nomination, nor any wider governance issues.												
Blended Rationale: A vote FOR the election/re-election of all nominees is warranted as no material corporate governance concerns have been identified in respect of board and committee composition resulting from their nomination, nor any wider governance issues.												
2e		Elect Elaine Sorg as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the election/re-election of all nominees is warranted as no material corporate governance concerns have been identified in respect of board and committee composition resulting from their nomination, nor any wider governance issues.												
Blended Rationale: A vote FOR the election/re-election of all nominees is warranted as no material corporate governance concerns have been identified in respect of board and committee composition resulting from their nomination, nor any wider governance issues.												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR the remuneration report is warranted. * STI bonuses appear sufficiently aligned with the company's FY24 performance, and LTI vesting is in line with shareholder-approved performance targets. * The company introduced changes to the ROIC performance metric for LTI grants from FY24 onwards which are now better aligned with accepted market practice, and the company has returned to disclosing the specific and quantified targets of the financial measures in the STI. The key concerns to be highlighted include: * The quantum of the CEO's full year total remuneration is well above Australian market medians and leading to a high concern in quantitative pay for performance analysis. * The STI bonus continues to be subject to achievement of non-financial performance measures representing 40 percent of the STI scorecard, with many of these objectives appearing to be 'day job' responsibilities of executives. * The granting of excessive sign-on bonuses to new senior executives persists and erodes the value of STIs and LTIs if they are so readily replaced with sign-on payments from a new employer. * The Chairman's fees remain well above market median.</i></p> <p><i>Blended Rationale: A qualified vote FOR the remuneration report is warranted. * STI bonuses appear sufficiently aligned with the company's FY24 performance, and LTI vesting is in line with shareholder-approved performance targets. * The company introduced changes to the ROIC performance metric for LTI grants from FY24 onwards which are now better aligned with accepted market practice, and the company has returned to disclosing the specific and quantified targets of the financial measures in the STI. The key concerns to be highlighted include: * The quantum of the CEO's full year total remuneration is well above Australian market medians and leading to a high concern in quantitative pay for performance analysis. * The STI bonus continues to be subject to achievement of non-financial performance measures representing 40 percent of the STI scorecard, with many of these objectives appearing to be 'day job' responsibilities of executives. * The granting of excessive sign-on bonuses to new senior executives persists and erodes the value of STIs and LTIs if they are so readily replaced with sign-on payments from a new employer. * The Chairman's fees remain well above market median.</i></p>												
4		Approve Grant of Performance Share Units to Paul McKenzie	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR the grant of PSUs to the CEO is warranted. Apart from the introduction of a one-year holding lock, the structure of the grant is essentially the same as in the prior year with ROIC and EPS growth targets over a three year performance period. The qualification is raised to highlight the following persisting concerns: * The quantum of the CEO's FY25 LTI grant is excessive, given it is well above the median of both Australian market capitalisation (ASX1-25) and industry peers, being 3.3x and 4.4x the median, respectively. * The EPS growth and ROIC performance hurdles being set a less challenging levels compared to the prior year: * EPS growth: threshold level commences at a growth rate of 12.4 percent p.a. (FY24: 15.6 percent) and maximum vesting at a targeted growth rate of 13.8 percent p.a. or above (FY24: 17.3 percent). * ROIC: maximum vesting at 12.3 percent average ROIC (previous grant was 12.8 percent) * A three-year performance period may be considered by shareholders as inferior to similar-sized companies in the ASX 1-25 peer group.</i></p> <p><i>Blended Rationale: A qualified vote FOR the grant of PSUs to the CEO is warranted. Apart from the introduction of a one-year holding lock, the structure of the grant is essentially the same as in the prior year with ROIC and EPS growth targets over a three year performance period. The qualification is raised to highlight the following persisting concerns: * The quantum of the CEO's FY25 LTI grant is excessive, given it is well above the median of both Australian market capitalisation (ASX1-25) and industry peers, being 3.3x and 4.4x the median, respectively. * The EPS growth and ROIC performance hurdles being set a less challenging levels compared to the prior year: * EPS growth: threshold level commences at a growth rate of 12.4 percent p.a. (FY24: 15.6 percent) and maximum vesting at a targeted growth rate of 13.8 percent p.a. or above (FY24: 17.3 percent). * ROIC: maximum vesting at 12.3 percent average ROIC (previous grant was 12.8 percent) * A three-year performance period may be considered by shareholders as inferior to similar-sized companies in the ASX 1-25 peer group.</i></p>												
5		Approve Re-insertion of Proportional Takeover Approval Provisions in Constitution	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6		Approve Potential Leaving Entitlements for Directors of CSL Subsidiary Entities, Excluding KMP and GLG Members	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this item is warranted on the basis that this resolution does not seek to increase or change the company's existing policy and practices, but rather preserves the discretion of the board to determine the most appropriate termination package												
Blended Rationale: A vote FOR this item is warranted on the basis that this resolution does not seek to increase or change the company's existing policy and practices, but rather preserves the discretion of the board to determine the most appropriate termination package												
7		Approve Increase to Non-Executive Director Fee Cap	Mgmt	Yes	None	For		For	For	No	No	No
Voting Policy Rationale: A qualified vote FOR this resolution is warranted. No material governance issues have been identified. The qualification is raised to highlight the high quantum of the proposed increase.												
Blended Rationale: A qualified vote FOR this resolution is warranted. No material governance issues have been identified. The qualification is raised to highlight the high quantum of the proposed increase.												

