

#### **VOTE SUMMARY REPORT**

#### 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.

	Manageme	nt 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

	Vota Prope		Propo Vot		Manage Propo		Shareh Propo		Votes Ag Manage		Signifi Vot	
	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

Record D	Date: 01/23/2 Date: 12/04/20 Security ID:	023	Country: USA Meeting Type: Annual Primary CUSIP: 075887	/109	P		X D: 1811363 SIN: US0758	871091		Proxy Level Primary SE		307	
-	utoff Date: 01/2		Total Ballots: 1	100		-	<b>:y:</b> Sustainabil			Additional Po			
	hares: 434		*Shares on Loan: 0			-	ructed: 434	,		Shares Voted			
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Willian Brown	m M.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.							-	
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.								
1.2		Elect Director Cathe Burzik	erine M.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.							_	
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.							-	
1.3		Elect Director Carrie Byington	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.							-	
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.							-	
1.4		Elect Director R. And	drew Eckert	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.							-	
1.5		Elect Director Claire	M. Fraser	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.							-	
1.6		Elect Director Jeffre Henderson	y W.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.								
1.7		Elect Director Christ Jones	topher	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.								
1.8		Elect Director Thom	as E. Polen	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.							-	
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.								
1.9		Elect Director Timot	thy M. Ring	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.							-	
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.								

## Becton, Dickinson and Company

roposal Significa umber Vote	nt Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1.10	Elect Director Bertram L. Scott	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the d	irector nominees is wari	ranted.								
	Blended Rationale: A vote FOR the directo	or nominees is warrante	d.								
1.11	Elect Director Joanne Waldstreicher	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the d	irector nominees is wari	ranted.								
	Blended Rationale: A vote FOR the directo	or nominees is warrante	d.								
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this p	proposal to ratify the aud	ditor is warr	anted.						-	
	Blended Rationale: A vote FOR this propo	sal to ratify the auditor	is warranted	1.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this p review.	roposal is warranted as	pay and pe	rformance	were reasor	nably aligned fo	or the yea	r in			
	Blended Rationale: A vote FOR this propo review.	sal is warranted as pay	and perforn	nance wer	e reasonably	aligned for the	e year in			-	
allot Details											
stitutional Account De	etail Custodian										

(IA Name, IA Number)	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	434

#### **Metro Inc.**

Meeting	Date: 01/30/2	2024	Country: Canada		т	i <b>cker:</b> MRI	U			Proxy Level	: 4		
	Date: 12/01/20		Meeting Type: Annual Primary CUSIP: 59162N10	9		-	D: 1802582	2N1096		Primary SEI	<b>)01 :</b> 25839	52	
Earliest Cu	Carliest Cutoff Date: 01/25/2024 Total Ballots:			Total Ballots: 1 *Shares on Loan: 0			y: Sustainabilit			Additional Policy: 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-Ar Beausoleil	n	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational	le: A vote FOR all nominees is	warranted.									
		Blended Rationale: A	vote FOR all nominees is war	ranted.									
1.2		Elect Director Maryse	e Bertrand	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational	le: A vote FOR all nominees is	warranted.									
		Blended Rationale: A	ing Policy Rationale: A vote FOR all nominees is warranted. nded Rationale: A vote FOR all nominees is warranted.										

#### Metro Inc.

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
1.3		Elect Director Pierre Boivin	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nominee	es is warranted.									
		Blended Rationale: A vote FOR all nominees is v	warranted.									
1.4		Elect Director Francois J. Coutu	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nominee	es is warranted.									
		Blended Rationale: A vote FOR all nominees is v	warranted.									
1.5		Elect Director Michel Coutu	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nominee	es is warranted.									
		Blended Rationale: A vote FOR all nominees is v	warranted.									
1.6		Elect Director Stephanie Coyles	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nominee	s is warranted.									
		Blended Rationale: A vote FOR all nominees is v	warranted.									
1.7		Elect Director Genevieve Fortier	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nominee	es is warranted.									
		Blended Rationale: A vote FOR all nominees is v	warranted.									
1.8		Elect Director Marc Guay	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nominee	es is warranted.									
		Blended Rationale: A vote FOR all nominees is v	warranted.									
1.9		Elect Director Eric R. La Fleche	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nominee	es is warranted.									
		Blended Rationale: A vote FOR all nominees is v	warranted.									
1.10		Elect Director Christine Magee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nominee	s is warranted.									
		Blended Rationale: A vote FOR all nominees is v	warranted.									
1.11		Elect Director Brian McManus	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nominee	es is warranted.									
		Blended Rationale: A vote FOR all nominees is v	varranted.									
1.12		Elect Director Pietro Satriano	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all nominee	es is warranted.									
		Blended Rationale: A vote FOR all nominees is v	varranted.									
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the ratification reasonable relative to total fees paid to the aud		ng LLP as au	ditor as no	n-audit fees	(3 percent) w	ere				

relative to total fees paid to the auditor.

#### **Metro Inc.**

Advisory Vote on Executive Compensation Approach <i>foting Policy Rationale: Vote FOR this non-binding</i> <i>flended Rationale: Vote FOR this non-binding adv.</i> Shareholder Proposals SP 1: Report on Cage-Free Egg Goal <i>foting Policy Rationale: A vote FOR this proposal i</i> <i>valuating the company's progress in reaching its adventionale: A vote FOR this proposal is wal</i> <i>the company's progress in reaching its cage-free e</i> <i>etter inform shareholders regarding the company</i> SP 2: Hold Annual Meetings of the Company in Person with <i>firtual Meetings as</i> Complements	isory vote as the Mgmt SH is warranted, a. cage-free egg the company's company's company's company's company and the pranted, as the egg goal and m	here are no s No Yes s the reques goal and ma commitment p requested of panagement	significant i Against sted discloss anagement on its state disclosure v of any relat	Against Against ure would be of any relate ed principles would benefit ted risks. Fut	time. enefit sharehou ed risks. Furthe regarding anin t shareholders rther disclosure	er disclosur mal health in evaluati e would als	ing	No	No	No
Ilended Rationale: Vote FOR this non-binding adv. Shareholder Proposals SP 1: Report on Cage-Free Egg Soal Voting Policy Rationale: A vote FOR this proposal is valuating the company's progress in reaching its vould also better inform shareholders regarding the nd welfare. Vended Rationale: A vote FOR this proposal is wan the company's progress in reaching its cage-free e etter inform shareholders regarding the company SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as	<i>isory vote as th</i> Mgmt SH <i>is warranted, a</i> <i>cage-free egg</i> <i>he company's c</i> <i>trranted, as the</i> <i>egg goal and m</i> <i>r's commitment</i>	here are no s No Yes s the reques goal and ma commitment e requested of tanagement t on its state	significant i Against sted discloss anagement on its state disclosure v of any relat	Against Against ure would be of any relate ed principles would benefit ted risks. Fut	time. enefit sharehou ed risks. Furthe regarding anin t shareholders rther disclosure	lders in er disclosur mal health in evaluati, e would als	e	Yes	No	Yes
Shareholder Proposals SP 1: Report on Cage-Free Egg Goal <i>foting Policy Rationale: A vote FOR this proposal it</i> <i>valuating the company's progress in reaching its</i> <i>vould also better inform shareholders regarding th</i> <i>nd welfare.</i> <i>Wended Rationale: A vote FOR this proposal is wa</i> <i>he company's progress in reaching its cage-free e</i> <i>etter inform shareholders regarding the company</i> SP 2: Hold Annual Meetings of he Company in Person with <i>Virtual Meetings as</i>	Mgmt SH <i>is warranted, a.</i> <i>cage-free egg</i> <i>he company's c</i> <i>the company's c</i> <i>rranted, as the</i> <i>egg goal and m</i> <i>r's commitment</i>	No Yes s the reques goal and ma commitment e requested of nanagement t on its state	Against Sted discloss anagement on its state disclosure v of any relat	Against ure would be of any relate ed principles would benefit ted risks. Fut	enefit sharehoi ed risks. Furthe regarding anin t shareholders rther disclosure	lders in er disclosur mal health in evaluati, e would als	e	Yes	No	Yes
SP 1: Report on Cage-Free Egg Goal foting Policy Rationale: A vote FOR this proposal i valuating the company's progress in reaching its vould also better inform shareholders regarding the nd welfare. Wended Rationale: A vote FOR this proposal is wai the company's progress in reaching its cage-free e etter inform shareholders regarding the company SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as	SH is warranted, a. cage-free egg he company's c rranted, as the egg goal and m r's commitment	Yes s the reques goal and ma commitment p requested of ranagement t on its state	sted disclos anagement on its state disclosure v of any relation	ure would be of any relate ed principles vould benefii ted risks. Fu	ed risks. Furthe regarding anii t shareholders rther disclosure	lders in er disclosur mal health in evaluati, e would als	e	Yes	No	Yes
Soal foting Policy Rationale: A vote FOR this proposal is valuating the company's progress in reaching its vould also better inform shareholders regarding the nd welfare. Vended Rationale: A vote FOR this proposal is was the company's progress in reaching its cage-free e etter inform shareholders regarding the company SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as	is warranted, a. cage-free egg he company's c rranted, as the egg goal and m r's commitment	s the reques goal and ma commitment requested o panagement t on its state	sted disclos anagement on its state disclosure v of any relation	ure would be of any relate ed principles vould benefii ted risks. Fu	ed risks. Furthe regarding anii t shareholders rther disclosure	lders in er disclosur mal health in evaluati, e would als	e	Yes	No	Yes
valuating the company's progress in reaching its rould also better inform shareholders regarding the nd welfare. Wended Rationale: A vote FOR this proposal is wai the company's progress in reaching its cage-free e etter inform shareholders regarding the company SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as	cage-free egg he company's c rranted, as the egg goal and m r's commitment	goal and ma commitment prequested o panagement t on its state	anagement on its state disclosure v of any rela	of any relate ed principles would benefit ted risks. Fu	ed risks. Furthe regarding anii t shareholders rther disclosure	er disclosur mal health in evaluati e would als	ing			
he company's progress in reaching its cage-free e etter inform shareholders regarding the company SP 2: Hold Annual Meetings of he Company in Person with Virtual Meetings as	egg goal and m /'s commitment	anagement t on its state	of any rela	ted risks. Fu	rther disclosure	e would als	-			
he Company in Person with /irtual Meetings as	SH	Yes			annmai nealth a	and welfare	2			
			Against	For		For	For	Yes	No	No
kelihood of marginalizing certain shareholders, ar nvestor feedback indicates that a significant major n person, even if in a given year they elect to par- irtual meetings as highlighted by the board, they erson, as such "hybrid" meetings would mitigate naximizing attendance and participation. In light of nded in May 2023, the company has not provideo	nd contribute to rity of shareho. ticipate only vii believe those to corporate gove of the fact that d compelling re	o an erosion Iders want to rtually. While benefits sho ernance conc the COVID- easons for co	of shareho o retain the e sharehold uld be com cerns relate 19 public h ontinuing to	der rights. I ability to at lers agree w bined with ti ed to virtual- ealth emerg b hold virtual	In addition, co tend sharehold ith the purport he option to pa only meetings, ency was decla -only sharehold	mpelling der meeting ed benefits articipate in while also ared to hav der meeting	s of n ve gs.			
articipation at shareholder meetings via electroni oncerns about moves to eliminate physical shareh xchanges between management and shareholder kelihood of marginalizing certain shareholders, ar nvestor feedback indicates that a significant majo n person, even if in a given year they elect to para irtual meetings as highlighted by the board, they erson, as such "hybrid" meetings would mitigate naximizing attendance and participation. In light of nded in May 2023, the company has not provideo	ic means as a p holder meeting rs, enable mana nd contribute to rity of sharehou ticipate only vin believe those to corporate gove of the fact that d compelling re	oriential enhi is, arguing the agement to o an erosion Iders want to rtually. While benefits shower ernance converties the COVID- pasons for co	nancement i hat virtual-c avoid unco. o f shareho o retain the e sharehold uld be com cerns relate 19 public h ontinuing to	to sharehold only meeting mfortable qu older rights. A e ability to at lers agree w bined with t bined with the ed to virtual- ealth emerg bold virtual	er rights, they is may hinder i lestions, increa In addition, co. tend sharehold ith the purport he option to pa only meetings, ency was decla -only sharehold	also raise meaningful ase the mpelling der meeting ed benefits articipate ir while also ared to hav der meeting	gs s of r ve gs.			
SP 3: Auditor Rotation	SH	Yes	Against	Against		Against	Against	No	No	No
elated controversy at the company that may raise udit. The audit firms are not only subject to rigor	e concerns with rous regulations	n respect to a s but also to	the rigor an significant	nd veracity o ethical code	f the company s. Given the co	's annual onclusions	<u>.</u>			
	oncerns about moves to eliminate physical share, exchanges between management and shareholder, and shareholder, and westor feedback indicates that a significant major of person, even if in a given year they elect to par- irtual meetings as highlighted by the board, they erson, as such "hybrid" meetings would mitigate have a server and the participation. In light of the absence of any other extenuating circumsta are proponent's request is warranted at this time. Hended Rationale: Vote FOR this shareholder pro- participation at shareholder meetings via electron procerns about moves to eliminate physical share- keelihood of marginalizing certain shareholder, and westor feedback indicates that a significant major of person, even if in a given year they elect to par- itual meetings as highlighted by the board, they erson, as such "hybrid" meetings would mitigate havestor feedback indicates that a significant major of person, even if in a given year they elect to par- trual meetings as highlighted by the board, they erson, as such "hybrid" meetings would mitigate havestor feedback indicates that a significant major of person, as such "hybrid" meetings would mitigate the absence of any other extenuating circumsta are proponent's request is warranted at this time. SP 3: Auditor Rotation forting Policy Rationale: A vote AGAINST this prop elated controversy at the company that may raise undit. The audit firms are not only subject to rigor resented by the IWG review, and regulations sur roposal. Nended Rationale: A vote AGAINST this proposal putroversy at the company that may raise concel undit firms are not only subject to rigorous regula	oncerns about moves to eliminate physical shareholder meeting exchanges between management and shareholders, enable manifelihood of marginalizing certain shareholders, and contribute to vestor feedback indicates that a significant majority of sharehol of person, even if in a given year they elect to participate only viertual meetings as highlighted by the board, they believe those ereson, as such "hybrid" meetings would mitigate corporate goven aximizing attendance and participation. In light of the fact that and the absence of any other extenuating circumstances preventing the proponent's request is warranted at this time. Lended Rationale: Vote FOR this shareholder proposal. While matricipation at shareholder meetings via electronic means as a proponent's request to eliminate physical shareholder meeting kelhood of marginalizing certain shareholders, enable manifection of the advected of proposal. While matricipation at shareholder meetings via electronic means as a proponent should move to eliminate physical shareholder setting the proponent in a given year they elect to participate only via trual meetings as highlighted by the board, they believe those or person, even if in a given year they elect to participate only via trual meetings as highlighted by the board, they believe those or person, as such "hybrid" meetings would mitigate corporate goven aximizing attendance and participation. In light of the fact that and the absence of any other extenuating circumstances preventing the absence of any other extenuating circumstances prevention and shareholders, and contribute to the absence of any other extenuating circumstances prevention are proponent's request is warranted at this time. FP 3: Auditor Rotation SH Output the additionale: A vote AGAINST this proposal is warranted at the stread controversy at the company that may raise concerns with respectual firms are not only subject to rigorous regulations for proposal.	concerns about moves to eliminate physical shareholder meetings, arguing to         concerns about moves to eliminate physical shareholders, enable management to         kelihood of marginalizing certain shareholders, and contribute to an erosion         westor feedback indicates that a significant majority of shareholders want to         person, even if in a given year they elect to participate only virtually. While         intual meetings as highlighted by the board, they believe those benefits sho         person, as such "hybrid" meetings would mitigate corporate governance com         naximizing attendance and participation. In light of the fact that the COVID-         ned in May 2023, the company has not provided compelling reasons for com         na the absence of any other extenuating circumstances preventing the component's request is warranted at this time.         lended Rationale: Vote FOR this shareholder proposal. While many investor         articipation at shareholder meetings via electronic means as a potential endino         westor feedback indicates that a significant majority of shareholders want to         westor feedback indicates that a significant majority of shareholders want to         westor feedback indicates that a significant majority of shareholders want to         westor feedback indicates that a significant majority of shareholders want to         westor feedback indicates that a significant majority of shareholders want to         westor, eedback indicates that a significant majority of shareholders want to	concerns about moves to eliminate physical shareholder meetings, arguing that virtual- cochanges between management and shareholders, enable management to avoid unco- kelihood of marginalizing certain shareholders, and contribute to an erosion of shareholders westor feedback indicates that a significant majority of shareholders want to retain the oreson, even if in a given year they elect to participate only virtually. While sharehold irtual meetings as highlighted by the board, they believe those benefits should be com- erson, as such "hybrid" meetings would mitigate corporate governance concerns related havimizing attendance and participation. In light of the fact that the COVID-19 public h anded in May 2023, the company has not provided compelling reasons for continuing to in the absence of any other extenuating circumstances preventing the company from ho the proponent's request is warranted at this time. Nended Rationale: Vote FOR this shareholder proposal. While many investors recognized articipation at shareholder meetings via electronic means as a potential enhancement to oncerns about moves to eliminate physical shareholder meetings, arguing that virtual- cychanges between management and shareholders, enable management to avoid unco- kelihood of marginalizing certain shareholders, and contribute to an erosion of sharehol vestor feedback indicates that a significant majority of shareholders want to retain the person, even if in a given year they elect to participate only virtually. While sharehold in the absence of any other extenuating circumstances preventing the company from ho the person, as such "hybrid" meetings would mitigate corporate governance concerns relate aximizing attendance and participation. In light of the fact that the COVID-19 public h anded in May 2023, the company has not provided compelling reasons for continuing to the absence of any other extenuating circumstances preventing the company from ho the proponent's request is warranted at this time. BY 3: Auditor Rotation SH Yes Ag	ancerns about moves to eliminate physical shareholder meetings, arguing that virtual-only meeting with the state of the s	ancerns about moves to eliminate physical shareholder meetings, arguing that virtual-only meetings may hinder i kchanges between management and shareholders, enable management to avoid uncomfortable questions, incree kelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights. In addition, co westor feedback indicates that a significant majority of shareholders want to retain the ability to attend sharehold person, even if in a given year they elect to participate only virtually. While shareholders agree with the puport trutal meetings as highlighted by the board, they believe those benefits should be combined with the option to pa- erson, as such "hybrid" meetings would mitigate corporate governance concerns related to virtual-only sharehold in the absence of any other extenuating circumstances preventing the company from holding an in-person meetin the absence of any other extenuating circumstances preventing the company from holding an in-person meetin the proponent's request is warranted at this time. Increase Bout moves to eliminate physical shareholder meetings, arguing that virtual-only meetings, may hinder i exchanges between management and shareholders, enable management to avoid uncomfortable questions, increese telihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights. In addition, co westor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder to person, even if in a given year they elect to participate only virtually. While shareholders agree with the purport intual meetings as highlighted by the board, they believe those benefits should be combined with the option to pa- erson, as such "hybrid" meetings would mitigate corporate governance concerns related to virtual-only meetings, hawimizing attendance and participation. In light of the fact that the COVID-19 public health emergency was decl delo do marginalizing certain shareholders, enable m	An exchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the kelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights. In addition, compelling person, even if in a given year they elect to participate only virtually. While shareholders agree with the purported benefits trual meetings as highlighted by the board, they believe those benefits should be combined with the option to participate in assuch "hybrid" meetings would mitigate corporate governance concerns related to virtual-only meeting, while also assuch "hybrid" meetings would mitigate corporate governance concerns related to intrual-only meeting, while also assuch "hybrid" meetings would mitigate corporate governance concerns related to intrual-only shareholder meeting the absence of any other extenuating circumstances preventing the company from holding an in-person meeting, a vote f are proponent's request is warranted at this time. Hended Rationale: Vote FOR this shareholder proposal. While many investors recognize the potential benefits of enabling articipation at shareholder meetings, arguing that virtual-only meetings may hinder meaningful exchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the kelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder sagree with the purported benefits truat meetings as highlighted by the board, they believe those benefits should be combined with the option to participate as a highlighted by the board, they believe those benefits should be combined with the option to participate and in a given year they elect to participate only virtual/y. While shareholders agree with the purported benefits and in May 2023, the company has not provided compelling reasons for continuing to hold virtual-only shareholder meeting the absence of any other extenuating circumstances preventing the company from holding an in-person meetin	ancems about moves to eliminate physical shareholder meetings, arguing that virtual-only meetings may hinder meaningful kchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the leibhood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights. In addition, compelling westor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder meetings of person, even if in a given year they elect to participate only virtually. While shareholders agree with the purported benefits of trutal meetings as highlighted by the board, they believe those benefits should be combined with the option to participate in erson, as such "hybrid" meetings would mitigate corporate governance concerns related to virtual-only meetings, while also havimizing 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 and the absence of any other extenuating circumstances preventing the company from holding an in-person meeting, a vote FOR the absence of any other extenuating circumstances preventing the contraining to hold virtual-only meetings and holder meetings and thareholder meetings as a potential enhancement to shareholder rights. they also raise ancicipation at shareholder proposal. While many investors recognize the potential benefits of enabling articipation at shareholders, and contribute to an erosion of shareholder rights. In addition, compelling vestor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder meetings. Person, even if in a given year they velect to participate only virtually. While shareholders agree with the purported benefits of ritual meetings and hybrid beard, they believe those benefits should be combined with the option to par	ancerns about moves to eliminate physical shareholder meetings, arguing that virtual-only meetings may hinder meaningful kchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the kelihood of marginalizing cartani shareholders, and contribute to an erosion of shareholder rights. In addition, compelling westor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder meetings person, even if in a given year they elect to participate only virtually. While shareholder agree with the purported benefits of trutal meetings as highlighted by the board, they believe those benefits should be combined with the option to participate in erson, as such "hybrid" meetings would mitigate corporate governance concerns related to virtual-only meetings, while also waimizing attendance and participation. In light of the fact that the COVID-19 public health emergency was declared to have made 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 absence is waranted at this time. Week to the FOR this shareholder meetings via electronic means as a potential enhancement to shareholder rights, they also raise ancerns about moves to eliminate physical shareholders meetings, arguing that virtual-only meetings may hinder meeningful kchanges between management and shareholders, enable management to avoit uncomfortable questions, increase the kelihood of marginalizing cartanishareholders, and contribuit to an ensois of shareholder rights. In addition, compelling westor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder meetings a highlighted by the board, they believe those benefits should be combined with the option to participate in erson, as such "hybrid" meetings woul	ancerns about moves to eliminate physical shareholder meetings, arguing that virtual-only meetings may hinder meaningful kchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the kelihood of marginaling certain shareholders, and contribute to an ensoin of shareholder signee with the purported benefits of trutal meetings as highlighted by the board, they believe those benefits should be combined with the option to participate in erson, as such "Tybrid" meetings would mitigate corporate governance concerns related to virtual-only meetings, while also taximizing attendance and participation. In light of the fact that the COVID-19 public health emergency was declared to have nded in May 2023, the company has not provided compelling reasons for continuing to hold virtual-only shareholder meetings. 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. Hereded Rationale: Vote FOR this shareholder proposal. While many investors recognize the potential benefits of enabling anticipation at shareholder meetings via electronic means as a potential enhancement to shareholder rights, they also raise noncerns about moves to eliminate physical shareholders meetings, arguing that virtual-only meetings may hinder meeningful kchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the kelihood of marginalizing certain shareholders, enable management to avoid uncomfortable questions, compelling westor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder meetings or proponents request is warranted at this the corporate governance concerns related to virtual-only meetings, avoide for thrut meetings as highlighted by the board, they believe those benefits should be combined with the purpored benefits of thrut meetings as highlighted by the bo

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

the IWG review, and regulations surrounding the audit firms, support is not warranted for this shareholder proposal.

#### 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	575

#### **Agilent Technologies, Inc.**

-	Date: 03/14/2 Date: 01/23/20		Country: USA Meeting Type: Annual		-	'icker: A leeting II	<b>D:</b> 1819425			Proxy Level			
Primary	Security ID:	00846U101	Primary CUSIP: 00846	J101	P	rimary IS	SIN: US0084	6U1016		Primary SE	DOL: 25201	153	
Earliest Co	utoff Date: 03/2	13/2024	Total Ballots: 1		v	oting Polic	<b>:y:</b> Sustainabili	ty		Additional Policy:			
Votable S	hares: 814		*Shares on Loan: 0		s	hares Inst	ructed: 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 Rationa	ale: A vote FOR the director	tor nominees is warranted.								-	
		Blended Rationale: A	Vote FOR the director nom	inees is warrante	ed.							-	
1.2		Elect Director Koh B	Soon Hwee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.							-	
		Blended Rationale: A	Vote FOR the director nom	inees is warrante	ed.							-	
1.3		Elect Director Micha McMullen	el R.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.							-	
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed.							-	
1.4		Elect Director Danie Podolsky	I K.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.							-	
												-	

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

## Agilent Technologies, Inc.

Proposal Significant Number Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR incentives are tied to pre-set objection							e			
	Blended Rationale: A vote FOR this p incentives are tied to pre-set objection				,		'				
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 aud	ditor is warr	anted.							
	Blended Rationale: A vote FOR this p	proposal to ratify the auditor	is warranted	1.							
4	Adopt Simple Majority Vote	SH	Yes	None	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR enhances shareholder rights.	this proposal is warranted giv	ven that elin	nination of	the superma	njority vote req	uirement				
	Blended Rationale: A vote FOR this penhances shareholder rights.	proposal is warranted given t	hat eliminati	ion of the s	supermajorit)	v vote requirer.	nent				
Ballot Details											
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number Bal	ot Status Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted

Protea Fund - Orcadia Global	283964.001	Confirmed	Auto-Instructed	Auto-Approved
Sustainable Dynamic, unassigned				

Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
ned	Auto-Instructed	Auto-Approved		814	814
	02/18/2024	02/18/2024			
			Total Shares:	814	814

#### ABB Ltd.

-	Date: 03/21/2 ate: 03/13/20		Country: Switzerland Meeting Type: Annual			icker: AB leeting I	BN <b>D:</b> 1798285			Proxy Level	: N/A		
	Security ID:		Primary CUSIP: H001				SIN: CH0012	221716		Primary SEI	DOL: 71088	99	
Earliest Cu	itoff Date: 03/2	12/2024	Total Ballots: 1		v	oting Polic	<b>cy:</b> Sustainabili	ty		Additional Po	licy:		
/otable Sh	iares: 6,727		*Shares on Loan: 0		s	hares Inst	ructed: 6,727			Shares Voted	<b>:</b> 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 Sta and Statutory Repor		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa warranted.	ale: A vote FOR the annua	l accounts, annual	report, and	auditor's i	report for the	fiscal year in .	review is				
		Blended Rationale: A warranted.	Vote FOR the annual acc	ounts, annual repo	rt, and audi	tor's repor	t for the fisca	al year in revie	w is				
2		Approve Remunerat (Non-Binding)	ion Report	Mgmt	Yes	For	For		For	For	No	No	No
		- /	ale: A vote FOR the remun					emuneration p	ractices an	e in			
			vote FOR the remuneration and pay and performance				pany's remun	eration practic	ces are in l	line			

roposal Significa umber Vote	nt Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agair ISS
3	Approve Sustainability Report (Non-Binding)	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the appr concerns.	oval of the company	's sustainab	ility report	is warranted	l due to a lack	of signific	ant		_	
	Blended Rationale: A vote FOR the approval concerns.	of the company's su	stainability r	eport is wa	arranted due	e to a lack of si	gnificant			-	
1	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the form there is no evidence that the board and senior	-			-	gement is warr	ranted, as				
	Blended Rationale: A vote FOR the formal dis no evidence that the board and senior manage	-			-	ent is warrante	d, as there	e is			
5	Approve Allocation of Income and Dividends of CHF 0.87 per Share	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the alloc	ation of income reso	olution is wai	rranted due	e to a lack o	f concerns.				-	
	Blended Rationale: A vote FOR the allocation	of income resolution	n is warrante	ed due to a	a lack of con	cerns.				-	
6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this reso	lution is warranted b	because the	proposed a	amount is in	line with mark	et practice	2,			
	Blended Rationale: A vote FOR this resolution	n is warranted becau	ise the prop	osed amou	int is in line	with market pr	actice.			-	
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item does not raise significant concerns.	is warranted becau	se the propo	osal appear	rs to be in lin	ne with market	practice a	ond			
	Blended Rationale: A vote FOR this item is won not raise significant concerns.	arranted because th	e proposal a	ppears to	be in line wi	th market prac	tice and d	loes		-	
7.1	Reelect David Constable as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Board elections (Iten is warranted for lack of diversity on the board do highlight that the new nominee, Johan Fo AB as of May 7, 2024, and will in future be a assignments in industrial companies. Compen warranted due to a lack of concerns	d. Votes FOR the ren rssell, has announce ssigned to Investor a	maining nom ed his decisio as an industi	ninees are l on to step l rial advisor	warranted at down from h with a parti	t this time. New his CEO position icular focus on	vertheless, n at Invest board	we tor		-	
	Blended Rationale: Board elections (Items 7. warranted for lack of diversity on the board. do highlight that the new nominee, Johan Fo AB as of May 7, 2024, and will in future be a.	Votes FOR the rema rssell, has announce	nining nomin ed his decisio	ees are wa on to step (	arranted at ti down from h	his time. Never nis CEO position	theless, w n at Invest			-	

AB as or 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

-	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agaiı ISS
7.2		Reelect Frederico Curado as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Board elections (Items ) is warranted for lack of diversity on the board. W do highlight that the new nominee, Johan Forss AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensat warranted due to a lack of concerns	otes FOR the ren ell, has announce aned to Investor a	naining nom d his decisio as an industi	inees are on to step rial adviso	warranted at down from h r with a parti	t this time. Net his CEO positio icular focus on	vertheless, n at Invest board	we tor		m	
		Blended Rationale: Board elections (Items 7.1-7. warranted for lack of diversity on the board. Vot do highlight that the new nominee, Johan Forss AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensat warranted due to a lack of concerns	tes FOR the remain ell, has announce aned to Investor a	ining nomin d his decisio as an industi	ees are wa on to step rial adviso	arranted at ti down from h r with a parti	his time. Nevel his CEO positio icular focus on	rtheless, w n at Invest board	tor			
7.3		Reelect Lars Foerberg as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Board elections (Items ) is warranted for lack of diversity on the board. W do highlight that the new nominee, Johan Forss AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensat warranted due to a lack of concerns	otes FOR the ren ell, has announce ned to Investor a	naining nom od his decisio as an industi	inees are on to step rial adviso.	warranted at down from h r with a parti	t this time. Net his CEO positio icular focus on	vertheless, n at Invest board	we tor			
		Blended Rationale: Board elections (Items 7.1-7 warranted for lack of diversity on the board. Vol do highlight that the new nominee, Johan Forss AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensat warranted due to a lack of concerns	tes FOR the rema ell, has announce gned to Investor a	ining nomin od his decisio as an industi	ees are wa on to step rial adviso.	arranted at ti down from h r with a parti	his time. Nevel his CEO positio icular focus on	theless, w n at Invest board	tor			
7.4		Elect Johan Forssell as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Board elections (Items ) is warranted for lack of diversity on the board. W do highlight that the new nominee, Johan Forss AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensat warranted due to a lack of concerns	/otes FOR the ren ell, has announce gned to Investor a	naining nom d his decisio as an industi	ninees are on to step rial adviso	warranted at down from h r with a parti	t this time. New his CEO position icular focus on	vertheless, n at Invest board	we tor		m	
		Blended Rationale: Board elections (Items 7.1-7 warranted for lack of diversity on the board. Vot do highlight that the new nominee, Johan Forss AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensat warranted due to a lack of concerns	tes FOR the remain ell, has announce aned to Investor a	ining nomin od his decisio as an industi	ees are wa on to step rial adviso	arranted at ti down from h r with a parti	his time. Nevel his CEO positio icular focus on	theless, w n at Invest board	tor		m	
7.5		Reelect Denise Johnson as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Board elections (Items ) is warranted for lack of diversity on the board. W do highlight that the new nominee, Johan Forss AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensat warranted due to a lack of concerns	otes FOR the ren ell, has announce aned to Investor a	naining nom od his decisio as an industi	inees are on to step rial adviso	warranted at down from h r with a parti	t this time. Net his CEO positio icular focus on	vertheless, n at Invest board	we tor		_	
		Blended Rationale: Board elections (Items 7.1-7. warranted for lack of diversity on the board. Vot do highlight that the new nominee, Johan Forss AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensat warranted due to a lack of concerns	tes FOR the remain ell, has announce aned to Investor a	ining nomin od his decisio as an industi	ees are wa on to step rial adviso.	arranted at ti down from h r with a parti	his time. Nevel his CEO positio icular focus on	theless, w n at Invest board	tor			

-	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agair ISS
7.6		Reelect Jennifer Xin-Zhe Li as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Board elections (Items is warranted for lack of diversity on the board. I do highlight that the new nominee, Johan Forss AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensa warranted due to a lack of concerns	Votes FOR the ren sell, has announce gned to Investor a	naining nom d his decisio as an industi	ninees are on to step rial adviso	warranted at down from h r with a parti	this time. New is CEO position cular focus on	vertheless, n at Invest board	we or			
		Blended Rationale: Board elections (Items 7.1-7 warranted for lack of diversity on the board. Vo do highlight that the new nominee, Johan Forss AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensa- warranted due to a lack of concerns	tes FOR the remains Sell, has announce gned to Investor a	ining nomin od his decisio as an industi	ees are wa on to step rial adviso	arranted at th down from h r with a parti	his time. Never is CEO position cular focus on	theless, wo n at Invest board	or		-	
7.7		Reelect Geraldine Matchett as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Board elections (Items is warranted for lack of diversity on the board. I do highlight that the new nominee, Johan Forss AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensa warranted due to a lack of concerns	Votes FOR the ren sell, has announce gned to Investor a	naining nom od his decisio as an industi	ninees are on to step rial adviso.	warranted at down from h r with a parti	this time. Nev is CEO position cular focus on	rertheless, n at Invest board	we or		m	
		Blended Rationale: Board elections (Items 7.1-7 warranted for lack of diversity on the board. Vo do highlight that the new nominee, Johan Forss AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensa warranted due to a lack of concerns	tes FOR the remains sell, has announce gned to Investor a	ining nomin od his decisio as an industi	ees are wa on to step rial adviso.	arranted at th down from h r with a parti	his time. Never is CEO position cular focus on	theless, wo n at Invest board	or		-	
7.8		Reelect David Meline as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Board elections (Items is warranted for lack of diversity on the board. I do highlight that the new nominee, Johan Forss AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensa warranted due to a lack of concerns	Votes FOR the ren sell, has announce gned to Investor a	naining nom d his decisio as an industi	ninees are on to step rial adviso	warranted at down from h r with a parti	this time. New is CEO position cular focus on	vertheless, n at Invest board	we or		m	
		Blended Rationale: Board elections (Items 7.1-7 warranted for lack of diversity on the board. Vo do highlight that the new nominee, Johan Forss AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensa warranted due to a lack of concerns	tes FOR the remains Sell, has announce gned to Investor a	ining nomin od his decisio as an industi	ees are wa on to step rial adviso	arranted at th down from h r with a parti	his time. Never is CEO position cular focus on	theless, wo n at Invest board	or			
7.9		Elect Mats Rahmstrom as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Board elections (Items is warranted for lack of diversity on the board. I do highlight that the new nominee, Johan Forss AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensa warranted due to a lack of concerns	Votes FOR the ren sell, has announce gned to Investor a	naining nom d his decisio as an industi	ninees are on to step rial adviso	warranted at down from h r with a parti	this time. Nev is CEO position cular focus on	vertheless, n at Invest board	we or		-	
		Blended Rationale: Board elections (Items 7.1-7 warranted for lack of diversity on the board. Vo do highlight that the new nominee, Johan Forss AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensa warranted due to a lack of concerns	tes FOR the remains sell, has announce gned to Investor a	ining nomin od his decisio as an industi	ees are wa on to step rial adviso.	arranted at th down from h r with a parti	his time. Never is CEO position cular focus on	theless, wo n at Invest board	or		-	

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
7.10		Reelect Peter Voser as Director and Board Chair	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: Board elections (Items 2 is warranted for lack of diversity on the board. W do highlight that the new nominee, Johan Forsse AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensat warranted due to a lack of concerns	otes FOR the rea ell, has announce aned to Investor o	maining nom ed his decisio as an indust	ninees are on to step rial adviso	warranted at down from h r with a parti	t this time. New his CEO position icular focus on	vertheless, n at Invest board	we or			
		Blended Rationale: Board elections (Items 7.1-7. warranted for lack of diversity on the board. Vot do highlight that the new nominee, Johan Forsse AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensat warranted due to a lack of concerns	es FOR the rema ell, has announce aned to Investor	aining nomin ed his decisio as an indust	ees are wa on to step rial adviso	arranted at th down from h r with a parti	his time. Never his CEO position icular focus on	theless, w n at Invest board	or		m	
8.1		Reappoint David Constable as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Board elections (Items 2 is warranted for lack of diversity on the board. V do highlight that the new nominee, Johan Forsse AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensat warranted due to a lack of concerns	otes FOR the rea ell, has announce aned to Investor o	maining nom ed his decisio as an indust	ninees are on to step rial adviso	warranted at down from h r with a parti	t this time. New his CEO position icular focus on	vertheless, n at Invest board	we or			
		Blended Rationale: Board elections (Items 7.1-7. warranted for lack of diversity on the board. Vot do highlight that the new nominee, Johan Forsse AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensat warranted due to a lack of concerns	es FOR the rema ell, has announce aned to Investor	aining nomin ed his decisio as an indust	ees are wa on to step rial adviso	arranted at th down from h r with a parti	his time. Never his CEO position icular focus on	theless, w n at Invest board	or			
8.2		Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Board elections (Items 7 is warranted for lack of diversity on the board. W do highlight that the new nominee, Johan Forsse AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensat warranted due to a lack of concerns	otes FOR the rel ell, has announce aned to Investor o	maining nom ed his decisio as an indust	ninees are on to step rial adviso	warranted at down from h r with a parti	t this time. New his CEO position icular focus on	vertheless, n at Invest board	we or		-	
		Blended Rationale: Board elections (Items 7.1-7. warranted for lack of diversity on the board. Vot do highlight that the new nominee, Johan Forsse AB as of May 7, 2024, and will in future be assig assignments in industrial companies. Compensate warranted due to a lack of concerns	es FOR the rema ell, has announce aned to Investor	aining nomin ed his decisio as an indust	ees are wa on to step rial adviso	arranted at th down from h r with a parti	his time. Never his CEO position icular focus on	theless, w n at Invest board	or		-	

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Board is warranted for lack of diversit do highlight that the new nomi AB as of May 7, 2024, and will assignments in industrial comp warranted due to a lack of con	ty on the board. Vote. inee, Johan Forssell, I in future be assigned anies. Compensation	s FOR the ren has announce to Investor a	naining nom ed his decisio as an industi	ninees are on to step rial advisoi	warranted at down from h r with a partic	this time. Nev is CEO position cular focus on	rertheless, n at Invest board	we or		-	
	Blended Rationale: Board elect warranted for lack of diversity do highlight that the new nomi AB as of May 7, 2024, and will assignments in industrial comp warranted due to a lack of com	on the board. Votes H inee, Johan Forssell, I in future be assigned anies. Compensation	FOR the rema has announce I to Investor a	ining nomin ed his decisio as an industi	ees are wa on to step rial advisoi	arranted at th down from h r with a partic	is time. Never is CEO positiol cular focus on	theless, wo n at Invest board	or			
9	Designate Zehnder Bolliger & Partner as Independent Proxy		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote	FOR this proposal is	warranted du	ie to a lack o	of concern.	s.					_	
	Blended Rationale: A vote FOR	this proposal is warr	anted due to	a lack of col	ncerns.						-	
10	Ratify KPMG AG as Auditors		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote	FOR is warranted be	cause there a	are no conce	rns regard	ling this prop	osal.					
	Blended Rationale: A vote FOR	is warranted because	e there are no	o concerns r	egarding t	his proposal.						
11	Transact Other Business (Voting)		Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: A vote shareholder to the proxy in cas board of directors; and * The c shareholders' best interest to v	e new voting items o content of these new	or counterprop items or cour	posals are in nterproposal	troduced a Is is not kn	at the meeting	g by sharehold	lers or the			-	
	Blended Rationale: A vote AGA the proxy in case new voting it directors; and * The content o best interest to vote against th	ems or counterpropo f these new items or i	sals are intro counterpropo	duced at the	e meeting l	by shareholde	ers or the boai	rd of				
Ballot Details												
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	Shares	Shares	Voted
rotea Fund - Orcadia Global ustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ved			6,72	7	6,7	27
			02/06/2024		02/06/2024							

### 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

03/06/2024

Total Shares:

6,727

6,727

03/06/2024

	utoff Date: 04/0					<b>:y:</b> Sustainabili	ty		Additional Po			
otable Si	hares: 4,214	*Shares on Loan: 0		S	hares Inst	ructed: 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 Agains ISS
		Management Universal Proxy (White Proxy Card)	Mgmt	No								
		From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt	No								
1A		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	1.									
		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	1.									
		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	1.									
		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	1.									
		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	1.									
		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	1.									
		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	1.									
		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	1.									
		Blended Rationale: DO NOT VOTE on this card.										

Blended Rationale: DO NOT VOTE on this card.

-	ignificant /ote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
11		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	1.									
		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	1.									
		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	1.									
		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	1.									
		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	1.									
		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	1.									
		Blended Rationale: DO NOT VOTE on this card.										
10		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	1.									
		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	1.									
		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	1.									
		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	1.									

	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this ca	rd.									
		Blended Rationale: DO NOT VOTE on this card.										
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this cal	rd.									
		Blended Rationale: DO NOT VOTE on this card.										
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
		Voting Policy Rationale: DO NOT VOTE on this cal	rd.									
		Blended Rationale: DO NOT VOTE on this card.										
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
		Voting Policy Rationale: DO NOT VOTE on this cal	rd.									
		Blended Rationale: DO NOT VOTE on this card.										
7		Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	Against	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this cal	rd.									
		Blended Rationale: DO NOT VOTE on this card.										
8		Report on Charitable Contributions	SH	Yes	Against	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this can	rd.									
		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	Against	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this cal	rd.									
		Blended Rationale: DO NOT VOTE on this card.										
10		Advisory Vote on Board Size and Related Vacancies	SH	Yes	Against	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this cal	rd.									
		Blended Rationale: DO NOT VOTE on this card.										
		Dissident Universal Proxy (Blue Proxy Card) by TRIAN GROUP	Mgmt	No								
	1	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt	No								

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again: ISS
1.1		Elect Dissident Nominee Director Nelson Peltz	SH	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Shareholders a from Trian nominee Jay Rasulo, Blackw from management nominee Maria Elen Safra Catz, Amy Chang, Carolyn Everso Gorman is warranted.	vells nominees Craig Hatko a Lagomasino. A vote FOR	off, Jessica S R manageme	Schell, and least nomined	Leah Solivan, es Mark Park	and WITHHC er, Robert Ige	OLD votes er, Mary Bai			×	
		Blended Rationale: Shareholders are re Trian nominee Jay Rasulo, Blackwells r management nominee Maria Elena Lag Safra Catz, Amy Chang, Carolyn Everso Gorman is warranted.	nominees Craig Hatkoff, Je. nomasino. A vote FOR man	ssica Schell, agement no	and Leah . Iominees Ma	Solivan, and rk Parker, Ro	WITHHOLD v obert Iger, Ma	otes from ry Barra,	om		×	
1.2		Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Yes	For	Withhold		Withhold	Withhold	Yes	No	No
		Voting Policy Rationale: Shareholders a from Trian nominee Jay Rasulo, Blackw from management nominee Maria Elen Safra Catz, Amy Chang, Carolyn Everso Gorman is warranted.	vells nominees Craig Hatko a Lagomasino. A vote FOR	off, Jessica S R manageme	chell, and ent nomined	Leah Solivan, es Mark Park	and WITHHC er, Robert Ige	OLD votes er, Mary Bai				
		Blended Rationale: Shareholders are re Trian nominee Jay Rasulo, Blackwells r management nominee Maria Elena Lag Safra Catz, Amy Chang, Carolyn Everso Gorman is warranted.	nominees Craig Hatkoff, Je. nomasino. A vote FOR man	ssica Schell, agement no	and Leah . Iominees Ma	Solivan, and rk Parker, Ro	WITHHOLD v obert Iger, Ma	otes from ry Barra,	om			
		OPPOSED COMPANY NOMINEES	Mgmt	No								
1.1		Elect Management Nominee Director Michael B.G. Froman	Mgmt	Yes	Withhold	For		For	For	Yes	No	No
		Voting Policy Rationale: Shareholders a from Trian nominee Jay Rasulo, Blackw from management nominee Maria Elen Safra Catz, Amy Chang, Carolyn Everso Gorman is warranted.	vells nominees Craig Hatko a Lagomasino. A vote FOR	off, Jessica S R manageme	Chell, and ent nomined	Leah Solivan, es Mark Park	and WITHHC er, Robert Ige	OLD votes er, Mary Bai			×	
		Blended Rationale: Shareholders are re Trian nominee Jay Rasulo, Blackwells r management nominee Maria Elena Lag Safra Catz, Amy Chang, Carolyn Everso Gorman is warranted.	nominees Craig Hatkoff, Je. nomasino. A vote FOR man	ssica Schell, Pagement no	and Leah . Iminees Ma	Solivan, and rk Parker, Ro	WITHHOLD v obert Iger, Ma	otes from ry Barra,	om			
1.2		Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Yes	Withhold	Withhold		Withhold	Withhold	No	No	No
		Voting Policy Rationale: Shareholders a from Trian nominee Jay Rasulo, Blackv from management nominee Maria Elen Safra Catz, Amy Chang, Carolyn Everso Gorman is warranted.	vells nominees Craig Hatko a Lagomasino. A vote FOR	off, Jessica S R manageme	Cchell, and ent nomined	Leah Solivan, es Mark Park	and WITHHC er, Robert Ige	OLD votes er, Mary Bai				
		Blended Rationale: Shareholders are re Trian nominee Jay Rasulo, Blackwells r management nominee Maria Elena Lag Safra Catz, Amy Chang, Carolyn Everso Gorman is warranted.	nominees Craig Hatkoff, Je. nomasino. A vote FOR man	ssica Schell, Pagement no	and Leah . Iominees Ma	Solivan, and rk Parker, Ro	WITHHOLD v obert Iger, Ma	otes from ry Barra,	pm		-	
		ACCEPTABLE COMPANY NOMINEES	Mgmt	No								

-	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agair ISS
1.1		Elect Management Nominee Director Mary T. Barra	Mgmt	Yes	None	For		For	For	No	No	No
		Voting Policy Rationale: Shareholders are re from Trian nominee Jay Rasulo, Blackwells from management nominee Maria Elena La Safra Catz, Amy Chang, Carolyn Everson, M Gorman is warranted.	nominees Craig Hatko gomasino. A vote FOR	off, Jessica S R manageme	Schell, and ent nomine	Leah Solivar Ses Mark Parl	n, and WITHHO ker, Robert Ige	OLD votes er, Mary Ba				
		Blended Rationale: Shareholders are recom Trian nominee Jay Rasulo, Blackwells nomii management nominee Maria Elena Lagoma Safra Catz, Amy Chang, Carolyn Everson, M Gorman is warranted.	nees Craig Hatkoff, Je Isino. A vote FOR man	ssica Schell, nagement no	and Leah minees Ma	Solivan, and ark Parker, R	l WITHHOLD v Robert Iger, Ma	otes from ary Barra,	om			
1.2		Elect Management Nominee Director Safra A. Catz	Mgmt	Yes	None	For		For	For	No	No	No
		Voting Policy Rationale: Shareholders are reform Trian nominee Jay Rasulo, Blackwells from management nominee Maria Elena La Safra Catz, Amy Chang, Carolyn Everson, M Gorman is warranted.	nominees Craig Hatko gomasino. A vote FOR	off, Jessica S R manageme	ichell, and ent nomine	Leah Solivar Ses Mark Parl	n, and WITHHO ker, Robert Ige	OLD votes er, Mary Ba			m	
		Blended Rationale: Shareholders are recom Trian nominee Jay Rasulo, Blackwells nomii management nominee Maria Elena Lagoma Safra Catz, Amy Chang, Carolyn Everson, M Gorman is warranted.	nees Craig Hatkoff, Je sino. A vote FOR man	ssica Schell, nagement no	and Leah minees Ma	Solivan, and ark Parker, R	l WITHHOLD v Robert Iger, Ma	otes from ary Barra,	om			
1.3		Elect Management Nominee Director Amy L. Chang	Mgmt	Yes	None	For		For	For	No	No	No
		Voting Policy Rationale: Shareholders are reform Trian nominee Jay Rasulo, Blackwells from management nominee Maria Elena La Safra Catz, Amy Chang, Carolyn Everson, M Gorman is warranted.	nominees Craig Hatko gomasino. A vote FOR	off, Jessica S R manageme	Schell, and ent nomine	Leah Solivar ees Mark Parl	n, and WITHHO ker, Robert Ige	OLD votes er, Mary Ba				
		Blended Rationale: Shareholders are recom Trian nominee Jay Rasulo, Blackwells nomii management nominee Maria Elena Lagoma Safra Catz, Amy Chang, Carolyn Everson, M Gorman is warranted.	nees Craig Hatkoff, Je sino. A vote FOR man	ssica Schell, nagement no	and Leah minees Ma	Solivan, and ark Parker, R	l WITHHOLD v Robert Iger, Ma	otes from ory Barra,	om		m	
1.4		Elect Management Nominee Director D. Jeremy Darroch	Mgmt	Yes	None	For		For	For	No	No	No
		Voting Policy Rationale: Shareholders are reform Trian nominee Jay Rasulo, Blackwells from management nominee Maria Elena La Safra Catz, Amy Chang, Carolyn Everson, M Gorman is warranted.	nominees Craig Hatko gomasino. A vote FOR	off, Jessica S R manageme	Schell, and ent nomine	Leah Solivar Ses Mark Parl	n, and WITHHO ker, Robert Ige	OLD votes er, Mary Ba			-	
		Blended Rationale: Shareholders are recom Trian nominee Jay Rasulo, Blackwells nomii management nominee Maria Elena Lagoma Safa Cata, Amy Chang, Carolyn Everson N	nees Craig Hatkoff, Je sino. A vote FOR man	ssica Schell, nagement no	and Leah minees Ma	Solivan, and ark Parker, R	l WITHHOLD v Robert Iger, Ma	otes from ory Barra,	rom			

Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.