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		2,756	2,756
			10/08/2024	10/08/2024			
			Total Shares:				2,756

Lam Research Corporation

Meeting Date: 11/05/2024			Country: USA			Ticker: LRCX			Proxy Level: 3			
Record Date: 09/06/2024			Meeting Type: Annual			Meeting ID: 1900446						
Primary Security ID: 512807306			Primary CUSIP: 512807306			Primary ISIN: US5128073062			Primary SEDOL: BSML4N7			
Earliest Cutoff Date: 11/04/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 145			*Shares on Loan: 0			Shares Instructed: 145			Shares Voted: 145			
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Sohail U. Ahmed	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1b		Elect Director Timothy M. Archer	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1c		Elect Director Eric K. Brandt	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										

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Lam Research Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director Ita M. Brennan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1e		Elect Director Michael R. Cannon	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1f		Elect Director John M. Dineen	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1g		Elect Director Mark Fields	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1h		Elect Director Ho Kyu Kang	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1i		Elect Director Bethany J. Mayer	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1j		Elect Director Jyoti K. Mehra	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1k		Elect Director Abhijit Y. Talwalkar	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Annual and long-term incentive awards are majority performance based, and long-term awards utilize a multi-year performance period.										
		Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Annual and long-term incentive awards are majority performance based, and long-term awards utilize a multi-year performance period.										
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.										
		Blended Rationale: A vote FOR this proposal to 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
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Lam Research Corporation

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		145	145
			10/07/2024	10/07/2024			
					Total Shares:	145	145

Automatic Data Processing, Inc.

Meeting Date: 11/06/2024	Country: USA	Ticker: ADP	Proxy Level: 3
Record Date: 09/09/2024	Meeting Type: Annual	Meeting ID: 1899483	
Primary Security ID: 053015103	Primary CUSIP: 053015103	Primary ISIN: US0530151036	Primary SEDOL: 2065308
Earliest Cutoff Date: 11/05/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 450	*Shares on Loan: 0	Shares Instructed: 450	Shares Voted: 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
1a		Elect Director Peter Bisson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1b		Elect Director Maria Black	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1c		Elect Director David V. Goeckeler	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1d		Elect Director Linnie M. Haynesworth	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1e		Elect Director John P. 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 nominees is warranted.										
1f		Elect Director Francine S. Katsoudas	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1g		Elect Director Nazzzi S. Keene	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										

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Automatic Data Processing, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1h		Elect Director Thomas J. Lynch	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1i		Elect Director Scott F. Powers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1j		Elect Director William J. Ready	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1k		Elect Director Carlos A. Rodriguez	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1l		Elect Director Sandra S. Wijnberg	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposal is warranted. Some concerns are noted regarding the goal rigor for the STI and LTI programs. However, the STI is primarily based on preset financial goals, while the LTI is largely performance-based.										
		Blended Rationale: A vote FOR this proposal is warranted. Some concerns are noted regarding the goal rigor for the STI and LTI programs. However, the STI is primarily based on preset financial goals, while the LTI is largely performance-based.										
3		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 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		450	450
			10/07/2024	10/07/2024			
			Total Shares:				