-	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agair ISS
1.5		Elect Management Nominee Director Carolyn N. Everson	Mgmt	Yes	None	For		For	For	No	No	No
		Voting Policy Rationale: Shareholders are rec from Trian nominee Jay Rasulo, Blackwells n from management nominee Maria Elena Lago Safra Catz, Amy Chang, Carolyn Everson, Mic Gorman is warranted.	ominees Craig Hatko omasino. A vote FOR	ff, Jessica S 2 manageme	chell, and ent nomine	Leah Solivar Ses Mark Park	n, and WITHHO ker, Robert Ige	OLD votes er, Mary Ba				
		Blended Rationale: Shareholders are recomm Trian nominee Jay Rasulo, Blackwells nomine management nominee Maria Elena Lagomasi Safra Catz, Amy Chang, Carolyn Everson, Mic Gorman is warranted.	ees Craig Hatkoff, Je. ino. A vote FOR man	ssica Schell, agement no	and Leah minees Ma	Solivan, and ark Parker, R	l WITHHOLD v Pobert Iger, Ma	otes from ary Barra,	om			
1.6		Elect Management Nominee Director James P. Gorman	Mgmt	Yes	None	For		For	For	No	No	No
		Voting Policy Rationale: Shareholders are rec from Trian nominee Jay Rasulo, Blackwells n from management nominee Maria Elena Lag Safra Catz, Amy Chang, Carolyn Everson, Mic Gorman is warranted.	ominees Craig Hatko omasino. A vote FOR	ff, Jessica S 2 manageme	chell, and ent nomine	Leah Solivar Ses Mark Park	n, and WITHHO ker, Robert Ige	OLD votes er, Mary Ba			m	
		Blended Rationale: Shareholders are recomm Trian nominee Jay Rasulo, Blackwells nomine management nominee Maria Elena Lagomasi Safra Catz, Amy Chang, Carolyn Everson, Mic Gorman is warranted.	ees Craig Hatkoff, Je. ino. A vote FOR man	ssica Schell, agement no	and Leah minees Ma	Solivan, and ark Parker, R	l WITHHOLD v Pobert Iger, Ma	otes from The Barra,	om			
1.7		Elect Management Nominee Director Robert A. Iger	Mgmt	Yes	None	For		For	For	No	No	No
		Voting Policy Rationale: Shareholders are rec from Trian nominee Jay Rasulo, Blackwells n from management nominee Maria Elena Lagu Safra Catz, Amy Chang, Carolyn Everson, Mic Gorman is warranted.	ominees Craig Hatko omasino. A vote FOR	ff, Jessica S 2 manageme	chell, and ent nomine	Leah Solivar ees Mark Park	n, and WITHHO ker, Robert Ige	OLD votes er, Mary Ba				
		Blended Rationale: Shareholders are recomm Trian nominee Jay Rasulo, Blackwells nomine management nominee Maria Elena Lagomasi Safra Catz, Amy Chang, Carolyn Everson, Mic Gorman is warranted.	ees Craig Hatkoff, Je. ino. A vote FOR man	ssica Schell, agement no	and Leah minees Ma	Solivan, and ark Parker, R	l WITHHOLD v Pobert Iger, Ma	otes from The Barra,	ют			
1.8		Elect Management Nominee Director Calvin R. McDonald	Mgmt	Yes	None	For		For	For	No	No	No
		Voting Policy Rationale: Shareholders are rec from Trian nominee Jay Rasulo, Blackwells n from management nominee Maria Elena Lagu Safra Catz, Amy Chang, Carolyn Everson, Mic Gorman is warranted.	ominees Craig Hatko omasino. A vote FOR	ff, Jessica S 2 manageme	chell, and ent nomine	Leah Solivar Ses Mark Park	n, and WITHHO ker, Robert Ige	OLD votes er, Mary Ba			-	
		Blended Rationale: Shareholders are recomm Trian nominee Jay Rasulo, Blackwells nomine management nominee Maria Elena Lagomasi Safa Cata Amy Chang Carolyn Evergen Mi	ees Craig Hatkoff, Je. ino. A vote FOR man	ssica Schell, agement no	and Leah minees Ma	Solivan, and ark Parker, R	l WITHHOLD v Pobert Iger, Ma	otes from ary Barra,	om			

Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.

Proposal Signifi Iumber Vote	icant Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
1.9	Elect Management Nominee Director Mark G. Parker	Mgmt	Yes	None	For		For	For	No	No	No
	Voting Policy Rationale: Shareholders are rec from Trian nominee Jay Rasulo, Blackwells n from management nominee Maria Elena Lago Safra Catz, Amy Chang, Carolyn Everson, Mic Gorman is warranted.	ominees Craig Hatko omasino. A vote FOR	off, Jessica S R manageme	ichell, and ent nomine	Leah Solivai es Mark Pari	n, and WITHHO ker, Robert Ige	OLD votes er, Mary Ba			m	
	Blended Rationale: Shareholders are recomm Trian nominee Jay Rasulo, Blackwells nomine management nominee Maria Elena Lagomasi Safra Catz, Amy Chang, Carolyn Everson, Mic Gorman is warranted.	ees Craig Hatkoff, Je ino. A vote FOR man	ssica Schell, nagement no	and Leah minees Ma	Solivan, and ark Parker, R	l WITHHOLD v Robert Iger, Ma	otes from ary Barra,	om			
1.10	Elect Management Nominee Director Derica W. Rice	Mgmt	Yes	None	For		For	For	No	No	No
	Voting Policy Rationale: Shareholders are rec from Trian nominee Jay Rasulo, Blackwells n from management nominee Maria Elena Lagu Safra Catz, Amy Chang, Carolyn Everson, Mic Gorman is warranted.	ominees Craig Hatko omasino. A vote FOR	off, Jessica S R manageme	Schell, and ent nomine	Leah Solivai es Mark Pari	n, and WITHHO ker, Robert Ige	OLD votes er, Mary Ba			-	
	Blended Rationale: Shareholders are recomm Trian nominee Jay Rasulo, Blackwells nomine management nominee Maria Elena Lagoması Safra Catz, Amy Chang, Carolyn Everson, Mic Gorman is warranted.	ees Craig Hatkoff, Je ino. A vote FOR man	ssica Schell, nagement no	and Leah minees Ma	Solivan, and ark Parker, R	l WITHHOLD v Robert Iger, Ma	otes from Dry Barra,	от			
	BLACKWELLS NOMINEES	Mgmt	No								
1.1	Elect Dissident Nominee Director Craig Hatkoff	SH	Yes	Withhold	d Withhold		Withhole	d Withhold	No	No	No
	Voting Policy Rationale: Shareholders are rec from Trian nominee Jay Rasulo, Blackwells n from management nominee Maria Elena Lagu Safra Catz, Amy Chang, Carolyn Everson, Mic Gorman is warranted.	ominees Craig Hatko omasino. A vote FOR	off, Jessica S R manageme	Schell, and ent nomine	Leah Solivai es Mark Pari	n, and WITHHO ker, Robert Ige	OLD votes er, Mary Ba				
	Blended Rationale: Shareholders are recomm Trian nominee Jay Rasulo, Blackwells nomine management nominee Maria Elena Lagoması Safra Catz, Amy Chang, Carolyn Everson, Mic Gorman is warranted.	ees Craig Hatkoff, Je ino. A vote FOR man	ssica Schell, nagement no	and Leah minees Ma	Solivan, and ark Parker, R	l WITHHOLD v Robert Iger, Ma	otes from Dry Barra,	от		m	
1.2	Elect Dissident Nominee Director Jessica Schell	SH	Yes	Withhold	d Withhold		Withhole	d Withhold	No	No	No
	Voting Policy Rationale: Shareholders are rec from Trian nominee Jay Rasulo, Blackwells n from management nominee Maria Elena Lagu Safra Catz, Amy Chang, Carolyn Everson, Mic Gorman is warranted.	ominees Craig Hatko omasino. A vote FOR	off, Jessica S R manageme	ichell, and ent nomine	Leah Solivai es Mark Pari	n, and WITHHO ker, Robert Ige	OLD votes er, Mary Ba			-	
	Blended Rationale: Shareholders are recomm Trian nominee Jay Rasulo, Blackwells nomine management nominee Maria Elena Lagomasi Safra Catz, Amy Chang, Carolyn Everson, Mi	ees Craig Hatkoff, Je ino. A vote FOR man	ssica Schell, nagement no	and Leah minees Ma	Solivan, and ark Parker, R	l WITHHOLD v Robert Iger, Ma	otes from Try Barra,	om			

Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.

roposal Significant umber Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agaiı ISS
1.3	Elect Dissident Nominee Director Leah Solivan	SH	Yes	Withhold	Withhold		Withhold	l Withhold	No	No	No
	Voting Policy Rationale: Shareholders are recon from Trian nominee Jay Rasulo, Blackwells nom from management nominee Maria Elena Lagom Safra Catz, Amy Chang, Carolyn Everson, Micha Gorman is warranted.	ninees Craig Hatko nasino. A vote FOR	ff, Jessica S manageme	chell, and l ont nominee	Leah Solivan, es Mark Park	, and WITHHC ker, Robert Ige	DLD votes r, Mary Ba				
	Blended Rationale: Shareholders are recommer Trian nominee Jay Rasulo, Blackwells nominees management nominee Maria Elena Lagomasino Safra Catz, Amy Chang, Carolyn Everson, Micha Gorman is warranted.	c Craig Hatkoff, Jes A vote FOR man	ssica Schell, agement no	and Leah s minees Ma	Solivan, and rk Parker, Ro	WITHHOLD vo obert Iger, Ma	otes from ry Barra,	om		-	
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this propos	al to ratify the aud	ditor is warr	anted.						-	
	Blended Rationale: A vote FOR this proposal to	ratify the auditor	is warranted	1.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	For		For	For	Yes	No	No
	review and incentive programs were largely per objective metrics, while financial metrics appear grant, and half of the equity grant for other NE However, though the company provides a ratio values, which were relatively large in in FY23. Blended Rationale: A vote FOR the proposal is a and incentive programs were largely performan metrics, while financial metrics appear to utilize half of the equity grant for other NEOs, consiste the company provides a rationale in the proxy s were relatively large in in FY23.	r to utilize rigorou: Os, consisted of p nale in the proxy s warranted. Pay an nce-based. Specific rigorous target se ed of performance	s target sett erformance- statement, s d performar ally, annual etting. In ad -conditioned	ing. In add conditioned ome conce nce were re bonuses a ldition, a m d equity wit	lition, a majo d equity with rrns are raise rasonably alig re largely ba ajority of the th multi-year	ority of the CEU h multi-year go ad by CEO Iger gned for the yo used on pre-seu e CEO's equity r goals. Howev	, D's equity pals. ''s perquisit ear in revie t objective grant, and rer, though	ew 1		-	
4	Amend Omnibus Stock Plan	Mgmt	Yes	None	For		For	For	No	No	No
	Voting Policy Rationale: Based on the Equity Pla	an Scorecard evalu	uation (EPSC	C), a vote F	OR this prop	oosal is warran	ted.				
	Blended Rationale: Based on the Equity Plan Sc	corecard evaluation	n (EPSC), a	vote FOR ti	his proposal	is warranted.					
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	None	Against		Against	Against	No	No	No
	Voting Policy Rationale: A vote AGAINST this pr reasonable basis absent shareholder approval, severance program.	,			, ,			o a			
	Blended Rationale: A vote AGAINST this propos reasonable basis absent shareholder approval, severance program.			-	-						
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	None	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolut expenditures with stated values would enable s overseas and manages risks related to its politic	hareholders to ha						ny			
	Blended Rationale: A vote FOR this resolution is with stated values would enable shareholders to manages risks related to its political partnership	o have a more con	-		-						

roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
7		Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	None	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this pr for investors to be able to determine how the co										
		Blended Rationale: A vote AGAINST this propos investors to be able to determine how the comp		-		-						
8		Report on Charitable Contributions	SH	Yes	None	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this pr regarding its charitable contributions, and abser in determining the company's charitable giving s	nt self-dealing or		-				n			
		Blended Rationale: A vote AGAINST this propositis charitable contributions, and absent self-deal determining the company's charitable giving structures and the self-deal determining the company's charitable giving structures and the self-deal determining the company's charitable giving structures and the self-deal determining th	ling or gross negli					-	g			
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
		Voting Policy Rationale: A vote FOR this propose the fact that there seems to be little downside r	-					change, an	d			
		Blended Rationale: A vote FOR this proposal is a fact that there seems to be little downside risk to	-		-	-	t case for chan	ge, and the	2		-	
10		Advisory Vote on Board Size and Related Vacancies	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this pr directors potentially replaced by dissident nomin	-	ed as it wou	ld allow th	ne board to re	e-appoint any .	incumbent				
		Blended Rationale: A vote AGAINST this propos directors potentially replaced by dissident nomin		it would all	low the bo	ard to re-app	point any incur	nbent				
		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
		Voting Policy Rationale: DO NOT VOTE on this of	card.									
		Blended Rationale: DO NOT VOTE on this card.										
1b		Elect Dissident Nominee Director Jessica Schell	SH	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this of	card.									
		Blended Rationale: DO NOT VOTE on this card.										
1c		Elect Dissident Nominee Director Leah Solivan	SH	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		Voting Policy Rationale: DO NOT VOTE on this of	card.									
		Blended Rationale: DO NOT VOTE on this card.										
		COMPANY NOMINEES	Mgmt	No								

			Proposal	Rec	ISS Rec	Rec	Rec	Instruction	Mgmt	Policy	ISS
Di	lect Management Nominee irector Mary T. Barra	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Vo	oting Policy Rationale: DO NOT VOTE on this card.										
Ble	ended Rationale: DO NOT VOTE on this card.										
	-	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Vo	oting Policy Rationale: DO NOT VOTE on this card.										
Ble	ended Rationale: DO NOT VOTE on this card.										
	-	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Vo	oting Policy Rationale: DO NOT VOTE on this card.										
Ble	ended Rationale: DO NOT VOTE on this card.										
	-	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Vo	oting Policy Rationale: DO NOT VOTE on this card.										
Ble	ended Rationale: DO NOT VOTE on this card.										
	-	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Vo	oting Policy Rationale: DO NOT VOTE on this card.										
Ble	ended Rationale: DO NOT VOTE on this card.										
	-	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Vo	oting Policy Rationale: DO NOT VOTE on this card.										
Ble	ended Rationale: DO NOT VOTE on this card.										
	-	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Vo	oting Policy Rationale: DO NOT VOTE on this card.										
Ble	ended Rationale: DO NOT VOTE on this card.										
	-	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Vo	oting Policy Rationale: DO NOT VOTE on this card.										
Ble	ended Rationale: DO NOT VOTE on this card.										
Di	irector Maria Elena	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Vo	nting Policy Rationale: DO NOT VOTE on this card.										
Ble	ended Rationale: DO NOT VOTE on this card.										
	-	Mgmt	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
Vo	nting Policy Rationale: DO NOT VOTE on this card.										
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Elect Management Nominee         Director Michael B.G. Froman         Voting Policy Rationale: DO NOT VOTE on this card.         Elect Management Nominee         Director James P. Gorman         Voting Policy Rationale: DO NOT VOTE on this card.         Elect Management Nominee         Director Robert A. Iger         Voting Policy Rationale: DO NOT VOTE on this card.         Elect Management Nominee         Director Robert A. Iger         Voting Policy Rationale: DO NOT VOTE on this card.         Elect Management Nominee<	Director Safra A. CatzVoting Policy Rationale: DO NOT VOTE on this card.Blended Rationale: DO NOT VOTE on this card.Elect Management Nominee Director Amy L. ChangMgmtVoting Policy Rationale: DO NOT VOTE on this card.Blended Rationale: DO NOT VOTE on thi	Director Safra A. CatzVoting Policy Rationale: DO NOT VOTE on this card.Blended Rationale: DO NOT VOTE on this card.Director Amy L. ChangVoting Policy Rationale: DO NOT VOTE on this card.Blended Rationale: DO NOT VOTE on this card.Blended Rationale: DO NOT VOTE on this card.Elect Management NomineeDirector D. Jeremy DarrochVoting Policy Rationale: DO NOT VOTE on this card.Blended Rationale: DO NOT VOTE on thi	Director Safra A. Catz Voting Policy Rationale: DO NOT VOTE on this card. Blended Rationale: DO NOT VOTE on this card. Elect Management Nominee Mgmt Yes Withhold Director Amy L. Chang Voting Policy Rationale: DO NOT VOTE on this card. Elect Management Nominee Mgmt Yes Withhold Director D. Jeremy Darroch Mgmt Yes Withhold Director D. Jeremy Darroch Mgmt Yes Withhold Director D. Jeremy Darroch Mgmt Yes Withhold Director Carolyn N. Everson Mgmt Yes Withhold Director Carolyn N. Everson Mgmt Yes Withhold Director Anichael: DO NOT VOTE on this card. Elect Management Nominee Mgmt Yes Withhold Director Carolyn N. Everson Mgmt Yes Withhold Director Anichael: DO NOT VOTE on this card. Elect Management Nominee Mgmt Yes Withhold Director Anichael: DO NOT VOTE on this card. Elect Management Nominee Mgmt Yes Withhold Director Anichael B. DO NOT VOTE on this card. Elect Management Nominee Mgmt Yes Withhold Director James P. Gorman YoTE on this card. Elect Management Nominee Mgmt Yes Withhold Director Robert A. Iger Voting Policy Rationale: DO NOT VOTE on this card. Elect Management Nominee Mgmt Yes Withhold Director Robert A. Iger Voting Policy Rationale: DO NOT VOTE on this card. Elect Management Nominee Mgmt Yes Withhold Director Robert A. Iger Voting Policy Rationale: DO NOT VOTE on this card. Elect Management Nominee Mgmt Yes Withhold Director Maria Elena Lagomasino Voting Policy Rationale: DO NOT VOTE on this card. Elect Management Nominee Mgmt Yes Withhold Director Maria Elena Lagomasino Voting Policy Rationale: DO NOT VOTE on this card. Elect Management Nominee Mgmt Yes Withhold Director Maria Elena Lagomasino Voting Policy Rationale: DO NOT VOTE on this card. 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Elect Management Nominee Mgmt Yes Withhold Do Not Vote Vote Vote Related Rationale: DO NOT VOTE on this card. Blended Rationale: DO NOT VOTE on this card. Elect Management Nominee Mgmt Yes Withhold Do Not Vote	Director Safra A. Catz     Vote     Vote       Vote     Vote     Vote       Vote     Vote     Vote       Vote     Vote     Vote       Blended Rationale: DO NOT VOTE on this card.     Elect Management Nominee     Mgmt     Yes     Withhold     Do Not     Do Not       Vote     Vote     Vote     Vote     Vote     Vote       Woting Policy Rationale: DO NOT VOTE on this card.     Elect Management Nominee     Mgmt     Yes     Withhold     Do Not     Do Not       Vote     Vote     Vote     Vote     Vote     Vote       Woting Policy Rationale: DO NOT VOTE on this card.     Elect Management Nominee     Mgmt     Yes     Withhold     Do Not     Do Not       Vote     Vote     Vote     Vote     Vote     Vote       Vote     Vote     Note     Do Not     Do Not     Vote       Vote     Vote     Note     Vote     Vote       Vote     Vote     Note     Vote     Vote       Vote     Vote     Note     Vote     Vote       Vote     Note     Note     Vote     Vote       Vote     Note     Note     Note     Vote       Vote     Note     Note     Vote     Vote </td <td>Director Safra A. Catz     Vote     Vote     Vote     Vote       Moting Policy Rationale: DO NOT VOTE on this card.       Blended Rationale: DO NOT VOTE on this card.       Bl</td> <td>Director Safra A. Catz     Vote     Vote     Vote     Vote       Noting Askir, Rakionale: DO NOT VOTE on this card.     Bended Rationale: DO NOT VOTE on this card.     Do Not     Do Not     No       Bended Rationale: DO NOT VOTE on this card.     Withhold     Do Not     Do Not     No       Unction Policy Rakionale: DO NOT VOTE on this card.     Bended Rationale: DO NOT VOTE on this card.     Do Not     Do Not     No       Bended Rationale: DO NOT VOTE on this card.     Bended Rationale: DO NOT VOTE on this card.     Do Not     Do Not     No       Bended Rationale: DO NOT VOTE on this card.     Bended Rationale: DO NOT VOTE on this card.     Bended Rationale: DO NOT VOTE on this card.     No       Bended Rationale: DO NOT VOTE on this card.     Bended Rationale: DO NOT VOTE on this card.     No     No       Vote     Vote     Vote     Vote     Vote     No       Vote Softing Policy Rationale: DO NOT VOTE on this card.     No     Vote     Vote     Vote       Vote Softing Policy Rationale: DO NOT VOTE on this card.     No     Vote     Vote     Vote     No       Vote Softing Policy Rationale: DO NOT VOTE on this card.     No     Vote     Vote     No     No       Vote Softing Policy Rationale: DO NOT VOTE on this card.     No     Vote     Vote     Vote     No       Voting Policy Rationale: DO NOT VOTE</td> <td>Director Safra A. Catz     Vote     Vote     Vote       Vote     Vote     Vote     Vote       Vote     Vote     Vote     Vote     Vote       Vote     Vote     Vote     Vote     No       Performance     No     No     No     No       Vote     Vote     Vote     Vote     No     No       Vote     Vote     Vote     Vote     No     No       Vote     Vote     Vote     Vote     Vote     No       Vote     Vote     Vote     Vote     No     No       Vote     Vote     Vote     Vote     Vote     No       Vote     Vote     Vote     Vote     Vote     No       Vote     Vote     Vote     Vote     Vote     Vote       Vote     Vote     Vote     Vote     Vote     No       Vote     Vote     Vote     Vote     Vote</td>	Director Safra A. Catz     Vote     Vote     Vote     Vote       Moting Policy Rationale: DO NOT VOTE on this card.       Blended Rationale: DO NOT VOTE on this card.       Bl	Director Safra A. Catz     Vote     Vote     Vote     Vote       Noting Askir, Rakionale: DO NOT VOTE on this card.     Bended Rationale: DO NOT VOTE on this card.     Do Not     Do Not     No       Bended Rationale: DO NOT VOTE on this card.     Withhold     Do Not     Do Not     No       Unction Policy Rakionale: DO NOT VOTE on this card.     Bended Rationale: DO NOT VOTE on this card.     Do Not     Do Not     No       Bended Rationale: DO NOT VOTE on this card.     Bended Rationale: DO NOT VOTE on this card.     Do Not     Do Not     No       Bended Rationale: DO NOT VOTE on this card.     Bended Rationale: DO NOT VOTE on this card.     Bended Rationale: DO NOT VOTE on this card.     No       Bended Rationale: DO NOT VOTE on this card.     Bended Rationale: DO NOT VOTE on this card.     No     No       Vote     Vote     Vote     Vote     Vote     No       Vote Softing Policy Rationale: DO NOT VOTE on this card.     No     Vote     Vote     Vote       Vote Softing Policy Rationale: DO NOT VOTE on this card.     No     Vote     Vote     Vote     No       Vote Softing Policy Rationale: DO NOT VOTE on this card.     No     Vote     Vote     No     No       Vote Softing Policy Rationale: DO NOT VOTE on this card.     No     Vote     Vote     Vote     No       Voting Policy Rationale: DO NOT VOTE	Director Safra A. Catz     Vote     Vote     Vote       Vote     Vote     Vote     Vote       Vote     Vote     Vote     Vote     Vote       Vote     Vote     Vote     Vote     No       Performance     No     No     No     No       Vote     Vote     Vote     Vote     No     No       Vote     Vote     Vote     Vote     No     No       Vote     Vote     Vote     Vote     Vote     No       Vote     Vote     Vote     Vote     No     No       Vote     Vote     Vote     Vote     Vote     No       Vote     Vote     Vote     Vote     Vote     No       Vote     Vote     Vote     Vote     Vote     Vote       Vote     Vote     Vote     Vote     Vote     No       Vote     Vote     Vote     Vote     Vote

Management Nominee tor Mark G. Parker g Policy Rationale: DO NOT VOTE on this card. led Rationale: DO NOT VOTE on this card. Management Nominee tor Derica W. Rice g Policy Rationale: DO NOT VOTE on this card. led Rationale: DO NOT VOTE on this card. TRIAN GROUP NOMINEES Dissident Nominee tor Nelson Peltz g Policy Rationale: DO NOT VOTE on this card. led Rationale: DO NOT VOTE on this card. Dissident Nominee tor James ("Jay") A. lo g Policy Rationale: DO NOT VOTE on this card. lo	Mgmt Mgmt SH	Yes Yes No Yes Yes	Withhold Withhold Withhold	Vote Do Not Vote Do Not Vote		Do Not Vote Do Not Vote Do Not Vote	Do Not Vote Do Not Vote Do Not	No	No	No
led Rationale: DO NOT VOTE on this card. Management Nominee tor Derica W. Rice g Policy Rationale: DO NOT VOTE on this card. led Rationale: DO NOT VOTE on this card. TRIAN GROUP NOMINEES Dissident Nominee tor Nelson Peltz g Policy Rationale: DO NOT VOTE on this card. Led Rationale: DO NOT VOTE on this card. Dissident Nominee tor James ("Jay") A. lo g Policy Rationale: DO NOT VOTE on this card.	Mgmt Mgmt SH	No Yes	Withhold	Vote Do Not Vote Do Not		Vote Do Not Vote Do Not	Vote Do Not Vote Do Not	No		
Management Nominee tor Derica W. Rice g Policy Rationale: DO NOT VOTE on this card. led Rationale: DO NOT VOTE on this card. TRIAN GROUP NOMINEES Dissident Nominee tor Nelson Peltz g Policy Rationale: DO NOT VOTE on this card. Dissident Nominee tor James ("Jay") A. lo	Mgmt SH SH	No Yes	Withhold	Vote Do Not Vote Do Not		Vote Do Not Vote Do Not	Vote Do Not Vote Do Not	No		
tor Derica W. Rice g Policy Rationale: DO NOT VOTE on this card. led Rationale: DO NOT VOTE on this card. TRIAN GROUP NOMINEES Dissident Nominee tor Nelson Peltz g Policy Rationale: DO NOT VOTE on this card. Dissident Nominee tor James ("Jay") A. lo g Policy Rationale: DO NOT VOTE on this card. lo	Mgmt SH SH	No Yes	Withhold	Vote Do Not Vote Do Not		Vote Do Not Vote Do Not	Vote Do Not Vote Do Not	No		
led Rationale: DO NOT VOTE on this card. TRIAN GROUP NOMINEES Dissident Nominee tor Nelson Peltz g Policy Rationale: DO NOT VOTE on this card. ed Rationale: DO NOT VOTE on this card. Dissident Nominee tor James ("Jay") A. lo g Policy Rationale: DO NOT VOTE on this card. ed Rationale: DO NOT VOTE on this card.	Mgmt SH SH	Yes		Vote Do Not		Vote Do Not	Vote Do Not		No	No
TRIAN GROUP NOMINEES Dissident Nominee tor Nelson Peltz <i>g Policy Rationale: DO NOT VOTE on this card.</i> <i>led Rationale: DO NOT VOTE on this card.</i> Dissident Nominee tor James ("Jay") A. lo <i>g Policy Rationale: DO NOT VOTE on this card.</i> <i>led Rationale: DO NOT VOTE on this card.</i>	SH	Yes		Vote Do Not		Vote Do Not	Vote Do Not		No	No
Dissident Nominee tor Nelson Peltz <i>g Policy Rationale: DO NOT VOTE on this card.</i> <i>led Rationale: DO NOT VOTE on this card.</i> Dissident Nominee tor James ("Jay") A. lo <i>g Policy Rationale: DO NOT VOTE on this card.</i> <i>led Rationale: DO NOT VOTE on this card.</i>	SH	Yes		Vote Do Not		Vote Do Not	Vote Do Not		No	No
tor Nelson Peltz g Policy Rationale: DO NOT VOTE on this card. led Rationale: DO NOT VOTE on this card. Dissident Nominee tor James ("Jay") A. lo g Policy Rationale: DO NOT VOTE on this card. led Rationale: DO NOT VOTE on this card.	SH			Vote Do Not		Vote Do Not	Vote Do Not		No	No
led Rationale: DO NOT VOTE on this card. Dissident Nominee tor James ("Jay") A. lo g Policy Rationale: DO NOT VOTE on this card. led Rationale: DO NOT VOTE on this card.	SH	Yes	Withhold							
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tor James ("Jay") A. lo g Policy Rationale: DO NOT VOTE on this card. led Rationale: DO NOT VOTE on this card.		Yes	Withhold							
led Rationale: DO NOT VOTE on this card.							Vote	No	No	No
y PricewaterhouseCoopers										
as Auditors	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
g Policy Rationale: DO NOT VOTE on this card.										
led Rationale: DO NOT VOTE on this card.										
sory Vote to Ratify Named utive Officers' pensation	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
g Policy Rationale: DO NOT VOTE on this card.										
led Rationale: DO NOT VOTE on this card.										
nd Omnibus Stock Plan	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
g Policy Rationale: DO NOT VOTE on this card.										
led Rationale: DO NOT VOTE on this card.										
nit Severance Agreement nge-in-Control) to eholder Vote	SH	Yes	None	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
g Policy Rationale: DO NOT VOTE on this card.										
ed Rationale: DO NOT VOTE on this card.										
rt on Congruency of cal Spending with	SH	Yes	None	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
	nd Omnibus Stock Plan <i>a Policy Rationale: DO NOT VOTE on this card.</i> <i>ed Rationale: DO NOT VOTE on this card.</i> nit Severance Agreement nge-in-Control) to eholder Vote <i>a Policy Rationale: DO NOT VOTE on this card.</i> <i>ed Rationale: DO NOT VOTE on this card.</i>	ad Omnibus Stock Plan Mgmt <i>a Policy Rationale: DO NOT VOTE on this card.</i> <i>ed Rationale: DO NOT VOTE on this card.</i> hit Severance Agreement SH age-in-Control) to eholder Vote <i>a Policy Rationale: DO NOT VOTE on this card.</i> <i>ed Rationale: DO NOT VOTE on this card.</i> rt on Congruency of SH cal Spending with	ad Omnibus Stock Plan       Mgmt       Yes         a Policy Rationale: DO NOT VOTE on this card.       Image: Market State       Image: Market State         ed Rationale: DO NOT VOTE on this card.       SH       Yes         int Severance Agreement nge-in-Control) to encloder Vote       SH       Yes         a Policy Rationale: DO NOT VOTE on this card.       Image: Market State       Image: Market State         at Rationale: DO NOT VOTE on this card.       Image: Market State       Image: Market State         ed Rationale: DO NOT VOTE on this card.       Image: SH       Yes         et and Congruency of card Spending with       SH       Yes	ad Omnibus Stock Plan       Mgmt       Yes       For         a Policy Rationale: DO NOT VOTE on this card.       Image: DO NOT VOTE on this card.       Image: DO NOT VOTE on this card.         and Severance Agreement ange-in-Control) to encloder Vote       SH       Yes       None         a Policy Rationale: DO NOT VOTE on this card.       Image: DO NOT VOTE on this card.       Image: DO NOT VOTE on this card.         and Rationale: DO NOT VOTE on this card.       Image: DO NOT VOTE on this card.       Image: DO NOT VOTE on this card.         and Rationale: DO NOT VOTE on this card.       Image: SH       Yes       None         and Rationale: DO NOT VOTE on this card.       Image: SH       Yes       None	and Omnibus Stock PlanMgmtYesForDo Not Votea Policy Rationale: DO NOT VOTE on this card.ed Rationale: DO NOT VOTE on this card.hit Severance Agreement nge-in-Control) to eholder VoteSHYesNoneDo Not Votea Policy Rationale: DO NOT VOTE on this card.ed Rationale: DO NOT VOTE on this card.rt on Congruency of cal Spending withSHYesNoneDo Not Vote	Ind Omnibus Stock PlanMgmtYesForDo Not VoteIn Policy Rationale: DO NOT VOTE on this card.ed Rationale: DO NOT VOTE on this card.itit Severance Agreement rge-in-Control) to scholder VoteSHYesNoneDo Not VoteIn Policy Rationale: DO NOT VOTE on this card.ed Ra	Ind Omnibus Stock PlanMgmtYesForDo Not VoteDo Not VoteIf Policy Rationale: DO NOT VOTE on this card.and Policy Rationale: DO NOT VOTE on this card.and Policy Rationale: DO NOT VOTE on this card.and Policy Rationale: DO NOT VOTE on this card.and Spending with barry values and Prioritiesbarry Values and Priorities	and Omnibus Stock PlanMgmtYesForDo Not VoteDo Not VoteDo Not Votea Policy Rationale: DO NOT VOTE on this card.ed Rationale: DO NOT VOTE on this card.hit Severance Agreement nge-in-Control) to eholder VoteSHYesNoneDo Not VoteDo Not VoteDo Not Votea Policy Rationale: DO NOT VOTE on this card.ed Rationale: DO NOT VOTE on this card.red Rationale: DO NOT VOTE on this card.ed Rationale: DO NOT VOTE on this card.red Rationale: DO Not Votered Rationa	Ind Omnibus Stock PlanMgmtYesForDo Not VoteDo Not VoteDo Not VoteNoIn Policy Rationale: DO NOT VOTE on this card.ed Rationale: DO NOT VOTE on this card.with Severance Agreement rge-in-Control) to scholder VoteSHYesNoneDo Not VoteDo Not VoteDo Not VoteNoPolicy Rationale: DO NOT VOTE on this card.SHYesNoneDo Not VoteDo Not VoteNoNoPolicy Rationale: DO NOT VOTE on this card.SHYesNoneDo Not VoteDo Not VoteNoed Rationale: DO NOT VOTE on this card.SHYesNoneDo Not VoteDo Not VoteNort on Congruency of cal Spending with vony Values and PrioritiesSHYesNone VoteDo Not VoteDo Not VoteNo	And Omnibus Stock PlanMgmtYesForDo Not VoteDo Not VoteDo Not VoteNoNoA Policy Rationale: DO NOT VOTE on this card.ed Rationale: DO NOT VOTE on this card.with Severance Agreement rge-in-Control) to scholder VoteSHYesNoneDo Not VoteDo Not VoteDo Not VoteNoNoNoa Policy Rationale: DO NOT VOTE on this card.SHYesNoneDo Not VoteDo Not VoteNoNoNoa Policy Rationale: DO NOT VOTE on this card.SHYesNoneDo Not VoteDo Not VoteNoNoNoat concompruency of card Spending with wary Values and PrioritiesSHYesNoneDo Not VoteDo Not VoteDo Not VoteNoNo

Proposal Number	Significant Vote	Proposal Text	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									-	
Ballot Deta		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	4,214

### The Bank of New York Mellon Corporation

Record D	Date: 04/09/2 ate: 02/14/20 Security ID: (	)24	Country: USA Meeting Type: Annual Primary CUSIP: 0640583	100	M	-	<b>):</b> 1827700 <b>)IN:</b> US0640	581007		Proxy Level Primary SEI		7F6	
	toff Date: 04/0 ares: 2,188	08/2024	Total Ballots: 1 *Shares on Loan: 0			-	<b>y:</b> Sustainabilit r <b>ucted:</b> 2,188	Ŷ		Additional Po Shares Voted	•		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Linda	Z. Cook	Mgmt	Yes	For	For		For	For	No	No	No
												-	

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

## 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	Against Policy	Vote Agains ISS
1b		Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the di	rector nominees is war	rranted.								
		Blended Rationale: A vote FOR the directo	or nominees is warrante	ed.							Policy	
1c		Elect Director M. Amy Gilliland	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the di	rector nominees is war	rranted.								
		Blended Rationale: A vote FOR the directo	r nominees is warrante	ed.								
1d		Elect Director Jeffrey A. Goldstein	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the di	rector nominees is war	rranted.								
		Blended Rationale: A vote FOR the directo	r nominees is warrante	ed.								
1e		Elect Director K. Guru Gowrappan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the di	rector nominees is war	rranted.								
		Blended Rationale: A vote FOR the directo	r nominees is warrante	ed.							-	
1f		Elect Director Ralph Izzo	Mgmt	Yes	For	For		For	For	No	Against Policy           No           No	No
		Voting Policy Rationale: A vote FOR the di	rector nominees is war	rranted.								
		Blended Rationale: A vote FOR the directo	r nominees is warrante	ed.								
1g		Elect Director Sandra E. "Sandie" O'Connor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the di	rector nominees is war	rranted.								
		Blended Rationale: A vote FOR the directo	r nominees is warrante	ed.								
1h		Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the di	rector nominees is war	rranted.								
		Blended Rationale: A vote FOR the directo	r nominees is warrante	ed.								
1i		Elect Director Rakefet Russak-Aminoach	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the di	rector nominees is war	rranted.								
		Blended Rationale: A vote FOR the directo	r nominees is warrante	ed.							-	
1j		Elect Director Robin A. Vince	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the di	rector nominees is war	rranted.								
		Blended Rationale: A vote FOR the directo	r nominees is warrante	ed.							-	
1k		Elect Director Alfred W. "Al" Zollar	e: A vote FOR the director nominees is warranted. red W. "Al" Mgmt Yes For For For For	For	For	No	No	No				
		Voting Policy Rationale: A vote FOR the di	rector nominees is wai	rranted.								
		Rended Rationale: A vote FOR the directo	r nominooc ic worront	ad								

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

## The Bank of New York Mellon Corporation

roposal Significan umber Vote	t Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
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 p provides less transparency and raises grea in a quantitative pay-for-performance mise	ter concerns over the i	impact of dis					nd -		-	
	Blended Rationale: A vote FOR this propos less transparency and raises greater conce quantitative pay-for-performance misalign	erns over the impact of	discretion.					des			
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this p	roposal to ratify the au	ditor is warr	anted.							
	Blended Rationale: A vote FOR this propos	al to ratify the auditor	is warranted	d.							
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For		For	For	Yes	No	No
	Voting Policy Rationale: A vote FOR this p indirect lobbying expenditures and board o associated with the company's participatio	oversight mechanisms v	would help s			,	, .				
	Blended Rationale: A vote FOR this propos indirect lobbying expenditures and board of associated with the company's participatio	oversight mechanisms v	would help s				, .				
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 to its commitment to not discriminate against		nted as the c	company pi	rovides adeq	uate disclosur	es related i	0		-	
	Blended Rationale: A vote AGAINST this re commitment to not discriminate against pa		as the comp	any provid	es adequate	disclosures re	lated to its				

#### **Ballot Details**

Institutional Account 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
Sustainable bynamic, anassigned			03/21/2024	03/21/2024			
					Total Shares:	2,188	2,188

#### The Bank of Nova Scotia

	Date: 04/09/2 Date: 02/13/20		Country: Canada Meeting Type: Annual		-	icker: BNS leeting II	5 <b>):</b> 1814428			Proxy Level: 3 Primary SEDOL: 2076281 Additional Balian			
Primary S	Security ID:	064149107	Primary CUSIP: 06414910	7	P	rimary IS	<b>IN:</b> CA0641	491075		Primary SEI	<b>DOL:</b> 20762	81	
Earliest Cu	utoff Date: 04/0	04/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabili	-y		Additional Po	licy:		
Votable Sh	nares: 6,937		*Shares on Loan: 0		Shares Instructed: 6,937 Shares Voted: 6,937		<b>:</b> 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

### The Bank of Nova Scotia

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
		Voting Policy Rationale: Vote FOR all propos	ed nominees as no s	ignificant co	ncerns hav	e been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	ominees as no signifi	cant conceri	ns have bee	en identified	at this time.					
1.2		Elect Director Guillermo E. Babatz	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as no s	ignificant co	ncerns hav	e been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	ominees as no signifi	cant conceri	ns have bee	en identified	at this time.					
1.3		Elect Director Scott B. Bonham	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as no s	ignificant co	ncerns hav	e been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	ominees as no signifi	cant conceri	ns have bee	en identified	at this time.					
1.4		Elect Director Daniel (Don) H. Callahan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as no s	ignificant co	ncerns hav	e been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	ominees as no signifi	cant conceri	ns have bee	en identified	at this time.					
1.5		Elect Director W. Dave Dowrich	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as no s	ignificant co	ncerns hav	e been ident	tified at this til	ne.				
		Blended Rationale: Vote FOR all proposed no	ominees as no signifi	cant conceri	ns have bee	en identified	at this time.					
L.6	-	Elect Director Michael B. Medline	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as no s	ignificant co	ncerns hav	e been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	ominees as no signifi	cant conceri	ns have bee	en identified	at this time.					
1.7		Elect Director Lynn K. Patterson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as no s	ignificant co	ncerns hav	e been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	ominees as no signifi	cant conceri	ns have bee	en identified	at this time.					
L.8		Elect Director Michael D. Penner	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as no s	ignificant co	ncerns hav	e been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	ominees as no signifi	cant conceri	ns have bee	en identified	at this time.					
.9		Elect Director Una M. Power	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as no s	ignificant co	ncerns hav	e been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	ominees as no signifi	cant conceri	ns have bee	en identified	at this time.					
.10		Elect Director Aaron W. Regent	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as no s	ignificant co	ncerns hav	e been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	ominees as no signifi	cant conceri	ns have bee	en identified	at this time.					
1.11		Elect Director Calin Rovinescu	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	ed nominees as no s	ianificant co	ncerns hav	e heen ident	tified at this til	ne				

### The Bank of Nova Scotia

Proposal Signifi Number Vote	cant Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	vote Against Policy	Vote Agains ISS
1.12	Elect Director Sandra J. Stuart	Mgmt	Yes	For	For		For	For	No		No
	Voting Policy Rationale: Vote FOR all pro	posed nominees as no	significant co	ncerns hav	re been ident	tified at this tir	ne.			_	
	Blended Rationale: Vote FOR all proposed	d nominees as no signi	ficant concer	ns have be	en identified	at this time.					
1.13	Elect Director L. Scott Thomson	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote FOR all pro	posed nominees as no	significant co	ncerns hav	re been ident	tified at this tin	ne.				
	Blended Rationale: Vote FOR all proposed	d nominees as no signi	ficant concer	ns have be	en identified	at this time.					
1.14	Elect Director Benita M. Warmbold	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote FOR all pro	posed nominees as no	significant co	ncerns hav	re been ident	tified at this tir	ne.				
	Blended Rationale: Vote FOR all proposed	d nominees as no signi	ficant concer	ns have be	en 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 rat relative to total fees paid to the auditor.	ification of KPMG LLP a	as auditor as	non-audit f	fees (2 perce	ent) were reaso	onable				
	Blended Rationale: Vote FOR the ratificat total fees paid to the auditor.	ion of KPMG LLP as au	ditor as non-	audit fees (	(2 percent) w	vere reasonabi	le relative t	0			
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote FOR this no	n-binding advisory vote	e as there are	e no signific	cant issues a	t this time.					
	Blended Rationale: Vote FOR this non-bin	nding advisory vote as a	there are no	significant	issues at this	s time.					
	Shareholder Proposal	Mgmt	No								
4	SP 1: Report on Impact of Oil and Gas Divestment	SH	Yes	Against	Against		Against	Against	No	No	No
	Voting Policy Rationale: A vote AGAINST with industry best practices and already a divestment. The proponents request that and gas sector on shareholder value and practices and existing or upcoming regula	meets the proponents i the bank further quali other relevant econom	request that t fy and quanti	the bank di. ify the impa	sclose its exp acts of divest	posure to oil a tment from the	nd gas e Canadian	oil			
	Blended Rationale: A vote AGAINST this industry best practices and already meet. The proponents request that the bank fu sector on shareholder value and other re and existing or upcoming regulatory fran	s the proponents reque rther qualify and quant levant economic analys	est that the b ify the impac	ank disclose ts of divest	e its exposur ment from t	re to oil and ga he Canadian o	as divestme il and gas	ent.		a	
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
	Voting Policy Rationale: A vote FOR this the company's tax transparency and over				e requested	information w	ould enhan	oce			
	Blended Rationale: A vote FOR this propu			e of the req	uested infor	mation would	enhance th	ne			

company's tax transparency and overall calculation of compensation ratios.

#### 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
		Voting Policy Pationale: A vote FOP this proposal i	c warranted A	dditional inf	formation o	n the comna	nv's plan to re	duce its G	HG			

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.

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.

#### **Ballot Details**

Institutional Account 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
Sustainable Dynamic, anassigned			03/19/2024	03/19/2024			
					Total Shares:	6,937	6,937

#### Koninklijke Ahold Delhaize NV

Meeting	Date: 04/10/2	2024	Country: Netherlands		1	<b>icker:</b> AD				Proxy Level	: N/A		
Record D	Date: 03/13/20	024	Meeting Type: Annual		N	leeting I	<b>D:</b> 1816241						
Primary	Security ID:	N0074E105	Primary CUSIP: N0074E10	)5	F	Primary IS	SIN: NL0011	794037		Primary SE	DOL: BD0Q	398	
Earliest C	utoff Date: 04/0	02/2024	Total Ballots: 1		v	oting Polic	<b>:y:</b> Sustainabili	ty		Additional Po	licy:		
Votable S	hares: 22,004		*Shares on Loan: 0		s	hares Inst	ructed: 22,004	4		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
		Annual Meeting Age	nda	Mgmt	No								
1		Open Meeting		Mgmt	No								
		Voting Policy Rationa	ale: No vote is required for this	s item.									
		Blended Rationale: N	lo vote is required for this iten	n.									
2.1		Receive Report of M Board (Non-Voting)	lanagement	Mgmt	No								
		Voting Policy Rationa	ale: No vote is required for this	s item.									
		Blended Rationale: N	lo vote is required for this iten	n.									
2.2		Discussion on Comp Corporate Governan Structure		Mgmt	No								
		Voting Policy Rationa	ale: This is a non-voting item.										
		Blended Rationale: T	This is a non-voting item.										
2.3		Receive Explanation Company's Reserves Dividend Policy		Mgmt	No								
		Voting Policy Rationa	ale: This is a non-voting item.										
		Blended Rationale: T	This is a non-voting item.										

## Koninklijke Ahold Delhaize NV

roposal Signific umber Vote	cant Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS	
2.4	Adopt Financial Statements	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR is warrante auditors.	ed because of the a	absence of c	concern wi	th the compa	any's audit pro	cedures or	its				
	Blended Rationale: A vote FOR is warranted be auditors.	ecause of the abser	nce of conce	ern with th	e company's	audit procedu	res or its			-		
2.5	Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this divided being excessive.	nd proposal is warı	ranted beca	use the pr	oposed payou	ut ratio is adeq	uate with	out				
	Blended Rationale: A vote FOR this dividend pr being excessive.	roposal is warrante	d because t	he propos	ed payout rat	tio is adequate	without					
3	Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR is warrante regarding actual content and disclosure.	ed as the proposed	remunerati	on report	is in in line w	ith market pra	ctice,			-		
	Blended Rationale: A vote FOR is warranted as actual content and disclosure.	the proposed rem	uneration re	eport is in	in line with n	narket practice	, regarding	7				
4.1	Approve Discharge of Management Board	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR is warrante controversies that the management board and,					-	compelling	7		-		
	Blended Rationale: A vote FOR is warranted be controversies that the management board and,				-		pelling					
4.2	Approve Discharge of         Mgmt         Yes         For         For         For         No           Supervisory Board											
	Voting Policy Rationale: A vote FOR is warrante controversies that the management board and,			,		-	compelling	7		-		
	Blended Rationale: A vote FOR is warranted be controversies that the management board and,		,		-		pelling			-		
5.1	Reelect Bill McEwan to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear no known controversy concerning the candidat	r to possess the ne				-		5		-		
	Blended Rationale: A vote FOR these elections four years; * The candidates appear to posses controversy concerning the candidates							-				
5.2	Reelect Helen Weir to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear no known controversy concerning the candidat	r to possess the ne						5				
	Blended Rationale: A vote FOR these elections four years; * The candidates appear to posses controversy concerning the candidates							-				
5.3	Reelect Frank van Zanten to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear no known controversy concerning the candidat	r to possess the ne				-		5		Against Policy No No No No No No No No No		
	Blended Rationale: A vote FOR these elections four years; * The candidates appear to posses: controversy concerning the candidates					-		-		-		

## Koninklijke Ahold Delhaize NV

roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS	
5.4		Elect Robert Jan van de Kraats to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear no known controversy concerning the candidates	r to possess the ne				-		5				
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to posses controversy concerning the candidates							-				
5.5		Elect Laura Miller to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appear no known controversy concerning the candidates	r to possess the ne						5				
		Blended Rationale: A vote FOR these elections four years; * The candidates appear to posses controversy concerning the candidates					,		5				
6		Ratify KPMG Accountants N.V. as Auditors	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrant	ed because there a	re no conce	rns regard	ling this prop	osal.						
		Blended Rationale: A vote FOR is warranted be	ecause there are no	o concerns r	egarding t	this proposal.							
7.1		Grant Board Authority to Issue Mgmt Yes For For For For For No Shares Up to 10 Percent of Issued Capital											
		Voting Policy Rationale: A vote FOR this propo volume and duration.	sal is warranted be	cause it is ir	n line with	commonly u	sed safeguards	s regarding	7				
		Blended Rationale: A vote FOR this proposal is volume and duration.	warranted becaus	e it is in line	with com	monly used s	afeguards reg	arding					
7.2		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this propo volume and duration.	sal is warranted be	cause it is ir	n line with	commonly u	sed safeguards	s regarding	7				
		Blended Rationale: A vote FOR this proposal is volume and duration.	warranted becaus	e it is in line	with com	monly used s	afeguards reg	arding					
7.3		Authorize Board to Acquire Common Shares	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warrant volume and pricing; * The authorization would share capital; and * The authorization would a price prior to the repurchase.	l allow Koninklijke /	Ahold Delhai	ize to repu	irchase up to	10.00 percent	of the iss	ued				
		Blended Rationale: A vote FOR is warranted be volume and pricing; * The authorization would share capital; and * The authorization would a price prior to the repurchase.	allow Koninklijke	Ahold Delhai	ize to repu	irchase up to	10.00 percent	of the iss					
7.4		Approve Cancellation of	Mgmt	Yes	For	For		For	For	No	No No No No No No	No	
7.4		Repurchased Shares											

## Koninklijke Ahold Delhaize NV

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8	Close Meeting		Mgmt	No								
	Voting Policy Rationale: No	vote is required for t	his item.									
	Blended Rationale: No vote	is required for this it	em.									
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Approv	red			22,00	14	22,0	004
	-		03/11/2024		03/11/2024							
							1	Total Shares:	22,0	)4	22,0	04

#### **U.S. Bancorp**

Record D	Date: 04/16/2 Date: 02/20/20 Security ID:	)24	Country: USA Meeting Type: Annual Primary CUSIP: 90297	3304	м	-	B D: 1829897 SIN: US9029	Proxy Level: 3 Primary SEDOL: 2736035							
Earliest Cu	utoff Date: 04/1	15/2024	Total Ballots: 1		v	oting Polic	<b>:y:</b> Sustainabili		Additional Po	licy:					
Votable Sł	hares: 2,782		*Shares on Loan: 0		s	hares Inst	ructed: 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 Agains ISS		
1a		Elect Director Warne	er L. Baxter	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationa	ale: A vote FOR the director	r nominees is wari	ranted.										
		Blended Rationale: A	Blended Rationale: A vote FOR the director nominees is warranted.												
1b		Elect Director Dorot Bridges	thy J.	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationa	ale: A vote FOR the director	r nominees is wari	ranted.										
		Blended Rationale: A	A vote FOR the director non	ninees is warrante	d.										
1c		Elect Director Elizab	beth 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	A vote FOR the director non	ninees is warrante	d.										
1d		Elect Director Andre	ew Cecere	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationa	ale: A vote FOR the director	r nominees is wari	ranted.										
		Blended Rationale: A vote FOR the director nominees is warranted.													
1e		Elect Director Alan B	B. Colberg	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationa	ale: A vote FOR the director	r nominees is wari	ranted.										
		Blended Rationale: A	A vote FOR the director non	ninees is warrante	d.										
1f		Elect Director Kimbe Ellison-Taylor	erly N.	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationa	ale: A vote FOR the director	r nominees is wari	ranted.										
		Blended Rationale: A	A vote FOR the director non	ninees is warrante	d.										