Goodman Group

Meeting Date: 11/14/2024	Country: Australia	Ticker: GMG	Proxy Level: N/A
Record Date: 11/12/2024	Meeting Type: Annual	Meeting ID: 1894304	
Primary Security ID: Q4229W132	Primary CUSIP: Q4229W132	Primary ISIN: AU0000000GMG2	Primary SEDOL: B03FYZ4

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Earliest Cutoff Date: 11/08/2024

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 9,710

*Shares on Loan: 0

Shares Instructed: 9,710

Shares Voted: 9,710

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Appoint KPMG as Auditor of Goodman Logistics (HK) Limited	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this is a routine item and no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this is a routine item and no significant concerns have been identified.</i></p>												
2a		Elect Danny Peeters as Director of Goodman Limited	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the re-election of Danny Peeters as a director of Goodman Limited and Goodman Logistics (HK) Limited (Items 2a-2b) is warranted. He is one of three non-independent executive directors, being inconsistent with market, reducing the overall board independence to 67 percent. A vote FOR the re-election of David Collins as a director of Goodman Logistics (HK) Limited (Item 3) is warranted although there is concern regarding his independence given his former role as a partner at KPMG, Hong Kong, who have been the company's long standing audit firm since 1993.</i></p> <p><i>Blended Rationale: A vote AGAINST the re-election of Danny Peeters as a director of Goodman Limited and Goodman Logistics (HK) Limited (Items 2a-2b) is warranted. He is one of three non-independent executive directors, being inconsistent with market, reducing the overall board independence to 67 percent. A vote FOR the re-election of David Collins as a director of Goodman Logistics (HK) Limited (Item 3) is warranted although there is concern regarding his independence given his former role as a partner at KPMG, Hong Kong, who have been the company's long standing audit firm since 1993.</i></p>												
2b		Elect Danny Peeters as Director of Goodman Logistics (HK) Limited	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the re-election of Danny Peeters as a director of Goodman Limited and Goodman Logistics (HK) Limited (Items 2a-2b) is warranted. He is one of three non-independent executive directors, being inconsistent with market, reducing the overall board independence to 67 percent. A vote FOR the re-election of David Collins as a director of Goodman Logistics (HK) Limited (Item 3) is warranted although there is concern regarding his independence given his former role as a partner at KPMG, Hong Kong, who have been the company's long standing audit firm since 1993.</i></p> <p><i>Blended Rationale: A vote AGAINST the re-election of Danny Peeters as a director of Goodman Limited and Goodman Logistics (HK) Limited (Items 2a-2b) is warranted. He is one of three non-independent executive directors, being inconsistent with market, reducing the overall board independence to 67 percent. A vote FOR the re-election of David Collins as a director of Goodman Logistics (HK) Limited (Item 3) is warranted although there is concern regarding his independence given his former role as a partner at KPMG, Hong Kong, who have been the company's long standing audit firm since 1993.</i></p>												
3		Elect David Collins as Director of Goodman Logistics (HK) Limited	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the re-election of Danny Peeters as a director of Goodman Limited and Goodman Logistics (HK) Limited (Items 2a-2b) is warranted. He is one of three non-independent executive directors, being inconsistent with market, reducing the overall board independence to 67 percent. A vote FOR the re-election of David Collins as a director of Goodman Logistics (HK) Limited (Item 3) is warranted although there is concern regarding his independence given his former role as a partner at KPMG, Hong Kong, who have been the company's long standing audit firm since 1993.</i></p> <p><i>Blended Rationale: A vote AGAINST the re-election of Danny Peeters as a director of Goodman Limited and Goodman Logistics (HK) Limited (Items 2a-2b) is warranted. He is one of three non-independent executive directors, being inconsistent with market, reducing the overall board independence to 67 percent. A vote FOR the re-election of David Collins as a director of Goodman Logistics (HK) Limited (Item 3) is warranted although there is concern regarding his independence given his former role as a partner at KPMG, Hong Kong, who have been the company's long standing audit firm since 1993.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Approve Remuneration Report	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted. Corporate governance concerns are raised for the significant level of bonuses paid in FY24 when there was a fatality reported. * The board assessed a 'pass' for the 'code of conduct, behaviour, social and governance' gateway in the STI given disclosure of a zero-fatality target. * The board has not exercised any discretion to signal accountability for the fatality, with group and individual STI assessments being disclosed to have been achieved at 100 percent. * There is inconsistency with best market practice for the portion of the STI scorecard based of Safety to be reduced to zero with an overlay of board discretion for serious safety events. Concerns continue to be raised for LTI quantum (and total remuneration quantum) for the CEO being excessive relative to ASX 1-25 market cap peers and ASX-listed industry peers. The excess has been reduced from grants made in prior years. Nevertheless, an LTI grant to the CEO of \$20.5 million (and to other executive directors in excess of \$10 million) is remains significantly above the median of the market capitalisation peer group, being 5.7 times the median. In light of the significant quantum, concerns persist for rigor of the EPS growth targets, which have been in recent history set at levels which are well below reported achievements.