## U.S. Bancorp

roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1g		Elect Director Kimberly J. Harris	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direc	tor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director n	ominees is warrante	ed.								
1h		Elect Director Roland A. Hernandez	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direc	tor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director n	ominees is warrante	ed.								
1i		Elect Director Richard P. McKenney	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direc	tor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director n	ominees is warrante	ed.								
1j		Elect Director Yusuf I. Mehdi	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director n	ominees is warrante	ed.								
1k		Elect Director Loretta E. Reynolds	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	tor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director n	ominees is warrante	ed.								
11		Elect Director John P. Wiehoff	Mgmt	Yes	For	For		For	For	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 Scott W. Wine Mgmt Yes For For For For 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
		Compensation 										
		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.										
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	1.							
4		Approve Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No

#### **U.S. Bancorp**

#### **Ballot Details**

Institutional Account 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		2,782	2,782
			03/25/2024	03/25/2024			
					Total Shares:	2,782	2,782

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

Record D	Date: 04/17/2 ate: 04/12/20 Security ID: 1	24	Country: Luxembour Meeting Type: Annu Primary CUSIP: L93	Jal	M	-	4r D: 1835273 SIN: LU0629	460675	Proxy Level: N/A Primary SEDOL: B59RQP3					
-	itoff Date: 04/0		Total Ballots: 1	5562651			<b>:y:</b> Sustainabili			Additional Policy:				
/otable Sh	nares: 32,189		*Shares on Loan: 0		S	hares Inst	ructed: 32,18	9		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 Agains ISS	
1		Receive and Approv and Auditor's Report		Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationa	ale: A vote FOR this iten	n is warranted due to	o the lack of	concerns i	regarding thi	s proposal.						
		Blended Rationale: A	A vote FOR this item is v	varranted due to the	lack of conc	erns regar	ding this pro	posal.						
2		Approve Financial St	tatements	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												
			t vote FOR is warranted t the annual report is no			-				not				
3		Approve Allocation of and Dividends	of Income	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationa	oting Policy Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal.											
		Blended Rationale: A	A vote FOR this item is v	varranted due to the	lack of conc	erns regar	ding this pro	pposal.						
4		Approve Discharge	of Directors	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationa the past year.	ale: A vote FOR this iter	n is warranted given	the lack of a	ny specific	c concern wit	th the board's a	actions ove	er				
		Blended Rationale: A past year.	A vote FOR this item is v	varranted given the l	ack of any s	pecific con	cern with the	e board's actio	ns over the	2				
5.a		Re-elect Clemens Re Director	euter as	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationa composition.	ale: A vote FOR these it	ems is warranted in t	the absence	of any con	ncern about t	he board and	its					
		Blended Rationale: A	1 vote FOR these items	is warranted in the a	bsence of an	y concern	about the b	oard and its co	mposition.					
5.b		Re-elect Josee Lynd Director	a Denis as	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationa composition.	ale: A vote FOR these it	ems is warranted in t	the absence	of any con	ncern about t	the board and	its					

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

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
5.c	Re-elect Marie Antoinette 'Nina Petrini as Director	3'	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 warra	nted in the ab	osence of an	y concern	about the bo	pard and its co	mposition.				
5.d	Re-elect Anke Jager as Director Mgmt Yes For For For For 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 warra	nted in the ab	osence of an	y concern	about the bo	pard and its co	mposition.				
5.e	Approve Discharge of Ernst & Young as Auditor		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warranted in the absence of concern about the auditor's actions during the last fiscal year.											
	Blended Rationale: A vote FOR year.	this item is warrante	ed in the absei	nce of conce	ern about t	the auditor's	actions during	the last fi	scal			
5.f	Renew Appointment of Ernst & Young as Auditor		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this auditor 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 i	equired for this item										
Ballot Details												
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ved			32,18	9	32,1	189
ustainable Dynamic, unassigned			03/21/2024		03/21/2024							

### **Carrier Global Corporation**

Meeting Date: 04/18/2024 Record Date: 02/27/2024			Country: USA Meeting Type: Annual			icker: CAF leeting II	RR <b>):</b> 1829808		Proxy Level: 3					
Primary 9	Security ID:	14448C104	Primary CUSIP: 14448C104			Primary ISIN: US14448C1045					Primary SEDOL: BK4N0D7			
Earliest Cutoff Date: 04/17/2024			Total Ballots: 1			-	y: Sustainabili	Σγ	Additional Policy:					
Votable Sh	nares: 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-Pie	rre	Mgmt	Yes	For	For		For	For	No	No	No	

Total Shares:

32,189

32,189

## **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	
		Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director	r nominees is warrant	ed.							-		
1b		Elect Director David L. Gitlin	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director	r nominees is warrant	ed.									
1c		Elect Director John J. Greisch	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director	r nominees is warrant	ed.									
1d		Elect Director Charles M. Holley, Jr.	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the dir	rector nominees is wa	rranted.							-		
		Blended Rationale: A vote FOR the director	r nominees is warrant	ed.							-		
1e		Elect Director Michael M. McNamara	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the dir	rector nominees is wa	rranted.									
		Blended Rationale: A vote FOR the director	r nominees is warrant	ed.							-		
1f		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	r nominees is warrant	ed.							-		
1g		Elect Director Michael A. Todman	Mgmt	Yes	For	For		For	For	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 Maximilian (Max) Viessmann	Mgmt	Yes	For	For		For	For	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 Virginia M. Wilson	Mgmt	Yes	For	For		For	For	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 Beth A. Wozniak	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the dir	rector nominees is wa	rranted.							-		
		Blended Rationale: A vote FOR the director	r nominees is warrant	ed.							-		

# **Carrier Global Corporation**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
2	Advisory Vote to Ratify Name Executive Officers' Compensation	ed	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot concerns exist regarding the over a multi-year performance	LTI program, equity	awards were ta	argeted to be	e half perfo	ormance-cor		-				
	Blended Rationale: A vote FC concerns exist regarding the over a multi-year performance	LTI program, equity	awards were ta	argeted to be	e half perfo	ormance-cor			ed			
3	Ratify PricewaterhouseCoope	ers	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot	e FOR this proposal	to ratify the au	ditor is warr	anted.						-	
	Blended Rationale: A vote FO	R this proposal to ra	atify the auditor	is warranted	<i>d.</i>						-	
4	Report on Lobbying Payment and Policy	S	SH	Yes	Against	For		For	For	Yes	No	No
	Voting Policy Rationale: A vol evaluate the company's lobby		n is warranted,	as greater o	lisclosure v	vould allow :	shareholders to	better			_	
	Blended Rationale: A vote FC the company's lobbying activi		warranted, as gi	reater disclo	sure would	l allow share	holders to beta	ter evaluat	e		-	
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	ihares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Approv				1,82	7	1,8	327
			03/24/2024		03/24/2024							
								Total Shares	: 1,82	27	1,8	27

#### **The Toronto-Dominion Bank**

Meeting Date: 04/18/20	)24	Country: Canada		т	icker: TD				Proxy Level	: 3		
Record Date: 02/20/202	24	Meeting Type: Annual/	Special	M	leeting ID	<b>:</b> 1808055						
Primary Security ID: 8	91160509	Primary CUSIP: 89116	0509	Р	rimary IS	IN: CA8911	605092		Primary SED	<b>DOL:</b> 28972	22	
Earliest Cutoff Date: 04/16	5/2024	Total Ballots: 1		V	oting Polic	<b>y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Shares: 10,359		*Shares on Loan: 0		S	hares Instr	ucted: 10,359	Э		Shares Voted	: 10,359		
Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1	Elect Director Aymar	n Antoun	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationa	le: Vote FOR all proposed	nominees as no si	ignificant col	ncerns hav	re been ident	tified at this tin	ne.				
	Blended Rationale: V	ote FOR all proposed nom	inees as no signific	cant concerr	ns have be	en identified	at this time.					
1.2	Elect Director Cherie	L. Brant	Mgmt	Yes	For	For		For	For	No	No	No
	oting Policy Rationale: Vote FOR all proposed nominees as no s			ignificant col	ncerns hav	e been ideni	tified at this tin	ne.				

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

roposal Signit umber Vote	iicant Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
1.3	Elect Director Amy W. Brinkley	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote FOR all prop	osed nominees as no s	ignificant co	ncerns hav	ve been ideni	tified at this tir	ne.				
	Blended Rationale: Vote FOR all proposed	nominees as no signifi	cant concerr	ns have be	en 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 prop	osed nominees as no s	ignificant co	ncerns hav	ve been ideni	tified at this tir	ne.				
	Blended Rationale: Vote FOR all proposed	nominees as no signifi	cant concerr	ns have be	en 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 prop	osed nominees as no s	ignificant co	ncerns hav	ve been ideni	tified at this tir	ne.				
	Blended Rationale: Vote FOR all proposed	nominees as no signifi	cant concerr	ns have be	en 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 prop	osed nominees as no s	ignificant co	ncerns hav	ve been ideni	tified at this tir	ne.				
	Blended Rationale: Vote FOR all proposed	nominees as no signifi	cant concerr	ns have be	en 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 prop	osed nominees as no s	ignificant co.	ncerns hav	ve been ideni	tified at this tir	ne.				
	Blended Rationale: Vote FOR all proposed	nominees as no signifi	cant concerr	ns have be	en 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 prop	osed nominees as no s	ignificant co	ncerns hav	ve been iden	tified at this tir	ne.				
	Blended Rationale: Vote FOR all proposed	nominees as no signifi	cant concerr	ns have be	en 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 prop	osed nominees as no s	ignificant co	ncerns hav	ve been ideni	tified at this tir	ne.				
	Blended Rationale: Vote FOR all proposed	nominees as no signifi	cant concerr	ns have be	en 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 prop	osed nominees as no s	ignificant co	ncerns hav	ve been ideni	tified at this tir	ne.				
	Blended Rationale: Vote FOR all proposed	nominees as no signifi	cant concerr	ns have be	en 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 prop	osed nominees as no s	ignificant co	ncerns hav	ve been ideni	tified at this tir	ne.				
	Blended Rationale: Vote FOR all proposed	nominees as no signifi	cant concerr	ns have be	en identified	at this time.					
	Elect Director S. Jane Rowe	Mgmt	Yes	For	For		For	For	No	No	No
1.12				,	ve heen iden	tified at this tir	ne.				
1.12	Voting Policy Rationale: Vote FOR all prop	osed nominees as no s	ignificant co.	ncerns nav	e been laem						
1.12	Voting Policy Rationale: Vote FOR all prop Blended Rationale: Vote FOR all proposed		-								
1.12			-				For	For	No	No	No

-	Significant Vote	Proposal Text	Proponent	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
		Voting Policy Rationale: Vote FOR all proposed	nominees as no s	ignificant co	ncerns hav	re been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed nom	inees as no signifi	cant conceri	ns have be	en identified	at this time.					
1.15		Elect Director Mary A. Winston	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all proposed	nominees as no s	ignificant co	ncerns hav	re been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed nom	inees as no signifi	cant conceri	ns have be	en identified	at this time.					
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the ratification reasonable relative to total fees paid to the auto		ng LLP as au	ditor as no	on-audit fees	(2 percent) w	ere				
		Blended Rationale: Vote FOR the ratification of relative to total fees paid to the auditor.	Ernst & Young LL	P as auditor	as non-au	dit fees (2 pe	ercent) were r	easonable				
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR this non-bind	ding advisory vote	as there are	e no signifi	cant issues a	t this time.				-	
		Blended Rationale: Vote FOR this non-binding a	advisory vote as th	here are no s	significant	issues at this	s time.					
4		Approve Increase in Maximum Aggregate Remuneration of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: VOTE RECOMMENDAT. remuneration and minimum number of director Requirement: Two-thirds of votes cast			-	-						
		Blended Rationale: VOTE RECOMMENDATION and minimum number of directors as no signific of votes cast			-							
5		Approve Other By-law No. 1 Amendments	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR the proposed	d by-laws as no sig	gnificant gov	ernance co	oncerns have	e been identifie	ed.				
		Blended Rationale: Vote FOR the proposed by-	laws as no signific	ant governa	nce concer	rns have bee	n identified.				-	
		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
		Voting Policy Rationale: A vote AGAINST this p designed to promote pay for performance, taki for shareholders and the benefit of all employe	ing compensation									

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.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
7		SP 2: Disclose Transition Activities Towards 2030 Emission Reduction Targets	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this prop Emissions Reduction and Net-Zero Goals wou Adoption of the resolution would also provide oversight of related risks.	ld help ensure stron	nger alignme	ent betweel	n the compa	any's policies a	nd actions.				
		Blended Rationale: A vote FOR this proposal Reduction and Net-Zero Goals would help en the resolution would also provide shareholder related risks.	sure stronger alignm	nent betwee	n the comp	oany's policie	es and actions.	Adoption of	of			
8		SP 3: Introduce Incentive Compensation for All Employees Against ESG Objectives	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this framework, goals and progress made towards robust oversight structure for ESG governance determine the variable compensation pool for to ESG goals may further enhance the bank's company performance by evaluating individue have limited influence over ESG metrics and p difficult to link and track compensation with b appears to be overly prescriptive. As such, a	s them in its 2023 S e. The bank incorpor the senior executiv focus on ESG goals al performance obje performance due to ESG metrics for all et	ustainability prates a num re team. Wh r, employee ctives again the nature o mployees. Ii	Report. In ober of ESG ile tying a interests a st their spe of their spe n light of th	addition, th factors into portion of all ppear to be es. In addition porific roles ar the above, the	te bank has a the key metri l'employees co sufficiently alig on, some empl nd responsibili e proponent's	clear and ics used to ompensatio gned with loyees may ties, making				
		Blended Rationale: A vote AGAINST this shar framework, goals and progress made toward robust oversight structure for ESG governance determine the variable compensation pool for to ESG goals may further enhance the bank's company performance by evaluating individu have limited influence over ESG metrics and p difficult to link and track compensation with t appears to be overly prescriptive. As such, a	s them in its 2023 S e. The bank incorpor the senior executiv focus on ESG goals al performance obje performance due to ESG metrics for all et	ustainability prates a num re team. Wh r, employee ctives again the nature o mployees. Ii	Report. In ober of ESG ile tying a interests a interests a st their spe of their spe n light of th	addition, th factors into portion of all ppear to be es. In addition polific roles ar the above, the	ne bank has a of the key metri l'employees co sufficiently alig on, some empl nd responsibilit e proponent's	clear and ics used to ompensatio gned with loyees may ties, making			-	
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
		Voting Policy Rationale: A vote FOR this prop the company's tax transparency and overall c		·		e requested	l information w	ould enhar	oce			
		Blended Rationale: A vote FOR this proposal company's tax transparency and overall calcu			e of the req	quested infor	rmation would	enhance tl	ne			
10		SP 5: Advisory Vote on Environmental Policies	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this prop emissions would allow investors to better und would allow shareholders to express their opi	lerstand how the co	mpany is m	anaging its	climate cha	nge related ris		HG			
		Blended Rationale: A vote FOR this proposal emissions would allow investors to better und would allow shareholders to express their opi	is warranted. Addition Ierstand how the co	onal informa mpany is m	tion on the anaging its	company's climate cha	plan to reduce onge related ris				-	

oposal Significan umber Vote	t Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
11	SP 6: Report on Impact of Oil and Gas Divestment	SH	Yes	Against	Against		Against	Against	No	No	No
	Voting Policy Rationale: A vote AGAINST t with industry best practices and already n divestment. The proponents request that and gas sector on shareholder value and o practices and existing or upcoming regula	neets the proponents re the bank further qualify other relevant economi	equest that t v and quanti	he bank di. fy the impa	sclose its exp acts of divest	posure to oil a tment from the	nd gas e Canadian			-	
	Blended Rationale: A vote AGAINST this s industry best practices and already meets The proponents request that the bank fun sector on shareholder value and other rele and existing or upcoming regulatory frame	the proponents reques ther qualify and quanti evant economic analysi	t that the ba fy the impac	ank disclose ts of divest	e its exposur ment from t	re to oil and ga he Canadian c	as divestme nil and gas				
12	SP 7: Report on All Out-of-Court Settlements	SH	Yes	Against	Against		Against	Against	No	No	No
	Voting Policy Rationale: Vote AGAINST thi may be material to the bank in the financi and cost without apparent benefits to sha	ial statements. Addition					-				
	Blended Rationale: Vote AGAINST this sha be material to the bank in the financial sta cost without apparent benefits to shareho	atements. Additional dis					-	,			
13	SP 8: Establish an All Out-of-Court Settlements Committee	SH	Yes	Against	Against		Against	Against	No	No	No
	Voting Policy Rationale: A vote AGAINST t limit on the bank's flexibility to determine oversight. In addition, no strong rationale	an appropriate oversig	ht mechanis	n for itself				,			
	Blended Rationale: A vote AGAINST this p on the bank's flexibility to determine an a addition, no strong rationale for the propo	ppropriate oversight me	echanism for	,							
14	SP 9: Provide All Employees the Same Amount of Benefit Credits	SH	Yes	Against	Against		Against	Against	No	No	No
	Voting Policy Rationale: Vote AGAINST thi design of the bank's benefits program. Th receiving more benefit credits than employ with the bank's culture to support employ	e bank's benefits progr yees without depender	am that per	mits emplo	, yees with m	ore than one d	dependent			-	
	Blended Rationale: Vote AGAINST this sha design of the bank's benefits program. Th receiving more benefit credits than emplo	e bank's benefits progr	am that per	nits emplo	yees with m	ore than one d	dependent				

#### Ballot Details

Institutional Account 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

# iShares II plc - iShares MSCI Europe SRI UCITS ETF

Meeting Date: 04/19/2024 Record Date: 04/18/2024	Country: Ireland Meeting Type: Annual	Ticker: IESE Meeting ID: 1822729	Proxy Level: N/A
Primary Security ID: G4953W358	Primary CUSIP: G4953W358	Primary ISIN: IE00B52VJ196	Primary SEDOL: B3MMMX1
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 Agains ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR the Com warranted because no significant concerns h		ission of the	Directors	' report and f	financial staten	nents is				
		Blended Rationale: A vote FOR the Company because no significant concerns have been in		n of the Dire	ectors' rep	ort and finand	cial statements	s is warran	ted			
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item	n is warranted as no	significant c	oncerns h	ave been ider	ntified.					
		Blended Rationale: A vote FOR this item is w	varranted as no signi	ficant conce	rns have l	been identifie	d.					
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote FOR this item	n is warranted becau	se there are	no concel	rns regarding	this proposal.					
		Blended Rationale: A vote FOR this item is w	arranted because th	ere are no c	oncerns re	egarding this	proposal.					
4		Re-elect Ros O'Shea as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote AGAINST nor the board. A vote FOR the re-election of Petu independence issue has been identified and management engagement committee, which The Company is an open-ended fund which director nominees is warranted.	er Vivian is warrante he may participate in is not in line with re	d, although n meetings l commended	it is not w held by the d best prac	ithout concer e Board in fuli ctice. The ma	n because: * / filling its duties in reason for s	A potential s as support is:				
		Blended Rationale: A vote AGAINST nominat board. A vote FOR the re-election of Peter V independence issue has been identified and management engagement committee, which The Company is an open-ended fund which director nominees is warranted.	ivian is warranted, a he may participate in h is not in line with re	lthough it is n meetings f commended	not witho held by the d best prac	ut concern be e Board in fuli ctice. The ma	ecause: * A po filling its duties hin reason for s	tential s as support is:	*			
5		Re-elect Padraig Kenny as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote AGAINST nor the board. A vote FOR the re-election of Peti independence issue has been identified and management engagement committee, which The Company is an open-ended fund which director nominees is warranted.	er Vivian is warrante he may participate in is not in line with re	d, although n meetings f commended	it is not w held by the d best prac	ithout concer e Board in fuli ctice. The ma	n because: * / filling its duties hin reason for s	A potential s as support is:			-	
		Blended Rationale: A vote AGAINST nominal board. A vote FOR the re-election of Peter V. independence issue has been identified and management engagement committee, which The Company is an open-ended fund which director nominees is warranted.	ivian is warranted, a he may participate in h is not in line with re	lthough it is n meetings h ecommended	not witho held by the d best prac	ut concern be e Board in fuli ctice. The ma	ecause: * A po filling its duties hin reason for s	tential s as support is:	*		-	

#### iShares II plc - iShares MSCI Europe SRI UCITS ETF

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
6		Re-elect Deirdre Somers as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote AGAINST in the board. A vote FOR the re-election of Pe independence issue has been identified and management engagement committee, whil The Company is an open-ended fund which director nominees is warranted.	eter Vivian is warranted d he may participate ir ch is not in line with re	d, although n meetings l commended	it is not wi held by the hest prace	ithout concer Board in fur ctice. The ma	rn because: * A Ifilling its duties ain reason for s	A potential s as support is:	*		a	
		Blended Rationale: A vote AGAINST nomin board. A vote FOR the re-election of Peter independence issue has been identified an management engagement committee, whi The Company is an open-ended fund which director nominees is warranted.	Vivian is warranted, al d he may participate ir ch is not in line with re	lthough it is n meetings l ecommended	not withou held by the hest prace	it concern be Board in fui ctice. The ma	ecause: * A po Ifilling its duties ain reason for s	tential s as support is:	*			
7		Re-elect William McKechnie as Director	Mgmt	Yes	For	For		Against	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote AGAINST nu the board. A vote FOR the re-election of Pe independence issue has been identified and management engagement committee, whil The Company is an open-ended fund which director nominees is warranted.	eter Vivian is warranted d he may participate ir ch is not in line with re	d, although n meetings l commended	it is not wi held by the hest prace	ithout concel Board in ful ctice. The ma	rn because: * A Ifilling its duties ain reason for s	A potential s as support is:	*			
		Blended Rationale: A vote AGAINST nomin board. A vote FOR the re-election of Peter independence issue has been identified and management engagement committee, whi The Company is an open-ended fund which director nominees is warranted.	Vivian is warranted, al d he may participate ir ch is not in line with re	lthough it is n meetings h commended	not withou held by the hest prace	it concern be Board in fui ctice. The ma	ecause: * A po Ifilling its duties ain reason for s	tential s as support is:	*			
8		Re-elect Peter Vivian as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		Voting Policy Rationale: A vote AGAINST n the board. A vote FOR the re-election of Pe independence issue has been identified an management engagement committee, whi The Company is an open-ended fund which director nominees is warranted.	eter Vivian is warranted d he may participate ir ch is not in line with re	d, although n meetings l commended	it is not wi held by the hest prace	ithout concel Board in ful ctice. The ma	rn because: * A Ifilling its duties ain reason for s	A potential s as support is:	*			
		Blended Rationale: A vote AGAINST nomin board. A vote FOR the re-election of Peter independence issue has been identified an management engagement committee, whi The Company is an open-ended fund which	Vivian is warranted, al d he may participate ir ch is not in line with re	lthough it is n meetings l ecommended	not withou held by the hest prace	it concern be Board in fui ctice. The ma	ecause: * A po Ifilling its duties ain reason for s	tential s as support is:	*			

Institutional Account 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	0

### **National Bank of Canada**

	Date: 04/19/2	24	Country: Canada Meeting Type: Annual/S		Ν	icker: NA leeting ID		c=100.4		Proxy Level			
rimary S	Security ID: (	533067103	Primary CUSIP: 633067	103	P	rimary IS	IN: CA6330	671034		Primary SE	DOL: 20773	303	
	utoff Date: 04/1	6/2024	Total Ballots: 1				<b>y:</b> Sustainabili			Additional Po	-		
otable Sh	nares: 2,125		*Shares on Loan: 0		S	hares Instr	ucted: 2,125			Shares Voted	: 2,125		
roposal umber	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1.1		Elect Director Pierre	Blouin	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ident	tified at this tir	ne.			_	
		Blended Rationale: V	Vote FOR all proposed nomin	ees as no signifi	cant concen	ns have bee	en identified	at this time.					
1.2		Elect Director Pierre	e Boivin	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ideni	tified at this tir	ne.				
		Blended Rationale: V	Vote FOR all proposed nomin	ees as no signifi	cant concen	ns have bee	en identified	at this time.					
1.3		Elect Director Yvon	Charest	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ideni	tified at this tir	ne.				
		Blended Rationale: V	lended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.									-	
1.4		Elect Director Patric Curadeau-Grou	ia	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ident	tified at this tir	ne.				
		Blended Rationale: V	Vote FOR all proposed nomin	ees as no signifi	cant concen	ns have bee	en identified	at this time.					
1.5		Elect Director Laure	ent Ferreira	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ident	tified at this tir	ne.				
		Blended Rationale: V	Vote FOR all proposed nomin	ees as no signifi	cant concen	ns have bee	en identified	at this time.				-	
1.6		Elect Director Annic	k Guerard	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ident	tified at this tir	ne.				
		Blended Rationale: V	Vote FOR all proposed nomin	ees as no signifi	cant conceri	ns have bee	en identified	at this time.					
1.7		Elect Director Karen	n Kinsley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ident	tified at this tir	ne.			-	
		Blended Rationale: V	Vote FOR all proposed nomin	ees as no signifi	cant conceri	ns have bee	en identified	at this time.				-	
1.8		Elect Director Lynn	Loewen	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ident	tified at this tir	ne.			-	
		Blended Rationale: V	Vote FOR all proposed nomin	ees as no signifi	cant conceri	ns have bee	en identified	at this time.					
1.9		Elect Director Rebea McKillican	сса	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ident	tified at this tir	ne.			-	
		Blended Rationale: V	Vote FOR all proposed nomin	ees as no signifi	cant conceri	ns have bee	en identified	at this time.				-	
		Elect Director Arielle			Voc	For	For		For	For	No	No	No
1.10		Meloul-Wechsler	2	Mgmt	Yes	101	101		101	101		110	