</i></p> <p><i>Blended Rationale: A vote AGAINST the remuneration report is warranted. Corporate governance concerns are raised for the significant level of bonuses paid in FY24 when there was a fatality reported. * The board assessed a 'pass' for the 'code of conduct, behaviour, social and governance' gateway in the STI given disclosure of a zero-fatality target. * The board has not exercised any discretion to signal accountability for the fatality, with group and individual STI assessments being disclosed to have been achieved at 100 percent. * There is inconsistency with best market practice for the portion of the STI scorecard based of Safety to be reduced to zero with an overlay of board discretion for serious safety events. Concerns continue to be raised for LTI quantum (and total remuneration quantum) for the CEO being excessive relative to ASX 1-25 market cap peers and ASX-listed industry peers. The excess has been reduced from grants made in prior years. Nevertheless, an LTI grant to the CEO of \$20.5 million (and to other executive directors in excess of \$10 million) is remains significantly above the median of the market capitalisation peer group, being 5.7 times the median. In light of the significant quantum, concerns persist for rigor of the EPS growth targets, which have been in recent history set at levels which are well below reported achievements.</i></p>												
5		Approve Issuance of Performance Rights to Gregory Goodman	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the FY25 LTI grants to the CEO and executive directors is warranted on the basis of the following concerns: * The quantum remains excessive relative to ASX 1-25 market cap peers and the ASX-listed industry peer group and was increased year-on-year for the CEO (by 21.0 percent) and the other executive directors with no supporting rationale, which may indicate that the quantum of rights and the dollar value of executive directors' LTI opportunities are determined based on excessive board discretion. * The EPS target range may remain inadequate and lack rigor.</i></p> <p><i>Blended Rationale: A vote AGAINST the FY25 LTI grants to the CEO and executive directors is warranted on the basis of the following concerns: * The quantum remains excessive relative to ASX 1-25 market cap peers and the ASX-listed industry peer group and was increased year-on-year for the CEO (by 21.0 percent) and the other executive directors with no supporting rationale, which may indicate that the quantum of rights and the dollar value of executive directors' LTI opportunities are determined based on excessive board discretion. * The EPS target range may remain inadequate and lack rigor.</i></p>												
6		Approve Issuance of Performance Rights to Danny Peeters	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the FY25 LTI grants to the CEO and executive directors is warranted on the basis of the following concerns: * The quantum remains excessive relative to ASX 1-25 market cap peers and the ASX-listed industry peer group and was increased year-on-year for the CEO (by 21.0 percent) and the other executive directors with no supporting rationale, which may indicate that the quantum of rights and the dollar value of executive directors' LTI opportunities are determined based on excessive board discretion. * The EPS target range may remain inadequate and lack rigor.</i></p> <p><i>Blended Rationale: A vote AGAINST the FY25 LTI grants to the CEO and executive directors is warranted on the basis of the following concerns: * The quantum remains excessive relative to ASX 1-25 market cap peers and the ASX-listed industry peer group and was increased year-on-year for the CEO (by 21.0 percent) and the other executive directors with no supporting rationale, which may indicate that the quantum of rights and the dollar value of executive directors' LTI opportunities are determined based on excessive board discretion. * The EPS target range may remain inadequate and lack rigor.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7		Approve Issuance of Performance Rights to Anthony Rozic	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<i>Voting Policy Rationale: A vote AGAINST the FY25 LTI grants to the CEO and executive directors is warranted on the basis of the following concerns: * The quantum remains excessive relative to ASX 1-25 market cap peers and the ASX-listed industry peer group and was increased year-on-year for the CEO (by 21.0 percent) and the other executive directors with no supporting rationale, which may indicate that the quantum of rights and the dollar value of executive directors' LTI opportunities are determined based on excessive board discretion. * The EPS target range may remain inadequate and lack rigor.</i>												
<i>Blended Rationale: A vote AGAINST the FY25 LTI grants to the CEO and executive directors is warranted on the basis of the following concerns: * The quantum remains excessive relative to ASX 1-25 market cap peers and the ASX-listed industry peer group and was increased year-on-year for the CEO (by 21.0 percent) and the other executive directors with no supporting rationale, which may indicate that the quantum of rights and the dollar value of executive directors' LTI opportunities are determined based on excessive board discretion. * The EPS target range may remain inadequate and lack rigor.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		9,710	9,710
			10/31/2024	10/31/2024			
Total Shares:						9,710	9,710

Coloplast A/S

Meeting Date: 12/05/2024	Country: Denmark	Ticker: COLO.B	Proxy Level: N/A
Record Date: 11/28/2024	Meeting Type: Annual	Meeting ID: 1910497	
Primary Security ID: K16018192	Primary CUSIP: K16018192	Primary ISIN: DK0060448595	Primary SEDOL: B8FMRX8
Earliest Cutoff Date: 11/28/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,214	*Shares on Loan: 0	Shares Instructed: 1,214	Shares Voted: 1,214

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive Report of Board	Mgmt	No								
<i>Voting Policy Rationale: This is a routine, non-voting item.</i>												
<i>Blended Rationale: This is a routine, non-voting item.</i>												
2		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>												
<i>Blended Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>												
3		Approve Allocation of Income	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.</i>												
<i>Blended Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice. The vote is qualified as the company has not disclosed the targets and exact outcomes of the short-term bonus.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice. The vote is qualified as the company has not disclosed the targets and exact outcomes of the short-term bonus.</i></p>												
5		Approve Remuneration of Directors in the Amount of DKK 1.5 Million for Chairman, DKK 875,000 for Deputy Chairman and DKK 500,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i></p>												
6		Other Proposals from Board or Shareholders (None Submitted)	Mgmt	No								
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>												
7.1		Reelect Lars Soren Rasmussen as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR candidates Lars Rasmussen, Annette Bruls, Carsten Hellmann, Jette Nygaard-Andersen and Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN candidate Niels Peter Louis-Hansen (Item 7.2) is warranted because the candidate is the primary beneficiary of the unequal voting rights share structure.</i></p> <p><i>Blended Rationale: A vote FOR candidates Lars Rasmussen, Annette Bruls, Carsten Hellmann, Jette Nygaard-Andersen and Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN candidate Niels Peter Louis-Hansen (Item 7.2) is warranted because the candidate is the primary beneficiary of the unequal voting rights share structure.</i></p>												
7.2		Reelect Niels Peter Louis-Hansen as Director	Mgmt	Yes	For	Abstain		Abstain	Abstain	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR candidates Lars Rasmussen, Annette Bruls, Carsten Hellmann, Jette Nygaard-Andersen and Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN candidate Niels Peter Louis-Hansen (Item 7.2) is warranted because the candidate is the primary beneficiary of the unequal voting rights share structure.</i></p> <p><i>Blended Rationale: A vote FOR candidates Lars Rasmussen, Annette Bruls, Carsten Hellmann, Jette Nygaard-Andersen and Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN candidate Niels Peter Louis-Hansen (Item 7.2) is warranted because the candidate is the primary beneficiary of the unequal voting rights share structure.</i></p>												
7.3		Reelect Annette Bruls as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR candidates Lars Rasmussen, Annette Bruls, Carsten Hellmann, Jette Nygaard-Andersen and Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN candidate Niels Peter Louis-Hansen (Item 7.2) is warranted because the candidate is the primary beneficiary of the unequal voting rights share structure.</i></p> <p><i>Blended Rationale: A vote FOR candidates Lars Rasmussen, Annette Bruls, Carsten Hellmann, Jette Nygaard-Andersen and Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN candidate Niels Peter Louis-Hansen (Item 7.2) is warranted because the candidate is the primary beneficiary of the unequal voting rights share structure.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7.4		Reelect Carsten Hellmann as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR candidates Lars Rasmussen, Annette Bruls, Carsten Hellmann, Jette Nygaard-Andersen and Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN candidate Niels Peter Louis-Hansen (Item 7.2) is warranted because the candidate is the primary beneficiary of the unequal voting rights share structure.</i>												