### **National Bank of Canada**

nificant re Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agair ISS	
Elect Director Rob	ert Pare	Mgmt	Yes	For	For		For	For	No	No	No	
Voting Policy Ratio	nale: Vote FOR all propose	ed nominees as no si	ignificant co	ncerns hav	re been ident	tified at this tin	ne.					
Blended Rationale:	Vote FOR all proposed no	ominees as no signifi	cant concer	ns have be	en identified	at this time.				-		
Elect Director Pier	e Pomerleau	Mgmt	Yes	For	For		For	For	No	No	No	
Voting Policy Ratio	nale: Vote FOR all propose	ed nominees as no si	ignificant co	ncerns hav	re been ident	tified at this tin	ne.					
Blended Rationale:	Vote FOR all proposed no	ominees as no signifi	cant concer	ns have be	en identified	at this time.						
Elect Director Mac	ky Tall	Mgmt	Yes	For	For		For	For	No	No	No	
Voting Policy Ratio	nale: Vote FOR all propose	ed nominees as no si	ignificant co	ncerns hav	re been ident	tified at this tin	ne.					
Blended Rationale:	Vote FOR all proposed no	ominees as no signific	cant concer	ns have be	en identified	at this time.				-		
Advisory Vote on E Compensation App		Mgmt	Yes	For	For		For	For	No	No	No	
Voting Policy Ratio	nale: Vote FOR this non-bi	inding advisory vote	as there are	e no signifi	cant issues a	at this time.						
Blended Rationale:	Vote FOR this non-binding	g advisory vote as th	here are no	significant	issues at this	s time.						
Ratify Deloitte LLP	as Auditors	Mgmt	Yes	For	For		For	For	No	No	No	
- /	oting Policy Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (6 percent) were reasonable elative to total fees paid to the auditor. lended Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (6 percent) were reasonable relative to											
Blended Rationale: total fees paid to ti		of Deloitte LLP as au	ıditor as noi	n-audit fee.	s (6 percent)	) were reasona	ble relativ	e to				
Approve Increase Amount of Compe Directors		Mgmt	Yes	For	For		For	For	No	No	No	
	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.											
	Vote FOR this resolution in tion with the increase have	-	n annual dire	ector remu	neration as r	no significant g	overnance	2				
Increase Maximun Consideration Limi Preferred Shares	55 5	Mgmt	Yes	For	For		For	For	No	No	No	
growth of the bank peers which also he	nale: Vote FOR the propos 's balance sheet since sha ave preferred share autho e input if the bank needs t	areholders last appro rizations do not emp	ved a simila bloy aggrega	or request il ate conside	n 2007. In ad	ddition, certain	of the ba	nk's				
the bank's balance which also have pr	Vote FOR the proposed re sheet since shareholders eferred share authorization e input if the bank needs t	last approved a simil ns do not employ ag	lar request i gregate con	in 2007. In Isideration	addition, cei	rtain of the bai	nk's peers					
Shareholder Propo	sals	Mgmt	No									
SP 1: Disclose Nor Information Relati Bank's Country-by Reporting	ng to the	SH	Yes	Against	Against		For	For	Yes	No	Yes	
				requested in	nformation w	vould enhance	the			_		
Information Relati Bank's Country-by Reporting Voting Policy Ration company's tax tran Blended Rationale:	ng to the -Country <i>nale: Vote F</i> sparency and Vote FOR to	OR this resolu ad overall calco his resolution	OR this resolution as public disclos d overall calculation of compensat	OR this resolution as public disclosure of the r Id overall calculation of compensation ratios. his resolution as public disclosure of the reque	OR this resolution as public disclosure of the requested in d overall calculation of compensation ratios. his resolution as public disclosure of the requested inform	OR this resolution as public disclosure of the requested information v id overall calculation of compensation ratios. his resolution as public disclosure of the requested information would	OR this resolution as public disclosure of the requested information would enhance id overall calculation of compensation ratios. his resolution as public disclosure of the requested information would enhance the o	OR this resolution as public disclosure of the requested information would enhance the id overall calculation of compensation ratios. his resolution as public disclosure of the requested information would enhance the company's	OR this resolution as public disclosure of the requested information would enhance the id overall calculation of compensation ratios.	OR this resolution as public disclosure of the requested information would enhance the id overall calculation of compensation ratios. his resolution as public disclosure of the requested information would enhance the company's tax	OR this resolution as public disclosure of the requested information would enhance the id overall calculation of compensation ratios. his resolution as public disclosure of the requested information would enhance the company's tax	

#### **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	2,125

#### **ING Groep NV**

	ate: 03/25/20 Security ID:		Meeting Type: Annu Primary CUSIP: N4			-	D: 1811641 SIN: NL0011	821202		Primary SEI	<b>DOL:</b> BZ573	390	
Earliest Cu	utoff Date: 04/1	12/2024	Total Ballots: 1		v	oting Poli	<b>cy:</b> Sustainabili	ty		Additional Po	licy:		
Votable Sl	nares: 59,258		*Shares on Loan: 0		s	hares Inst	tructed: 59,25	8		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
		Annual Meeting Age	enda	Mgmt	No								
1		Open Meeting		Mgmt	No								
		Voting Policy Ration	ale: No vote is required	for this item.									
		Blended Rationale: I	No vote is required for th	his item.									
2A		Receive Report of E Board (Non-Voting)		Mgmt	No								
		Voting Policy Ration	ale: No vote is required	for these items.									
		Blended Rationale: I	No vote is required for th	hese items.									
2B		Receive Report of S Board (Non-Voting)	, ,	Mgmt	No								
		Voting Policy Ration	ale: No vote is required	for these items.									
		Blended Rationale: I	No vote is required for th	hese items.									
2C		Discussion on Comp Corporate Governar Structure		Mgmt	No								
		Voting Policy Ration	ale: This is a non-voting	item.									
		Blended Rationale:	This is a non-voting item										

# **ING Groep NV**

roposal Significa umber Vote	nt Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS	
2D	Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR is war regarding actual content and disclosure.	rranted as the proposed	d remunerat	ion report	is in in line v	vith market pra	actice,			-		
	Blended Rationale: A vote FOR is warrante actual content and disclosure.	ed as the proposed ren	nuneration re	eport is in	in line with n	market practice	, regardin	g				
2E	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR is war auditors.	rranted because of the	absence of o	concern wi	ith the compo	any's audit pro	cedures o	r its		-		
	Blended Rationale: A vote FOR is warrante auditors.	ed because of the abse	nce of conce	ern with th	e company's	audit procedu	res or its					
ЗА	Receive Explanation on Dividend and Distribution Policy	Mgmt	No									
	Voting Policy Rationale: This is a non-voti	ng item.										
	Blended Rationale: This is a non-voting ite	em.										
3B	Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this de being excessive.	<i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
	Blended Rationale: A vote FOR this dividen being excessive.	nd proposal is warrante	ed because t	he propos	ed payout ra	tio is adequate	e without			-		
4A	Approve Discharge of Executive Board	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.											
	Blended Rationale: A vote FOR is warrante controversies that the management board		,		-		pelling					
4B	Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR is war controversies that the management board			-		-	compellin	g				
	Blended Rationale: A vote FOR is warrante controversies that the management board		,		-		pelling					
5	Ratify Deloitte Accountants B.V. (Deloitte) as Auditors	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR is war	rranted because there a	are no conce	erns regard	ling this prop	osal.						
	Blended Rationale: A vote FOR is warrante	ed because there are n	o concerns i	regarding t	this proposal.							
6A	Approve Remuneration Policy of the Executive Board	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR is war remuneration policy are considered to be			nt(s) as we	ell as the ove	rall structure c	of the					
	Blended Rationale: A vote FOR is warrante		endment(s)	as well as	the overall s	tructure of the	remunera	ntion		-		

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.

# **ING Groep NV**

roposal Signif umber Vote	ïcant Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
6B	Approve Remuneration Policy of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR is we board regarding this remuneration propo Committee Members	•						'or		_	
	Blended Rationale: A vote FOR is warran regarding this remuneration proposal. By Committee Members				-		-	1			
7A	Reelect Juan Colombas to Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
	Voting Policy Rationale: A vote AGAINST Naus is warranted for lack of diversity or		an Colomba	s Calafat, I	Herman A. H	l. Hulst, and Ha	arold H. J.	G.			
	Blended Rationale: A vote AGAINST incu is warranted for lack of diversity on the l		olombas Cal	afat, Hern	nan A. H. Hul	lst, and Harold	' H. J. G. Na	aus		-	
7B	Reelect Herman Hulst to Supervisory Board	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
	Voting Policy Rationale: A vote AGAINST Naus is warranted for lack of diversity or		an Colomba	s Calafat, i	Herman A. H	I. Hulst, and Ha	arold H. J.	G.			
	Blended Rationale: A vote AGAINST incuis is warranted for lack of diversity on the l		olombas Cal	afat, Herm	nan A. H. Hul	lst, and Harold	'H. J. G. Na	<i>aus</i>			
С	Reelect Harold Naus to     Mgmt     Yes     For     For     Against     Against     Yes       Supervisory Board     -     -     -     -     -     -     -										Yes
		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.									
	Blended Rationale: A vote AGAINST incu is warranted for lack of diversity on the l		olombas Cal	afat, Herm	nan A. H. Hul	lst, and Harold	H. J. G. Na	aus			
8A	Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A qualified vote regard to volume and duration and the c ensures at least economic compensation not be able to participate in a rights offe	ompany provided additio for rights unassumed. H	onal guidanc lowever, it is	e on the a s not withd	pplication of	preemptive rig	ghts and	ht		-	
	Blended Rationale: A qualified vote FOR volume and duration and the company p least economic compensation for rights u to participate in a rights offering based o	rovided additional guida Inassumed. However, it	nce on the a is not withou	pplication	of preemptiv	ve rights and e	nsures at				
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A qualified vote regard to volume and duration and the c ensures at least economic compensation not be able to participate in a rights offe	ompany provided additio for rights unassumed. H	onal guidanc lowever, it is	e on the a s not withd	pplication of	preemptive rig	ghts and	ht		-	
	Blended Rationale: A qualified vote FOR volume and duration and the company p least economic compensation for rights u to participate in a rights offering based of	rovided additional guida Inassumed. However, it	nce on the a is not withou	, pplication	of preemptiv	ve rights and e	nsures at				

#### **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 authorization that would allow ING Groep to repu maximum 10 percent.							of			
		Blended Rationale: A vote FOR is warranted beca authorization that would allow ING Groep to repo maximum 10 percent.				-			of			
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 car									

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	59,258

#### **AXA SA**

-	Date: 04/23/2 Pate: 04/19/20		Country: France Meeting Type: Annual	/Special	-	<b>icker:</b> CS <b>Ieeting I</b> I	<b>D:</b> 1818051			Proxy Level	: N/A		
Primary	Security ID:	F06106102	Primary CUSIP: F061	06102	P	rimary IS	SIN: FR0000	120628		Primary SE	DOL: 70884	29	
Earliest Cu	utoff Date: 04/2	18/2024	Total Ballots: 1		v	oting Polic	<b>:y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Sl	nares: 26,594		*Shares on Loan: 0		s	hares Inst	ructed: 26,59	4		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 S and Statutory Repor		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa and lack of concerns	ale: Votes FOR the approv s.	al of the annual ac	counts are v	warranted	due to the u	nqualified audi	itors' opinio	on			
		Blended Rationale: V lack of concerns.	otes FOR the approval of	the annual accoun	ts are warra	anted due i	to the unqua	lified auditors'	opinion ar	nd			
2		Approve Consolidate Statements and Stat Reports		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa and lack of concerns	ale: Votes FOR the approv S.	al of the annual ac	counts are v	warranted	due to the u	nqualified audi	itors' opinio	on			
		Blended Rationale: V	lotes FOR the approval of	the annual accoun	ts are warra	anted due i	to the unqua	lified auditors'	opinion ar	nd			

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

lack of concerns.

oposal Significan mber Vote	t Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agaiı ISS
3	Approve Allocation of Income and Dividends of EUR 1.98 per Share	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this incom without being excessive.	ne allocation propos	al is warran	ted becaus	se the propo	osed payout rat	io is adequ	ıate			
	Blended Rationale: A vote FOR this income al without being excessive.	location proposal is	warranted L	pecause the	e proposed p	payout ratio is	adequate				
ł	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remu	neration report is w	arranted be	cause it do	oes not raise	any significan	t concern.				
	Blended Rationale: A vote FOR this remunera	tion report is warraı	nted becaus	e it does n	ot raise any	significant con	cern.				
5	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remu	neration report is w	arranted be	cause it do	oes not raise	e any significan	t concern.				
	Blended Rationale: A vote FOR this remunera	tion report is warrai	nted becaus	e it does n	ot raise any	significant con	cern.				
5	Approve Compensation of Thomas Buberl, CEO	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remu assessment of the overperformance on individ other concerns.			-	-						
	Blended Rationale: A vote FOR this remunera assessment of the overperformance on individ other concerns.	-	-		-						
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remu	neration policy is w	arranted be	cause it do	es not raise	any significant	t concern.				
	Blended Rationale: A vote FOR this remunera	tion policy is warran	ted because	e it does no	ot raise any	significant con	cern.				
3	Approve Remuneration Policy of CEO	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remu maintains the possibility of a post-mandate ve The main reason for support is: * There are n	esting of awards, wi		-	-						
	Blended Rationale: A vote FOR this remunera maintains the possibility of a post-mandate ve The main reason for support is: * There are r	esting of awards, wi	-		-						
)	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this policy	v is warranted as it	does not rai	se concern	<i>IS.</i>						
	Blended Rationale: A vote FOR this policy is w	varranted as it does	not raise co	oncerns.							
.0	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For		For	For	No	No	No
		oting Policy Rationale: A vote FOR this proposal is warranted because the information disclosed in the auditors' special report									
	Blended Rationale: A vote FOR this proposal i	s warranted becaus	e the inforn	nation discl	losed in the	auditors' specia	al report d	oes			

roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agair ISS
11		Reelect Antoine Gosset-Grainville as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the reelection concerns (Items 11-15). Votes FOR the reelection A-E are warranted.							ns			
		Blended Rationale: Votes FOR the reelections of (Items 11-15). Votes FOR the reelection of Helen warranted.										
12		Reelect Clotilde Delbos as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the reelection concerns (Items 11-15). Votes FOR the reelection A-E are warranted.							ns			
		Blended Rationale: Votes FOR the reelections of (Items 11-15). Votes FOR the reelection of Helen warranted.	,				,					
13		Reelect Isabel Hudson as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the reelection concerns (Items 11-15). Votes FOR the reelection A-E are warranted.							ns			
		Blended Rationale: Votes FOR the reelections of (Items 11-15). Votes FOR the reelection of Helen warranted.					,					
14		Reelect Angelien Kemna as Director	Mgmt	Yes	For	For		For	For	No	No	No
		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.										
		Blended Rationale: Votes FOR the reelections of (Items 11-15). Votes FOR the reelection of Helen warranted.										
15		Reelect Marie-France Tschudin as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the reelection concerns (Items 11-15). Votes FOR the reelection A-E are warranted.							ns			
		Blended Rationale: Votes FOR the reelections of (Items 11-15). Votes FOR the reelection of Helen warranted.	,				,					
16		Elect Helen Browne as Representative of Employee Shareholders to the Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the reelection concerns (Items 11-15). Votes FOR the reelection A-E are warranted.	-					-	ns			
		Blended Rationale: Votes FOR the reelections of (Items 11-15). Votes FOR the reelection of Helen warranted.										
		Proposals Submitted by Employees of Axa Group	Mgmt	No								

-	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
A		Elect Stefan Bolliger as Representative of Employee Shareholders to the Board	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: Votes FOR the reele concerns (Items 11-15). Votes FOR the reel A-E are warranted.							15			
		Blended Rationale: Votes FOR the reelection (Items 11-15). Votes FOR the reelection of a warranted.										
В		Elect Olivier Eugene as Representative of Employee Shareholders to the Board	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: Votes FOR the reele concerns (Items 11-15). Votes FOR the reel A-E are warranted.						-	15			
		Blended Rationale: Votes FOR the reelection (Items 11-15). Votes FOR the reelection of warranted.					-					
С		Elect Benjamin Sauniere as Representative of Employee Shareholders to the Board	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: Votes FOR the reele concerns (Items 11-15). Votes FOR the reel A-E are warranted.							15			
		Blended Rationale: Votes FOR the reelection (Items 11-15). Votes FOR the reelection of warranted.										
D		Elect Mark Sundrakes as Representative of Employee Shareholders to the Board	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: Votes FOR the reels concerns (Items 11-15). Votes FOR the reel A-E are warranted.						,	15			
		Blended Rationale: Votes FOR the reelection (Items 11-15). Votes FOR the reelection of warranted.										
E		Elect Detlef Thedieck as Representative of Employee Shareholders to the Board	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: Votes FOR the reels concerns (Items 11-15). Votes FOR the reel A-E are warranted.						-	15			
		Blended Rationale: Votes FOR the reelection (Items 11-15). Votes FOR the reelection of warranted.	,				,					
17		Appoint KPMG SA as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warr	ranted because there	are no conc	erns regard	ding these p	roposals.					
		Blended Rationale: Votes FOR are warranted	d because there are r	no concerns	regarding i	these propo	sals.					

roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains 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
		Voting Policy Rationale: A vote FOR this no	n-contentious proposa	l is warrante	ed.							
		Blended Rationale: A vote FOR this non-co	ntentious proposal is v	varranted.								
19		Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are war	ranted because there	are no conce	erns regar	ding these p	roposals.					
		Blended Rationale: Votes FOR are warrante	ed because there are r	o concerns	regarding	these propos	sals.					
20		Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are war	ranted because there	are no conce	erns regar	ding these p	roposals.					
		Blended Rationale: Votes FOR are warrante	ed because there are r	o concerns	regarding	these propo	sals.					
21		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 buybac	k programs merit a vo	te FOR.								
		Blended Rationale: Such share buyback pro	ograms merit a vote FO	OR.								
		Extraordinary Business	Mgmt	No								
22		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these p	roposed authorizations	are warran	ted as the	y do not rais	e concerns.					
		Blended Rationale: Votes FOR these propos	sed authorizations are	warranted a	as they do	not raise col	ncerns.					
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
		Voting Policy Rationale: Votes FOR these p	roposed authorizations	s are warran	ted as the	y do not rais	e concerns.					
		Blended Rationale: Votes FOR these propos	sed authorizations are	warranted a	as they do	not raise col	ncerns.					
24		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this ite	m is warranted as suc	h share capi	ital reducti	ions are favo	rable to sharel	holders.				
		Blended Rationale: A vote FOR this item is	warranted as such sha	are capital re	eductions a	are favorable	to shareholde	rs.				
		Ordinary Business	Mgmt	No								
		Authorize Filing of Required	Mgmt	Yes	For	For		For	For	No	No	No
25		Documents/Other Formalities										

#### **Ballot Details**

Institutional Account 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:	26,594	26,594

# **Truist Financial Corporation**

Record D	Date: 04/23/2 Date: 02/15/20 Security ID: 1	)24	Country: USA Meeting Type: Annual Primary CUSIP: 898320	0109	n	-	C D: 1832154 SIN: US8983	3201094		Proxy Level Primary SEI		287	
Earliest Cu	utoff Date: 04/2 hares: 3,386	-	Total Ballots: 1 *Shares on Loan: 0	(10)	۷	oting Polic	ructed: 3,386	ity		Additional Po	olicy:		
Proposal Number	Significant Vote	Proposal Text		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 Jennif Banner	fer S.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nom	ninees is warrante	ed.								
1b		Elect Director K. Dav Jr.	vid Boyer,	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.							-	
		Blended Rationale: A	A vote FOR the director nom	ninees is warrante	ed.							-	
1c		Elect Director Agnes Scanlan	s Bundy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nom	ninees is warrante	ed.								
1d		Elect Director Dallas Clement	s S.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.							_	
		Blended Rationale: A	A vote FOR the director nom	ninees is warrante	ed.								
1e		Elect Director Patric Graney, III	k C.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nom	ninees is warrante	ed.								
1f		Elect Director Linnie Haynesworth	e M.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.							_	
		Blended Rationale: A	A vote FOR the director nom	ninees is warrante	ed.							-	
1g		Elect Director Donna	a S. Morea	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nom	ninees is warrante	ed.								

# **Truist Financial Corporation**

roposal Significant lumber Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1h	Elect Director Charles A. Patton	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the direct	ctor nominees is war	ranted.								
	Blended Rationale: A vote FOR the director r	nominees is warrante	d.								
1i	Elect Director William H. Rogers, Jr	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the direc	ctor nominees is war	ranted.							-	
	Blended Rationale: A vote FOR the director r	nominees is warrante	ed.								
1j	Elect Director Thomas E. Skains	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the direc	ctor nominees is war	ranted.								
	Blended Rationale: A vote FOR the director r	nominees is warrante	ed.								
1k	Elect Director Laurence Stein	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the direct	ctor nominees is war	ranted.								
	Blended Rationale: A vote FOR the director r	nominees is warrante	ed.							-	
11	Elect Director Bruce L. Tanner	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the direct	ctor nominees is war	ranted.								
	Blended Rationale: A vote FOR the director r	nominees is warrante	ed.							-	
1m	Elect Director Steven C. Voorhees	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the direct	ctor nominees is war	ranted.							-	
	Blended Rationale: A vote FOR the director r	nominees is warrante	d.								
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this prop	oosal to ratify the au	ditor is warr	anted.							
	Blended Rationale: A vote FOR this proposal	to ratify the auditor	is warrantee	d.						-	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the prop compensation arrangements and related disc rigorous. However, the STI and LTI are suffic with company performance. Further, RSUs co address related pay program concerns.	closure of the CEO of ciently based on qua	f TIH. Additi ntified, pre-	ionally, a re set goals a	elative LTI ta and below tai	arget goal is no rget payouts w	ot particula vere aligne			-	
	Blended Rationale: A vote FOR the proposal arrangements and related disclosure of the C However, the STI and LTI are sufficiently bas company performance. Further, RSUs carry a related pay program concerns.	CEO of TIH. Addition sed on quantified, pr	ally, a relati re-set goals	ve LTI targ and below	et goal is no target payou	t particularly r uts were aligne	igorous. ed with			-	
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For		For	For	Yes	No	No
	Voting Policy Rationale: A vote FOR this reso evaluate the company's lobbying efforts.	olution is warranted, a	as sharehold	ders would	benefit from	n increased dis	closure to			-	
	Blended Rationale: A vote FOR this resolution evaluate the company's lobbying efforts.	n is warranted, as sh	areholders	would bene	efit from incr	reased disclosu	ire to				

# **Truist Financial Corporation**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
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 vot its commitment to not discrin			ted as the c	ompany pr	rovides adeq	uate disclosure	es related t	Ø			
	Blended Rationale: A vote AG commitment to not discrimina			s the comp	any provide	es adequate	disclosures rel	ated to its				
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ed			3,38	6	3,3	86
			04/03/2024		04/03/2024							
							т	otal Shares:	3,38	6	3,3	86

# **Ameriprise Financial, Inc.**

Record D	Date: 04/24/2 Date: 02/26/20 Security ID:	024	Country: USA Meeting Type: Annual Primary CUSIP: 03076C1	106	N	-	IP D: 1835692 SIN: US0307	6C1062		Proxy Level Primary SEI		)57	
Earliest C	utoff Date: 04/2	23/2024	Total Ballots: 1		v	oting Polio	<b>:y:</b> Sustainabili	ty		Additional Po	licy:		
Votable S	hares: 296		*Shares on Loan: 0		s	ihares Inst	ructed: 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 Cracchiolo	s M.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomin	nees is warrante	ed.							-	
1b		Elect Director Rober Sharpe, Jr.	t F.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	1 vote FOR the director nomin	nees is warrante	ed.							-	
1c		Elect Director Diann	e Neal Blixt	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomin	nees is warrante	ed.								
1d		Elect Director Amy [	DiGeso	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nomin	nees is warrante	ed.								
1e		Elect Director Christ Williams	opher J.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director i	nominees is war	ranted.							-	
		Blended Rationale: A	vote FOR the director nomin	nees is warrante	d							-	

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

# Ameriprise Financial, Inc.

Proposal Significant Number Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1f	Elect Director Armando Pimentel, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR to	he director nominees is wa	rranted.								
	Blended Rationale: A vote FOR the di	rector nominees is warrant	ed.								
1g	Elect Director Brian T. Shea	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR t	he director nominees is wa	rranted.								
	Blended Rationale: A vote FOR the di	rector nominees is warrant	ed.								
1h	Elect Director W. Edward Walter, III	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR t	he director nominees is wa	rranted.							-	
	Blended Rationale: A vote FOR the di	rector nominees is warrant	ed.							-	
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 t considered to reasonably balance sha qualified officers to serve the compar	reholders' interest in office		-	-	-		,		-	
	Blended Rationale: A vote FOR this p to reasonably balance shareholders' in officers to serve the company.				. ,			ered			
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR to review.	his proposal is warranted a	s pay and pe	rformance	e were reasor	nably aligned fo	or the year	r in			
	Blended Rationale: A vote FOR this pareview.	roposal is warranted as pay	∕ and perform	nance wer	e reasonably	aligned for the	e year in			-	
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR t	his proposal to ratify the at	ıditor is warr	anted.							
	Blended Rationale: A vote FOR this p	roposal to ratify the audito	r is warrantee	<i>d.</i>							
Ballot Details											
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number Ballo	ot Status Instructed		Approved		Ballot Voting Si	tatus	Votable S	hares	Shares	Voted

(IA Name, IA Number)	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:	296	296