<i>Blended Rationale: A vote FOR candidates Lars Rasmussen, Annette Bruls, Carsten Hellmann, Jette Nygaard-Andersen and Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN candidate Niels Peter Louis-Hansen (Item 7.2) is warranted because the candidate is the primary beneficiary of the unequal voting rights share structure.</i>												
7.5		Reelect Jette Nygaard-Andersen as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR candidates Lars Rasmussen, Annette Bruls, Carsten Hellmann, Jette Nygaard-Andersen and Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN candidate Niels Peter Louis-Hansen (Item 7.2) is warranted because the candidate is the primary beneficiary of the unequal voting rights share structure.</i>												
<i>Blended Rationale: A vote FOR candidates Lars Rasmussen, Annette Bruls, Carsten Hellmann, Jette Nygaard-Andersen and Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN candidate Niels Peter Louis-Hansen (Item 7.2) is warranted because the candidate is the primary beneficiary of the unequal voting rights share structure.</i>												
7.6		Reelect Marianne Wiinholt as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR candidates Lars Rasmussen, Annette Bruls, Carsten Hellmann, Jette Nygaard-Andersen and Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN candidate Niels Peter Louis-Hansen (Item 7.2) is warranted because the candidate is the primary beneficiary of the unequal voting rights share structure.</i>												
<i>Blended Rationale: A vote FOR candidates Lars Rasmussen, Annette Bruls, Carsten Hellmann, Jette Nygaard-Andersen and Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN candidate Niels Peter Louis-Hansen (Item 7.2) is warranted because the candidate is the primary beneficiary of the unequal voting rights share structure.</i>												
8		Ratify Ernst & Young as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>												
9		Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this formality is warranted as it will not have any impact on the material content of the adopted resolutions.</i>												
<i>Blended Rationale: A vote FOR this formality is warranted as it will not have any impact on the material content of the adopted resolutions.</i>												
10		Other Business	Mgmt	No								
<i>Voting Policy Rationale: This is a routine, non-voting item.</i>												
<i>Blended Rationale: This is a routine, non-voting item.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		1,214	1,214
			11/15/2024	11/15/2024			

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Ferguson Enterprises Inc.

Meeting Date: 12/05/2024	Country: USA	Ticker: FERG	Proxy Level: 3
Record Date: 10/09/2024	Meeting Type: Annual	Meeting ID: 1904304	
Primary Security ID: 31488V107	Primary CUSIP: 31488V107	Primary ISIN: US31488V1070	Primary SEDOL: BS6VHW3
Earliest Cutoff Date: 11/29/2024	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 611	*Shares on Loan: 0	Shares Instructed: 611	Shares Voted: 611

Proposal Number	Significant Vote	Proposal Text	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 Rekha Agrawal	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1b		Elect Director Kelly Baker	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1c		Elect Director Rick Beckwitt	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1d		Elect Director Bill Brundage	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1e		Elect Director Geoff Drabble	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1f		Elect Director Catherine Halligan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1g		Elect Director Brian May	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1h		Elect Director James S. Metcalf	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1i		Elect Director Kevin Murphy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										

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Ferguson Enterprises 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 Alan Murray	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
1k		Elect Director Suzanne Wood	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												
2		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 ratify the auditor is warranted.												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.												
Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.												
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.												
Blended Rationale: A vote for the adoption of 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.												