# **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

	utoff Date: 04/1 hares: 733	16/2024         Total Ballots: 1           *Shares on Loan: 0			-	<b>cy:</b> Sustainabilit tructed: 733	ty		Additional Po Shares Voted			
Proposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Aga ISS
		Annual Meeting Agenda	Mgmt	No								
1		Open Meeting	Mgmt	No								
		Voting Policy Rationale: No vote is required for the	is item.									
		Blended Rationale: No vote is required for this iter	т.								-	
2		Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt	No								
		Voting Policy Rationale: This is a non-voting item.										
		Blended Rationale: This is a non-voting item.									-	
Ba		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted a regarding actual content and disclosure.	as the proposed	d remunerati	ion report	is in in line w	vith market pra	ctice,			-	
		Blended Rationale: A vote FOR is warranted as the actual content and disclosure.	e proposed ren	nuneration re	eport is in	in line with n	narket practice,	, regarding	9			
3b		Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted a auditors.	because of the	absence of o	concern w	ith the compa	any's audit pro	cedures or	r its		_	
		Blended Rationale: A vote FOR is warranted becau auditors.	use of the abse	ence of conce	ern with ti	he company's	audit procedu	res or its				
3c		Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt	No								
		Voting Policy Rationale: This is a non-voting item.									-	
		Blended Rationale: This is a non-voting item.										
3d		Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No								
		Voting Policy Rationale: This is a non-voting item.										
		Blended Rationale: This is a non-voting item.									-	
3e		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this dividend , being excessive.	proposal is war	ranted beca	use the pi	roposed payo	ut ratio is adeq	uate with	out			
		Blended Rationale: A vote FOR this dividend propo being excessive.	osal is warrante	ed because t	he propos	ed payout rai	tio is adequate	without			-	
4a		Approve Discharge of Management Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted to controversies that the management board and/or			,		-	compelling	7			
		Blended Rationale: A vote FOR is warranted becau controversies that the management board and/or				-		pelling				

roposal Significant umber Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
4b	Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted controversies that the management board and/or			,		-	compelling	7			
	Blended Rationale: A vote FOR is warranted beca controversies that the management board and/ou		-		-		pelling				
5	Approve Number of Shares for Management Board	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is w	varranted becau	se the terms	of the pro	oposed equit;	y plan are not	problemat	ic.			
	Blended Rationale: A vote FOR this item is warran	nted because th	e terms of ti	he propose	ed equity plai	n are not prob	lematic.			-	
ба	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt	No								
	Voting Policy Rationale: These are non-voting iter	ms.									
	Blended Rationale: These are non-voting items.										
6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt	No								
	Voting Policy Rationale: These are non-voting iter	ms.									
	Blended Rationale: These are non-voting items.										
7a	Discuss Updated Profile of the Supervisory Board	Mgmt	No								
	Voting Policy Rationale: This is a non-voting item										
	Blended Rationale: This is a non-voting item.										
7b	Reelect A.P. Aris to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these election exceeding four years; * The candidates appear to no known controversy concerning the candidates	o possess the ne						5			
	Blended Rationale: A vote FOR these elections is four years; * The candidates appear to possess to controversy concerning the candidates.						-				
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these election exceeding four years; * The candidates appear to no known controversy concerning the candidates	o possess the ne						5			
	Blended Rationale: A vote FOR these elections is four years; * The candidates appear to possess to controversy concerning the candidates.						-				
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these election exceeding four years; * The candidates appear to no known controversy concerning the candidates	o possess the ne						5			
	Blended Rationale: A vote FOR these elections is four years; * The candidates appear to possess to controversy concerning the candidates.						-				

roposal Significant lumber Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agaiı ISS
7e	Discuss Composition of the Supervisory Board		Mgmt	No								
	Voting Policy Rationale: This is	a non-voting item.										
	Blended Rationale: This is a no	on-voting item.										
8a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional Percent in Case of Merger or Acquisition		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote volume and duration.	FOR this proposal is	; warranted be	ecause it is ir	n line with	commonly u	sed safeguards	s regarding	7		_	
	Blended Rationale: A vote FOR volume and duration.	' this proposal is war	ranted becaus	e it is in line	with com	monly used s	safeguards reg	arding				
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote volume and duration.	FOR this proposal is	; warranted be	ecause it is ir	n line with	commonly u	sed safeguards	s regarding	7		_	
	Blended Rationale: A vote FOR volume and duration.	' this proposal is war	ranted becaus	e it is in line	with com	monly used s	safeguards reg	arding				
)	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 volume and pricing; * The auti capital; and * The authorizatio prior to the repurchase.	horization would allo	w ASML Holdii	ng to repurci	hase up to	10.00 perce	ent of the issue	d share	-			
	Blended Rationale: A vote FOR volume and pricing; * The auth capital; and * The authorizatio prior to the repurchase.	horization would allo	w ASML Holdin	ng to repurci	hase up to	10.00 perce	ent of the issue	d share	ice			
	prior to the reputchaser							_				
10	Authorize Cancellation of Repurchased Shares		Mgmt	Yes	For	For		For	For	No	No	No
10	Authorize Cancellation of	FOR is warranted b					ers' interests.	For	For	No	No	No
10	Authorize Cancellation of Repurchased Shares		ecause the car	ncellation of	shares is i	in shareholde		For	For	No	No -	No
	Authorize Cancellation of Repurchased Shares Voting Policy Rationale: A vote		ecause the car	ncellation of	shares is i	in shareholde		For	For	No	No -	No
	Authorize Cancellation of Repurchased Shares Voting Policy Rationale: A vote Blended Rationale: A vote FOR	? is warranted becau	ecause the car se the cancella Mgmt	ncellation of ation of share	shares is i	in shareholde		For	For	No	No 	No
	Authorize Cancellation of Repurchased Shares <i>Voting Policy Rationale: A vote</i> <i>Blended Rationale: A vote FOR</i> Other Business (Non-Voting)	<i>is warranted becau</i> <i>te is required for this</i>	ecause the car se the cancella Mgmt s item.	ncellation of ation of share	shares is i	in shareholde		For	For	No	No  -	No
11	Authorize Cancellation of Repurchased Shares <i>Voting Policy Rationale: A vote</i> <i>Blended Rationale: A vote FOR</i> Other Business (Non-Voting) <i>Voting Policy Rationale: No vot</i>	<i>is warranted becau</i> <i>te is required for this</i>	ecause the car se the cancella Mgmt s item.	ncellation of ation of share	shares is i	in shareholde		For	For	No	No  -	No
11	Authorize Cancellation of Repurchased Shares <i>Voting Policy Rationale: A vote</i> <i>Blended Rationale: A vote FOR</i> Other Business (Non-Voting) <i>Voting Policy Rationale: No vote</i> <i>Blended Rationale: No vote is i</i>	<i>R is warranted becau</i> <i>te is required for this</i> <i>required for this iten</i>	ecause the can se the cancella Mgmt s item. n. Mgmt	ncellation of ation of share No	shares is i	in shareholde		For	For	No	No  	No
11	Authorize Cancellation of Repurchased Shares Voting Policy Rationale: A vote Blended Rationale: A vote FOR Other Business (Non-Voting) Voting Policy Rationale: No vote Blended Rationale: No vote is n Close Meeting	<i>te is required for this required for this ten this required for this iten this required for this iten te is required for this ten ten this ten ten ten ten ten ten ten ten ten ten</i>	ecause the can se the cancella Mgmt s item. n. Mgmt s item.	ncellation of ation of share No	shares is i	in shareholde		For	For	No	No 	No
11	Authorize Cancellation of Repurchased Shares <i>Voting Policy Rationale: A vote</i> <i>Blended Rationale: A vote FOR</i> Other Business (Non-Voting) <i>Voting Policy Rationale: No vot</i> <i>Blended Rationale: No vote is i</i> Close Meeting <i>Voting Policy Rationale: No vot</i>	<i>te is required for this required for this ten this required for this iten this required for this iten te is required for this ten ten this ten ten ten ten ten ten ten ten ten ten</i>	ecause the can se the cancella Mgmt s item. n. Mgmt s item.	ncellation of ation of share No	shares is i	in shareholde		For	For	No	No 	No
11 12 allot Details stitutional Account Detail	Authorize Cancellation of Repurchased Shares <i>Voting Policy Rationale: A vote</i> <i>Blended Rationale: A vote FOR</i> Other Business (Non-Voting) <i>Voting Policy Rationale: No vot</i> <i>Blended Rationale: No vote is i</i> Close Meeting <i>Voting Policy Rationale: No vot</i>	<i>te is required for this required for this ten this required for this iten this required for this iten te is required for this ten ten this ten ten ten ten ten ten ten ten ten ten</i>	ecause the can se the cancella Mgmt s item. n. Mgmt s item.	ncellation of ation of share No	shares is i	in shareholde			For		No 	
10 11 12 allot Details istitutional Account Detail A Name, IA Number) rotea Fund - Orcadia Global ustainable Dynamic, unassigned	Authorize Cancellation of Repurchased Shares Voting Policy Rationale: A vote Blended Rationale: A vote FOR Other Business (Non-Voting) Voting Policy Rationale: No vote Blended Rationale: No vote is f Close Meeting Voting Policy Rationale: No vote is f Blended Rationale: No vote is f Custodian Account Number 283964.001	<i>te is varranted becau</i> <i>te is required for this</i> <i>required for this iten</i> <i>te is required for this</i> <i>required for this iten</i>	ecause the car se the cancella Mgmt s item. n. Mgmt s item. n.	ncellation of ation of share No	shares is i es is in sha	in shareholde	iterests.			ihares	-	Voted

# Eiffage SA

	Date: 04/24/2 Date: 04/22/20	)24	Country: France Meeting Type: Annua	-	N	-	<b>D:</b> 1835069			Proxy Level			
rimary	Security ID:	F2924U106	Primary CUSIP: F29	24U106	P	Primary IS	SIN: FR0000	130452		Primary SEI	DOL: B13X0	)13	
arliest C	utoff Date: 04/2	19/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabilit	У		Additional Po	licy:		
otable S	hares: 3,187		*Shares on Loan: 0		s	hares Inst	ructed: 3,187			Shares Voted	: 3,187		
roposal lumber	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
		Ordinary Business		Mgmt	No								
1		Approve Financial St and Statutory Repor		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa and lack of concerns	ale: Votes FOR the appro	val of the annual ac	counts are i	warranted	due to the ur	nqualified audit	tors' opinic	חכ			
		Blended Rationale: V lack of concerns.	Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and ack of concerns. Approve Consolidated Financial Mgmt Yes For For For For For For No										
2		Approve Consolidate Statements and Stat Reports		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa and lack of concerns	oting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion										
		Blended Rationale: V lack of concerns.	otes FOR the approval o	f the annual accoun	ts are warra	anted due t	o the unqual	ified auditors'	opinion an	nd			
3		Approve Allocation of and Dividends of EU Share		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa without being excess	ale: A vote FOR this inco sive.	me allocation propos	al is warrar	nted becau	se the propos	sed payout rati	io is adequ	iate			
		Blended Rationale: A without being excess	Vote FOR this income a sive.	llocation proposal is	warranted l	because th	e proposed p	ayout ratio is a	adequate				
4		Approve Auditors' Sp Report on Related-P Transactions Mentio Absence of New Tra	arty ning the	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR is warrar	nted in the absence of	of any speci	ific concern	15.						
		5 ,											
			vote FOR is warranted	in the absence of an	y specific co	oncerns.							
5			l <i>vote FOR is warranted .</i> IS as for	<i>in the absence of an</i> Mgmt	<i>y specific co</i> Yes	For	For		For	For	No	No	No
5		Blended Rationale: A Appoint KPMG Audit Auditor Responsible Certifying Sustainab Information	l <i>vote FOR is warranted .</i> IS as for	Mgmt	Yes	For	For		For	For	No	No	No
5		Blended Rationale: A Appoint KPMG Audit Auditor Responsible Certifying Sustainab Information Voting Policy Rationa	l <i>vote FOR is warranted i</i> : IS as for illity	Mgmt	Yes of specific of	For concerns.	For		For	For	No	No	No
6		Blended Rationale: A Appoint KPMG Audit Auditor Responsible Certifying Sustainab Information Voting Policy Rationa	I <i>vote FOR is warranted</i> I IS as for illity <i>ale: Votes FOR are warranted</i> <i>votes FOR are warranted</i> wuditor ifying	Mgmt	Yes of specific of	For concerns.	For		For	For	No	No	No

# Eiffage SA

-	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
7		Elect Meka Brunel as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the electron	ction of this independ	lent nominee	is warran	ted in the al	sence of speci	fic concerr	15.			
		Blended Rationale: A vote FOR the election	of this independent i	nominee is w	arranted in	n the absenc	e of specific co	ncerns.				
8		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this ren	nuneration policy is w	arranted be	cause it do	es not raise	any significant	concern.				
		Blended Rationale: A vote FOR this remune	ration policy is warra	nted because	e it does no	ot raise any .	significant cond	ern.				
9		Approve Remuneration Policy of Chairman and CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this ren bonus structure allow offset between perfor reason for support is the absence of any ot	rmance criteria. * Pos	st mandate v					2			
		Blended Rationale: A vote FOR this remune structure allow offset between performance support is the absence of any other signific	e criteria. * Post mano			-						
10		Approve Compensation Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this ren	muneration report is v	varranted be	cause it do	oes not raise	any significant	concern.				
		Blended Rationale: A vote FOR this remune	ration report is warra	nted becaus	e it does n	ot raise any	significant con	cern.				
11		Approve Compensation of Benoit de Ruffray, Chairman and CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this ren at cap level despite one performance criter	-					s is achiev	red			
		Blended Rationale: A vote FOR this remune cap level despite one performance criterion						nchieved a	t			
12		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Such share buybac	k programs merit a ve	ote FOR.								
		Blended Rationale: Such share buyback pro	grams merit a vote F	OR.								
		Extraordinary Business	Mgmt	No								
13		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this iter	m is warranted as suc	ch share cap	ital reducti	ons are favo	rable to share!	olders.				
		Blended Rationale: A vote FOR this item is		,								
		Authorize Capitalization of Reserves of Up to EUR 80	Mgmt	Yes	For	For		For	For	No	No	No
14		Million for Bonus Issue or Increase in Par Value										

Blended Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.

**Eiffage SA** 

Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Agair ISS
	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
	the recommended guidelines for issuances with	and without pree	mptive right	s. * A vote	e FOR the co	ommon limit pro	-			-	
	recommended guidelines for issuances with and	l without preempt	ive rights. *	A vote FO	R the comm	on limit propos		ne			
	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
	the recommended guidelines for issuances with	and without pree	mptive right	s. * A vote	e FOR the co	n n nommon limit pro	,				
	recommended guidelines for issuances with and	l without preempt	ive rights. *	A vote FO	R the comm	on limit propos		ne			
	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
	the recommended guidelines for issuances with	and without pree	mptive right	s. * A vote	e FOR the co	ommon limit pro	-				
	recommended guidelines for issuances with and	l without preempt	ive rights. *	A vote FO	R the comm	on limit propos		ie			
	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
	the recommended guidelines for issuances with	and without pree	mptive right	s. * A vote	e FOR the co	ommon limit pro					
	recommended guidelines for issuances with and	l without preempt	ive rights. *	A vote FO	R the comm	on limit propos		ie			
	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For		For	For	No	No	No
	the recommended guidelines for issuances with	and without pree	mptive right	s. * A vote	e FOR the co	ommon limit pro					
	Vote	Authorize Issuance of Equity or         Equity-Linked Securities with         Preemptive Rights up to         Aggregate Nominal Amount of         EUR 156.8 Million         Voting Policy Rationale: * Votes FOR the authorization the recommended guidelines for issuances with Item 20 is warranted as it limits shareholder dille Blended Rationale: * Votes FOR the authorization recommended guidelines for issuances with and Item 20 is warranted as it limits shareholder dille Authorize Issuance of Equity or         Equity-Linked Securities         without Preemptive Rights up         to Aggregate Nominal Amount         of EUR 39.2 Million         Voting Policy Rationale: * Votes FOR the authorization recommended guidelines for issuances with Item 20 is warranted as it limits shareholder dille         Blended Rationale: * Votes FOR the authorization recommended guidelines for issuances with and Item 20 is warranted as it limits shareholder dille         Approve Issuance of Equity or         Equity-Linked Securities for         Private Placements, up to         Aggregate Nominal Amount of         EUR 39.2 Million         Vating Policy Rationale: * Votes FOR the authorization recommended guidelines for issuances with and Item 20 is warranted as it limits shareholder dille         Approve Issuance of Equity or         Equity-Linked Securities for         Private Placements, up to         Aggregate Nominal Amount of         EUR 39.2	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 156.8 Million       Mgmt         Voting Policy Rationale: * Votes FOR the authorizations under Item 20 is warranted as it limits shareholder dilution under all authorized in a standard guidelines for issuances with and without preemptilem 20 is warranted as it limits shareholder dilution under all authorize Issuance of Equity or Recommended guidelines for issuances with and without preemptilem 20 is warranted as it limits shareholder dilution under all authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million       Mgmt         Voting Policy Rationale: * Votes FOR the authorizations under Item 20 is warranted as it limits shareholder dilution under all authorized is a warranted as it limits shareholder dilution under all authorized is warranted as it limits shareholder dilution under all authorize Issuance of Equity or Regury-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39.2 Million       Mgmt         Voting Policy Rationale: * Votes FOR the authorizations under Item 20 is warranted as it limits shareholder dilution under all authorize Issuances with and without preempting and without preempting and without preempting Placements, up to Aggregate Nominal Amount of EUR 39.2 Million         Voting Policy Rationale: * Votes FOR the authorizations under Item 31 recommended guidelines for issuances with and without preempting Placements it limits shareholder dilution under all authorize Board to Increase         Blended Rationale: * Votes FOR the authorizations under Item 31 is warranted as it limits shareholder dilution under all authorize Board to Increase       Mgmt	Authorize Issuance of Equily or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 156.8 Million       Mgmt Yes         Voting Policy Rationale: * Votes FOR the authorizations under Items 15 to 19 the recommended guidelines for issuances with and without preemptive right Item 20 is warranted as it limits shareholder dilution under all authorizations         Blended Rationale: * Votes FOR the authorizations under Items 15 to 19 are recommended guidelines for issuances with and without preemptive rights. Item 20 is warranted as it limits shareholder dilution under all authorizations         Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million       Mgmt Yes         Voting Policy Rationale: * Votes FOR the authorizations under Items 15 to 19 the recommended guidelines for issuances with and without preemptive right Item 20 is warranted as it limits shareholder dilution under all authorizations         Blended Rationale: * Votes FOR the authorizations under Items 15 to 19 are recommended guidelines for issuances with and without preemptive rights Item 20 is warranted as it limits shareholder dilution under all authorizations         Approve Issuance of Equity or Private Placements, up to Aggregate Nominal Amount of EUR 39.2 Million       Mgmt Yes         Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39.2 Million       Mgmt Yes         Sub aranted as it limits shareholder dilution under all authorizations Blended Rationale: * Votes FOR the authorizations under Items 15 to 19 are recommended guidelines for issuances with and without preemptive right Item 20 is warranted as it limits shareholde	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 156.8 Million       Mgmt       Yes       For         Voting Policy Rationale: * Votes FOR the authorizations under Items 15 to 19 are warrant the recommended guidelines for issuances with and without preemptive rights. * A vote Item 20 is warranted as it limits shareholder dilution under all authorizations without pre- engine and a statist shareholder dilution under all authorizations without pre- trecommended guidelines for issuances with and without preemptive rights. * A vote FO Item 20 is warranted as it limits shareholder dilution under all authorizations without pre- enginy-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million       Yes       For         Noting Policy Rationale: * Votes FOR the authorizations under Items 15 to 19 are warranted recommended guidelines for issuances with and without preemptive rights. * A vote Item 20 is warranted as it limits shareholder dilution under all authorizations without pre memptive rights. * A vote FO Item 20 is warranted as it limits shareholder dilution under all authorizations without pre Paperove Issuance of Equity or Paperove Issuance of Equity or Paperove Issuance of Equity or Pagregate Nominal Amount of Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of Eur 20 is warranted as it limits shareholder dilution under all authorizations without pre Paperove Issuance of Equity or Paperove Issuance is Votes FOR the authorizations under Items 15 to 19 are warranted recommended guidelines for issuances with and without preemptive rights. * A vote FO Item 20 is warranted as it limits shareholder dilution under all authorizations without pr Paperove Issuance of Equity or Paperove Issuance is Votes FOR the authorizations under Items 15 to 19 are warranted r	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         Voting Policy Rationale: * Votes FOR the authorizations under Items 15 to 19 are warranted as their the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the com- mender memory of the second second second second second second second the second second second second second second second second second second recommended guidelines for issuances with and without preemptive rights. * A vote FOR the com- recommended guidelines for issuances with and without preemptive rights. * A vote FOR the com- recommended guidelines for issuances with and without preemptive rights. * A vote FOR the com- recommended guidelines for issuances with and without preemptive rights. * A vote FOR the com- recommended guidelines for issuances with and without preemptive rights. * A vote FOR the com- recommended guidelines for issuances with and without preemptive rights. * A vote FOR the com- Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights. * A vote FOR the com- Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights. * A vote FOR the com- Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights. * A vote FOR the com- Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights. * A vote FOR the com- Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights. * A vote FOR the com- Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights. * A vote FOR the com- Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights. * A vote FOR the com- I	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Mount of EUR 156.8 Million       Mgmt       Yes       For       For         Voting Policy Rationale: * Votes FOR the authorizations under Items 15 to 19 are warranted as their proposed vol the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the common limit pr Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights together.         Biended Rationale: * Votes FOR the authorization and FERIS 15 to 19 are warranted as their proposed vol the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the common limit propose Rem 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights together.         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         Term 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights. Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million       Votes FOR the authorizations for Items 15 to 19 are warranted as their proposed volute recommended guidelines for issuances with and without preemptive rights. * A vote FOR the common limit pri- prise Rationale: * Votes FOR the authorizations under Items 15 to 19 are warranted as their proposed volume recommended guidelines for issuances with and without preemptive rights. * A vote FOR the common limit pri- prise Rationale: * Votes FOR the authorizations under Items 15 to 19 are warranted as their proposed volume recommended guidelines for issuances with and without pree	Authorize Issuance of Equity or       Mgmt       Yes       For       For       For         Equity-Linkid Securities with Preemptive Rights up to       Mgmt       Yes       For       For       For         EQUITy-Linkid Securities with Preemptive Rights up to       Mgmt       Yes       For       For       For         EUR 156.8 Million       Votice Policy Fatonade: * 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.         Authorize Issuance of Equity or       Mgmt       Yes       For       For       For       For         Equity-Linked Securities       Water FOR the authorizations under Items 15 to 19 are warranted as their proposed volumes resp. to Aggregate hominal Amount       FER 20 × Million         Voting Philor, Pationale: * Votes FOR the authorizations under Items 15 to 19 are warranted as their proposed volumes resp. the recommended guidelines for issuances with and without preemptive rights. * 4 vote FOR the common limit proposed under Item 20 is warranted as it limits shareholder dilution under Items 15 to 19 are warranted as their proposed volumes resp. the recommended guidelines for issuances with and without preemptive rights. * 4 vote FOR the common limit proposed under Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights together.         Bende	Authorize Issuance of Equity or Equity-Linked Socurities with Preemptive Rights up to Aggregate Normal Amount of EUR 15:0.8 Million       Mgmt       Yes       For       For       For       For       For         Worting Policy Rationale ** Votes FOR the authorizations under Items 15 to 19 are waranted as their proposed volumes respect the recommended guidelines for assances with and withous preemptive rights. ** vote FOR the common limit proposed under Item 20 is waranted as it limits shareholder dilution under all authorizations without preemptive rights together.         Blended Rationale.** Votes FOR the authorizations under Items 15 to 19 are waranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights ** vote FOR the cammon limit proposed under Item 20 is waranted as it limits shareholder dilution under all authorizations without preemptive rights together.         Authorize Issuance of Equity or Equity-United Socurities without Preemptive Rights up to Aggregate Normal Amount of EUR 39.2 Million       Mgmt       Yes       For       For       For       For         Blended Rationale.*       Votes FOR the authorizations with and without preemptive rights. ** vote FOR the common limit proposed under Item 20 is waranted as it limits shareholder dilution under all authorizations without preemptive rights together.         Blended Rationale.*       Votes FOR the authorizations under Items 15 to 19 are waranted as their proposed under Item 20 is waranted as it limits shareholder dilution under all authorizations without preemptive rights together.         Authorize Escance to Equity or Equity-Linkied Socurities for Browste Enstations areadona	Authorize Issuance of Equity or Equity Linked Securities with Peengity Registry to to Equity-Linked Securities with Peengity Registry to to Aggregate Normal Amount of ELEN 15.6.2 Million       Non         Voting Pacicy Rationale: * Votes FOR the authorizations under Terms 15 to 19 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without greenployer rights * 4 voter FOR the common link proposed under Terms 15 to 19 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without greenployer rights * 4 voter FOR the common link proposed under Terms 15 to 19 are warranted as their proposed volumes respect the recommended guidelines is visuances with and without preemployer rights * vive FOR the common link proposed under Terms 25 to 19 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without greenployer rights together.         Authorize Issuance of Equity or Equity or Equity is to 19 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without greenployer rights are view for the common link proposed under Term 20 is warranted as their proposed volumes respect the recommended guidelines for issuances with and without greenployer rights are view FOR the common link proposed under Term 20 is warranted as their proposed volumes respect the recommended guidelines for issuances with and without greenployer rights are view for the common link proposed under Term 20 is warranted as their proposed volumes respect the recommended guidelines for issuances with and without greenployer rights * 4 veter FOR the common link proposed under Term 20 is warranted as thinks shareholder filtation under all authorizations without greenployer rights * 4 veter FOR the common link proposed under Term 20 is warranted as thimits shareholder filtation under all authoriz	Authorize Issuance of Equity or Equity Linked Scurings with Promptive Rights up to Aggregate Nominal Amount of EUR 15.8.5 Million       No       No       No         Victory Puls/Patients: * Information of the authorizations under language rights: * A verteched as their proposed volumes respect the normaniced guidelines for issuances with and without prememptive rights: * A verteched is their proposed volumes respect the normaniced guidelines for issuances with and without prememptive rights: * A verteched is their proposed volumes respect the normaniced guidelines for issuances with and without prememptive rights: * A verteched is their proposed volumes respect the normaniced guidelines for issuances with and without prememptive rights to getter.         Authorize Issuance of Equity or Equity Linked Scurings: without Prememptive Rights up to Aggregate Normal Amount: of EUR 30.2 Million       Megnt: Yes       For       For       For       No       No         No Policy Attronatic: * Wates FOR the authorizations under Items 15 to 19 are summarized as their proposed volumes respect to Aggregate Normal Amount: of EUR 30.2 Million       Megnt: Yes       For       For       For       No       No         No Policy Attronatic: * Wates FOR the authorizations under Items 15 to 19 are warranted as their proposed volumes respect the normaniced guidelines for issuances with and without premptive rights: * A vect FOR the common link proposed under Item 20 is warranted as a linker shareholder dulation under is authorizations without premptive rights together.         Authorize Basiance Graduation: without premptive rights: * A vect FOR the common link proposed under Item 20 is warranted as a linnes shareholder dulation under is authoriz

Item 20 is warranted as it limits shareholder dilution under all authorizations without preemptive rights together.