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		611	611
			11/14/2024	11/14/2024			
			Total Shares:				611

Microsoft Corporation

Meeting Date: 12/10/2024			Country: USA			Ticker: MSFT			Proxy Level: 3			
Record Date: 09/30/2024			Meeting Type: Annual			Meeting ID: 1906254						
Primary Security ID: 594918104			Primary CUSIP: 594918104			Primary ISIN: US5949181045			Primary SEDOL: 2588173			
Earliest Cutoff Date: 12/09/2024			Total Ballots: 1			Voting Policy: Sustainability			Additional Policy:			
Votable Shares: 1,623			*Shares on Loan: 0			Shares Instructed: 1,623			Shares Voted: 1,623			
Proposal Number	Significant Vote	Proposal Text	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 Reid G. Hoffman	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.												
Blended Rationale: A vote FOR the director nominees is warranted.												

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Proposal Number	Significant Vote	Proposal Text	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 Hugh F. Johnston	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.3		Elect Director Teri L. List	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.4		Elect Director Catherine MacGregor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.5		Elect Director Mark A. L. Mason	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.6		Elect Director Satya Nadella	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.7		Elect Director Sandra E. Peterson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.8		Elect Director Penny S. Pritzker	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.9		Elect Director Carlos A. Rodriguez	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.10		Elect Director Charles W. Scharf	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.11		Elect Director John W. Stanton	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										
1.12		Elect Director Emma N. Walmsley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.										

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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
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are aligned for the year in review. Annual incentives were primarily based on objective criteria and the CEO's long-term awards were entirely performance-conditioned. The cash incentive payout was reduced at the CEO's request this year. However, the CEO's base salary and STI payout opportunities remained relatively large and long-term incentives rely primarily on annual performance periods.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are aligned for the year in review. Annual incentives were primarily based on objective criteria and the CEO's long-term awards were entirely performance-conditioned. The cash incentive payout was reduced at the CEO's request this year. However, the CEO's base salary and STI payout opportunities remained relatively large and long-term incentives rely primarily on annual performance periods.</i></p>												
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Report on Risks of Weapons Development	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as the requested report would allow shareholders to better understand Microsoft's management and oversight of risks related to weapons development.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted as the requested report would allow shareholders to better understand Microsoft's management and oversight of risks related to weapons development.</i></p>												
5		Assess and Report on Investing in Bitcoin	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, given that the company already considers potential investments in Bitcoin and other cryptocurrencies as part of its investment portfolio.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted, given that the company already considers potential investments in Bitcoin and other cryptocurrencies as part of its investment portfolio.</i></p>												
6		Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.</i></p>												
7		Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional disclosure related to the potential risks associated with the use of the company's artificial intelligence and machine learning tools for new oil and gas development and production.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional disclosure related to the potential risks associated with the use of the company's artificial intelligence and machine learning tools for new oil and gas development and production.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8		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 proposal is warranted. Increased disclosure and greater transparency regarding risks related to misinformation and disinformation, including from generative AI, would benefit shareholders on its potential business impacts and how the company is managing these risks.												
Blended Rationale: A vote FOR this proposal is warranted. Increased disclosure and greater transparency regarding risks related to misinformation and disinformation, including from generative AI, would benefit shareholders on its potential business impacts and how the company is managing these risks.												
9		Report on AI Data Sourcing Accountability	SH	Yes	Against	For		For	For	Yes	No	No
Voting Policy Rationale: A vote FOR this resolution is warranted as the company is facing increased risks related to copyright infringement. Although it discloses information about its assessment of AI risks generally, shareholders would benefit from greater attention to risks related to how the company uses third-party information to train its large language models.												
Blended Rationale: A vote FOR this resolution is warranted as the company is facing increased risks related to copyright infringement. Although it discloses information about its assessment of AI risks generally, shareholders would benefit from greater attention to risks related to how the company uses third-party information to train its large language models.												

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		1,623	1,623
			11/22/2024	11/22/2024			
			Total Shares:				1,623

PARAMETERS

- Location(s): All Locations
- Account Group(s): All Account Groups
- Institution Account(s): Protea Fund - Orcadia Global Sustainable Dynamic
- Custodian Account(s): Protea Fund - Orcadia Global Sustainable Dynamic
- Additional Policy: None
- ADR Meetings: All Meetings
- Ballot Statutes: All Statutes
- Contrary Votes: All Votes
- Date Format: MM/DD/YYYY
- ESG Pillar: All Pillars
- ESG Statistics Preference: Include Blended ESG 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

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