# Eiffage SA

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains 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: * Vot the recommended guidelines Item 20 is warranted as it lim	for issuances with a	and without pree	emptive right	ts. * A vot	e FOR the c	ommon limit pr					
	Blended Rationale: * Votes FC recommended guidelines for i Item 20 is warranted as it lim	ssuances with and	without preempt	tive rights. *	* A vote FC	OR the comm	non limit propo.		he			
21	Authorize Capital Issuances fo Use in Employee Stock Purchase Plans	or	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote	e FOR is warranted	in the absence	of specific co	oncerns.						-	
	Blended Rationale: A vote FO	R is warranted in th	e absence of sp	ecific concer	rns.							
22	Authorize up to 1.02 Percent Issued Capital for Use in Restricted Stock Plans	of	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote	e FOR is warranted	in the absence	of any speci	fic conceri	15.					-	
	Blended Rationale: A vote FO	R is warranted in th	e absence of an	y specific co	oncerns.						-	
	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	e FOR this routine	item is warrantee	d.								
	Blended Rationale: A vote FO	R this routine item	is warranted.									
Ballot Details												
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	ihares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Appro	ved			3,18	7	3,1	.87
			04/04/2024		04/04/2024	ł						
							-	Total Shares	3,18	37	3,1	87

# **Newmont Corporation**

Record D	eting Date: 04/24/2024 cord Date: 02/27/2024 mary Security ID: 651639106 liest Cutoff Date: 04/23/2024 cable Shares: 2,540		Country: USA Meeting Type: Annual Primary CUSIP: 65163910	6	M	•	1 <b>):</b> 1832447 <b>IN:</b> US65163	391066		Proxy Level		07	
	liest Cutoff Date: 04/23/2024 able Shares: 2,540		Total Ballots: 1 *Shares on Loan: 0				<b>y:</b> Sustainabilit <b>ucted:</b> 2,540	у		Additional Pol	•		
Proposal Number	Significant Vote	Proposal Text		Proponent	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

# **Newmont Corporation**

roposal Significant umber Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.2	Elect Director Gregory H. Boyce	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.3	Elect Director Bruce R. Brook	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.4	Elect Director Maura J. Clark	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.5	Elect Director Emma FitzGerald	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.6	Elect Director Sally-Anne Layman	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.							-	
1.7	Elect Director Jose Manuel Madero	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.							-	
1.8	Elect Director Rene Medori	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.9	Elect Director Jane Nelson	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.10	Elect Director Thomas R. Palmer	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.11	Elect Director Julio M. Quintana	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								

# **Newmont Corporation**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.12	Elect Director Susan N. Story	,	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot	e FOR the director	nominees is wan	ranted.								
	Blended Rationale: A vote FC	R the director nomi	inees is warrante	ed.								
2	Advisory Vote to Ratify Name Executive Officers' Compensation	ed	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vou annual incentives were entire multi-year measurement peri	ly based on corpora									-	
	Blended Rationale: A vote FC annual incentives were entire multi-year measurement peri	ly based on corpora							izes			
3	Ratify Ernst & Young LLP as Auditors		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vol	e FOR this proposa	l to ratify the au	ditor is warr	anted.							
	Blended Rationale: A vote FC	R this proposal to r	atify the auditor	is warranted	d.							
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	Shares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigne	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ved			2,54	0	2,5	40
Sustainable Dynamic, anassigne			04/16/2024		04/16/2024							
								otal Shares				

### The Cigna Group

Record D	Date: 04/24/2 ate: 03/05/20	)24	Country: USA Meeting Type: Annual		M	-	<b>D:</b> 1835694			Proxy Level			
Primary S	Security ID:	125523100	Primary CUSIP: 12552310	00	P	rimary IS	SIN: US1255	231003		Primary SEI	DOL: BHJ07	75	
Earliest Cu	toff Date: 04/2	23/2024	Total Ballots: 1		v	oting Polic	<b>:y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Sh	ares: 360		*Shares on Loan: 0		s	hares Inst	ructed: 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 Rationa	nle: A vote FOR the director n	ominees is war	ranted at th	is time.							
		Blended Rationale: A	vote FOR the director nomin	ees is warrante	d at this tim	ne.							
1b		Elect Director Williar DeLaney	n J.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director n	ranted at th	is time.								
		Blended Rationale: A	ees is warrante	d at this tim	ne.								
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 nomin	ees is warrante	d at this tim	ne.							

# The Cigna Group

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1d		Elect Director Elder Granger	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted at th	is time.							
		Blended Rationale: A vote FOR the director non	ninees is warrante	d at this tim	ne.							
1e		Elect Director Neesha Hathi	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted at th	is time.							
		Blended Rationale: A vote FOR the director non	ninees is warrante	d at this tim	ne.							
1f		Elect Director George Kurian	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted at th	is time.							
		Blended Rationale: A vote FOR the director non	ninees is warrante	d at this tim	ie.						-	
1g		Elect Director Kathleen M. Mazzarella	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted at th	is time.							
		Blended Rationale: A vote FOR the director non	ninees is warrante	d at this tim	ie.							
1h		Elect Director Mark B. McClellan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is war	ranted at th	is time.							
		Blended Rationale: A vote FOR the director non	ninees is warrante	d at this tim	ne.							
1i		Elect Director Philip O. Ozuah	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is war	ranted at th	is time.							
		Blended Rationale: A vote FOR the director non	ninees is warrante	d at this tim	ie.							
1j		Elect Director Kimberly A. Ross	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted at th	is time.							
		Blended Rationale: A vote FOR the director non	ninees is warrante	d at this tim	ne.							
1k		Elect Director Eric C. Wiseman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is wan	ranted at th	is time.							
		Blended Rationale: A vote FOR the director non	ninees is warrante	d at this tim	ie.							
11		Elect Director Donna F. Zarcone	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted at th	is time.							
		Blended Rationale: A vote FOR the director non	ninees is warrante	d at this tim	ie.							
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: After a review of the co warranted, as pay is reasonably aligned with pe			am and pr	actices, a vo	te FOR this pro	oposal is				
		Ring de d. Retieneles, Aften e neufeux ef the energy	, ,.								-	

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.

# The Cigna Group

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3	Ratify PricewaterhouseCoope LLP as Auditors	ers	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot	te FOR this proposal	l to ratify the au	ditor is warr	anted.							
	Blended Rationale: A vote FO	R this proposal to re	atify the auditor	is warranted	d.							
4	Reduce Ownership Threshold for Shareholders to Call Spec Meeting		SH	Yes	Against	For		For	For	Yes	No	No
	Voting Policy Rationale: A vol percent would improve share	, ,		5	ownership	threshold fr	om 25 percent	to 15				
	Blended Rationale: A vote FC would improve shareholders'			-	ership thre.	shold from 2	25 percent to 1	5 percent			-	
5	Report on Risks Created by t Company's Diversity, Equity, and Inclusion Efforts	he	SH	Yes	Against	Against		Against	Against	No	No	No
	Voting Policy Rationale: A vol its diversity, equity and inclus					ovides adeq	uate disclosure	e related to	•		-	
	Blended Rationale: A vote AG diversity, equity and inclusion				any provide	es adequate	disclosure rela	ted to its				
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigne	283964.001 d	Confirmed	Auto-Instructed		Auto-Approv	ed			360		36	60
			04/08/2024		04/08/2024							

# W.W. Grainger, Inc.

	ate: 03/04/20 Security ID:		Meeting Type: Annual Primary CUSIP: 38480	2104		-	D: 1834595 SIN: US3848	021040		Primary SEI	<b>DOL:</b> 23808	63	
Earliest Cu	itoff Date: 04/2	23/2024	Total Ballots: 1		V	oting Polic	<b>y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Sh	ares: 127		*Shares on Loan: 0		S	hares Inst	ructed: 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 Adkins	С.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale	e: A vote FOR the directo	r nominees is warr	ranted.								
		Blended Rationale: A	ote FOR the director nor	ninees is warrante	d.								
1b		Elect Director George	S. Davis	Mgmt	Yes	For	For		For	For	No	No	No
		Vation Dalian Dational	: A vote FOR the directo		antod								

Total Shares:

360

360

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

# W.W. Grainger, Inc.

roposal umber	Significant Vote	Proposal Text	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
		Voting Policy Rationale: A vote FOR the direct	or nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
1d		Elect Director Christopher J. Klein	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
1e		Elect Director Stuart L. Levenick	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is wari	ranted.							-	
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
1f		Elect Director D.G. Macpherson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
1g		Elect Director Cindy J. Miller	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
1h		Elect Director Neil S. Novich	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
1i		Elect Director Beatriz R. Perez	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
1j		Elect Director E. Scott Santi	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
1k		Elect Director Susan Slavik Williams	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
11		Elect Director Lucas E. Watson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
1m		Elect Director Steven A. White	Mgmt	Yes	For	For		For	For	No	No	No

# 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	s proposal to ratify the au	ditor is warr	anted.							
		Blended Rationale: A vote FOR this pro	posal to ratify the auditor	is warrantee	<i>1.</i>							
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 disclosure of forward-looking performan performance metrics, and CEO pay is a	nce targets underlying the	PSU award.					е			
		Blended Rationale: A vote FOR this pro of forward-looking performance targets performance metrics, and CEO pay is a	, s underlying the PSU awar	ds, the majo		-	-		e			
Ballot Det	ails											
Institutiona	Account Detail	Custodian	Shahua Tu shuushad		<b>A</b>		Pallat Vatina C		Votable C		Charren	

(IA Name, IA Number)	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:	127	127

### Warehouses De Pauw SCA

Meeting Date: 04/24/2024     Country: Belgium       Record Date: 04/10/2024     Meeting Type: Annual/Spec		pecial	Ticker: WDP Meeting ID: 1818294					Proxy Level: N/A							
Primary	Security ID:	B9T59Z100	Primary CUSIP: B9T59Z	100	P	Primary ISIN: BE0974349814					Primary SEDOL: BK8VQD9				
Earliest Cu	utoff Date: 04/	16/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabili	ty		Additional Po	licy:				
Votable Sl	<b>1ares:</b> 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		
		Annual/Special Meet	ting Agenda	Mgmt	No										
		Annual Meeting Age	nda	Mgmt	No										
1		Receive Directors' R (Non-Voting)	eports	Mgmt	No										
		Voting Policy Rationa	ale: No vote is required.									-			
		Blended Rationale: N	lo vote is required.												
2		Receive Auditors' Re (Non-Voting)	eports	Mgmt	No										
		Voting Policy Rationa	ale: No vote is required.												
		Blended Rationale: N	lo vote is required.												
3		Receive Directors' R Sigmo NV/SA (Non-'	•	Mgmt	No										
		Voting Policy Rationa	ale: No vote is required.												
		Blended Rationale: N	lo vote is required.												

### Warehouses De Pauw SCA

controversies that the board is not fulfilling its Blended Rationale: A vote FOR is warranted in	Mgmt ed because: * Th and * Although t apany and reporter ecause: * There is and * Although t apany and reporter Mgmt fiduciary duties. a the absence of a	<i>he dividend   d an EPRA E an absence he dividend   d an EPRA E Yes of any infon</i>	payout rati PS of EUR of a rever payout rati PS of EUR For mation abo	io exceeds th 1.40 per sha se auditor op io exceeds th 1.40 per sha For put significan	e 100 percent i re. inion or any co e 100 percent i re. t and compellin	limit, it mpelling limit, it For	For	No	No	No									
Blended Rationale: No vote is required.         Acknowledge Optional Dividend         Payment         Voting Policy Rationale: This is a non-voting item.         Approve Financial Statements         and Allocation of Income         Voting Policy Rationale: A vote FOR is warranted         controversies concerning the annual accounts;         should be noted that WDP is a real estate com,         Blended Rationale: A vote FOR is warranted be         controversies concerning the annual accounts;         should be noted that WDP is a real estate com,         Blended Rationale: A vote FOR is warranted be         controversies concerning the annual accounts;         should be noted that WDP is a real estate com,         Approve Discharge of Directors         Voting Policy Rationale: A vote FOR is warranted         Approve Discharge of Directors         Voting Policy Rationale: A vote FOR is warranted         Blended Rationale: A vote FOR is warranted in	em. Mgmt red because: * Th and * Although t apany and reporte ecause: * There is and * Although t apany and reporte Mgmt red in the absence fiduciary duties. a the absence of a	Yes ere is an abs he dividend j d an EPRA Ei he dividend j d an EPRA Ei Yes of any infon	ence of a i payout rat PS of EUR of a rever payout rat PS of EUR For Thation abo	reverse auditu io exceeds th 1.40 per sha se auditor op io exceeds th 1.40 per sha For For	e 100 percent i re. inion or any co e 100 percent i re. t and compellin	ny compei limit, it mpeilling limit, it For g	<i>lling</i> For												
Acknowledge Optional Dividend Payment Voting Policy Rationale: This is a non-voting ite Blended Rationale: This is a non-voting item. Approve Financial Statements and Allocation of Income Voting Policy Rationale: A vote FOR is warrante controversies concerning the annual accounts; should be noted that WDP is a real estate com Blended Rationale: A vote FOR is warranted be controversies concerning the annual accounts; should be noted that WDP is a real estate com Approve Discharge of Directors Voting Policy Rationale: A vote FOR is warranted controversies that the board is not fulfilling its Blended Rationale: A vote FOR is warranted in	em. Mgmt red because: * Th and * Although t apany and reporte ecause: * There is and * Although t apany and reporte Mgmt red in the absence fiduciary duties. a the absence of a	Yes ere is an abs he dividend j d an EPRA Ei he dividend j d an EPRA Ei Yes of any infon	ence of a i payout rat PS of EUR of a rever payout rat PS of EUR For Thation abo	reverse auditu io exceeds th 1.40 per sha se auditor op io exceeds th 1.40 per sha For For	e 100 percent i re. inion or any co e 100 percent i re. t and compellin	ny compei limit, it mpeilling limit, it For g	<i>lling</i> For												
Payment Voting Policy Rationale: This is a non-voting ite Blended Rationale: This is a non-voting item. Approve Financial Statements and Allocation of Income Voting Policy Rationale: A vote FOR is warranted controversies concerning the annual accounts; should be noted that WDP is a real estate com Blended Rationale: A vote FOR is warranted be controversies concerning the annual accounts; should be noted that WDP is a real estate com Approve Discharge of Directors Voting Policy Rationale: A vote FOR is warranted controversies that the board is not fulfilling its Blended Rationale: A vote FOR is warranted in	em. Mgmt red because: * Th and * Although t apany and reporte ecause: * There is and * Although t apany and reporte Mgmt red in the absence fiduciary duties. a the absence of a	Yes ere is an abs he dividend j d an EPRA Ei he dividend j d an EPRA Ei Yes of any infon	ence of a i payout rat PS of EUR of a rever payout rat PS of EUR For Thation abo	reverse auditu io exceeds th 1.40 per sha se auditor op io exceeds th 1.40 per sha For For	e 100 percent i re. inion or any co e 100 percent i re. t and compellin	ny compei limit, it mpeilling limit, it For g	<i>lling</i> For												
Blended Rationale: This is a non-voting item.         Approve Financial Statements         and Allocation of Income         Voting Policy Rationale: A vote FOR is warrante         controversies concerning the annual accounts;         should be noted that WDP is a real estate com,         Blended Rationale: A vote FOR is warranted be         controversies concerning the annual accounts;         should be noted that WDP is a real estate com,         Blended Rationale: A vote FOR is warranted be         controversies concerning the annual accounts;         should be noted that WDP is a real estate com,         Approve Discharge of Directors         Voting Policy Rationale: A vote FOR is warranted         controversies that the board is not fulfilling its         Blended Rationale: A vote FOR is warranted in	Mgmt ed because: * Th and * Although t apany and reporter ecause: * There is and * Although t apany and reporter Mgmt fiduciary duties. a the absence of a	ere is an abs he dividend j d an EPRA Ei an absence he dividend j d an EPRA Ei Yes of any infon	ence of a i payout rat PS of EUR of a rever payout rat PS of EUR For Thation abo	reverse auditu io exceeds th 1.40 per sha se auditor op io exceeds th 1.40 per sha For For	e 100 percent i re. inion or any co e 100 percent i re. t and compellin	ny compei limit, it mpeilling limit, it For g	<i>lling</i> For												
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		ny informatic	on about s	ignificant and				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.											
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.																			
Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No									
Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.																			
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Approve Financial Statements and Allocation of Income of Sigmo NV/SA	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.																			
Blended Rationale: A vote FOR is warranted be controversies concerning the annual accounts.		absence of	a reverse a	auditor opinic	on or any comp	elling													
Approve Discharge of Directors of Sigmo NV/SA	Mgmt	Yes	For	For		For	For	No	No	No									
		of any infor	mation abo	out significan	t and compellin	g													
		ny informatic	on about si	ignificant and	compelling col	ntroversie	5												
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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.         Approve Discharge of Auditors       Mgmt       Yes       For       For       For       For       No         disgno NV/SA       Mgmt       Yes       For       For       For       For       No         disgno NV/SA       Mgmt       Yes       For       For       For       For	that the auditor is not fulfilling its duties.Approve Financial Statements and Allocation of Income of Sigmo NV/SAMgmt YesYes For For For ForFor For ForNo NoVoting 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.NoNoBlended Rationale: A vote FOR is warranted because there is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts.Mgmt YesYes For ForFor ForFor ForNoApprove Discharge of Directors of Sigmo NV/SAMgmt YesYes For ForFor ForFor ForNoNoVoting 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.NoNoBlended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversiesNoNoBlended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversiesNoNoApprove Discharge of Auditors of Sigmo NV/SAMgmt YesYes For ForFor ForFor ForNoApprove Discharge of Auditors of Sigmo NV/SAMgmt YesYes For For ForFor For ForNoNoVoting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversiesNoNoApprove Discharge o									

### Warehouses De Pauw SCA

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agair ISS		
12		Elect Patrick O as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No		
		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.												
		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.												
13		Approve Variable Remuneration of the Co-CEOs and Other Members of the Management Committee	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR is warranted as no further concern has been identified.												
		Blended Rationale: A vote FOR is warranted as r	no further concern	n has been i	identified.									
L4		Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No		
		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.												
		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.												
.5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No		
		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.												
		Blended Rationale: A vote FOR is warranted bec regarding both actual content and disclosure.	ause the propose	d remunera	tion report	t is broadly ir	n line with mai	rket practio	<i></i>					
16.1		Approve Change-of-Control	Mgmt	Yes	For	For		For	For	No	No	No		
		Clause Re: Credit Agreements												
		Clause Re: Credit Agreements Voting Policy Rationale: A vote FOR this proposa considered to be routine. Belgian law requires sh the underlying contract is not valid.	al is warranted be				-		ħ					
		Voting Policy Rationale: A vote FOR this proposa considered to be routine. Belgian law requires sl	al is warranted be hareholder appro varranted becaus	val for all ch e this clause	ange-of-co e is related	ontrol clause. I to a credit a	s, in the absen	nce of whic I is conside						
16.2		Voting Policy Rationale: A vote FOR this proposa considered to be routine. Belgian law requires sh the underlying contract is not valid. Blended Rationale: A vote FOR this proposal is w to be routine. Belgian law requires shareholder a	al is warranted be hareholder appro varranted becaus	val for all ch e this clause	ange-of-co e is related	ontrol clause. I to a credit a	s, in the absen	nce of whic I is conside		No	No	No		
16.2		Voting Policy Rationale: A vote FOR this proposa considered to be routine. Belgian law requires sh the underlying contract is not valid. Blended Rationale: A vote FOR this proposal is w to be routine. Belgian law requires shareholder a underlying contract is not valid. Approve Change-of-Control Clause Re: Credit Agreements Permitted Between the Date of the Convocation to the General Meeting and the Effective	al is warranted be hareholder appro warranted becaus approval for all ch Mgmt Al is warranted be	<i>val for all ch</i> <i>e this clause</i> <i>aange-of-coi</i> Yes <i>cause this i</i> :	e is related trol clause For	ontrol clause: I to a credit a es, in the abs For p a possible o	s, in the absen	ice of which is conside the For For	For	No	No	No		
16.2		Voting Policy Rationale: A vote FOR this proposa considered to be routine. Belgian law requires sh the underlying contract is not valid. Blended Rationale: A vote FOR this proposal is w to be routine. Belgian law requires shareholder a underlying contract is not valid. 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 Voting Policy Rationale: A vote FOR this proposa and is considered to be routine. Belgian law requ	al is warranted be hareholder appro varranted becaus approval for all ch Mgmt al is warranted be uires shareholder varranted becaus	val for all ch e this clause ange-of-coi Yes cause this is approval fo e this is rela	ange-of-co is related trol clause For 5 related to r all chang ted to a po	ontrol clauses to a credit a es, in the abs For p a possible of ne-of-control ossible chang	s, in the absen greement and sence of which change-in-cont clauses, in the ge-in-control co	tis conside tis conside the For frol clause e absence	For for	No	No	No		

### 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 Again ISS
A1		Receive Special Board Report in Application of Article 7:199 of the Belgian Code of Companies and Associations	Mgmt	No								
		Voting Policy Rationale: This is a non-voting item.										
		Blended Rationale: This is a non-voting item.										
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
		Voting Policy Rationale: A vote FOR these items is shareholders by applying either preemptive rights percent of the issued share capital; * The second purpose of an optional dividend; and * The third p share capital.	or priority alloc proposal has n	cation rights, o concerns v	, while the with regard	authorization to the possi	n does not exc ibility to issue s	reed 50 shares for	the		-	
		Blended Rationale: A vote FOR these items is war shareholders by applying either preemptive rights percent of the issued share capital; * The second purpose of an optional dividend; and * The third share capital.	or priority alloc proposal has n	cation rights, o concerns v	, while the with regard	authorization to the possi	n does not exc ibility to issue s	reed 50 shares for				
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
		Voting Policy Rationale: A vote FOR these items is shareholders by applying either preemptive rights percent of the issued share capital; * The second purpose of an optional dividend; and * The third p share capital.	or priority alloc proposal has n	cation rights, o concerns v	, while the with regard	authorizatio to the possi	n does not exc ibility to issue s	reed 50 shares for	the		-	
		Blended Rationale: A vote FOR these items is war shareholders by applying either preemptive rights percent of the issued share capital; * The second purpose of an optional dividend; and * The third share capital.	or priority alloc proposal has n	cation rights, o concerns v	, while the with regard	authorizatio. I to the possi	n does not exc ibility to issue :	reed 50 shares for				
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
		Voting Policy Rationale: A vote FOR these items is shareholders by applying either preemptive rights percent of the issued share capital; * The second purpose of an optional dividend; and * The third share capital.	or priority alloc proposal has n	cation rights, o concerns v	, while the with regard	authorizatio. I to the possi	n does not exc ibility to issue s	reed 50 shares for	the		-	
		Blended Rationale: A vote FOR these items is war shareholders by applying either preemptive rights percent of the issued share capital; * The second purpose of an optional dividend; and * The third p share capital.	or priority alloc proposal has n	cation rights, o concerns v	, while the vith regard	authorization to the possi	n does not exc ibility to issue :	reed 50 shares for			-	

### Warehouses De Pauw SCA

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
В	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 the implementation of items a				routine le	gal procedur	re and will auth	orize only				
	Blended Rationale: A vote FOI implementation of items appro			ncerns a roui	tine legal p	procedure and	d will authorize	only the				
Ballot Details												
Institutional Account Detai (IA Name, IA Number)	I Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassign	283964.001 ed	Confirmed	Auto-Instructed		Auto-Approv	ved			4,850	5	4,8	56
			04/09/2024		04/09/2024							
							1	otal Shares:	4,85	6	4,8	56

### **Danone SA**

Record D	Date: 04/25/2 Date: 04/23/20 Security ID:	)24	Country: France Meeting Type: Annu Primary CUSIP: F12		N	Ticker: BN Meeting ID: 1826658 Primary ISIN: FR0000120644				Proxy Level Primary SEI	-	TB3	
Earliest Cu	utoff Date: 04/2	22/2024	Total Ballots: 1		v	oting Poli	<b>cy:</b> Sustainabil	ity		Additional Po	licy:		
Votable Sl	nares: 5,942		*Shares on Loan: 0		s	hares Inst	<b>ructed:</b> 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
		Ordinary Business		Mgmt	No								
1		Approve Financial St and Statutory Repor		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa and lack of concerns.	ale: Votes FOR the appr	oval of the annual ac	counts are v	varranted	due to the u	nqualified audi	itors' opinio	חת			
		Blended Rationale: V lack of concerns.	otes FOR the approval	of the annual accoun	ts are warra	nted due	to the unqua	lified auditors'	opinion ar	nd			
2		Approve Consolidate Statements and Stat Reports		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa and lack of concerns.	ale: Votes FOR the appr	oval of the annual ac	counts are v	varranted	due to the u	nqualified audi	itors' opinio	วท			
		Blended Rationale: V lack of concerns.	otes FOR the approval	of the annual accoun	ts are warra	nted due	to the unqua	lified auditors'	opinion ar	nd			
3		Approve Allocation of and Dividends of EU Share		Mgmt	Yes	For	For		For	For	No	No	No
			ale: A vote FOR this inco enough reserves to affo				ite the high p	payout ratio, be	ecause the			-	
			vote FOR this income a enough reserves to affo			-	e high payou	ıt ratio, becaus	e the				

## **Danone SA**

-	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agair ISS
ŀ		Reelect Gilbert Ghostine as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the reelection concerns (Items 4 and 5).	ons of these indep	endent nom	inees are l	warranted in	the absence o	f specific				
		Blended Rationale: Votes FOR the reelections of (Items 4 and 5).	f these independe	nt nominees	s are warra	anted in the a	absence of spe	cific conce	erns			
		Reelect Lise Kingo as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the reelection concerns (Items 4 and 5).	ons of these indep	endent nom	inees are l	warranted in	the absence o	f specific				
		Blended Rationale: Votes FOR the reelections of (Items 4 and 5).	f these independe	nt nominees	s are warra	anted in the a	absence of spe	cific conce	erns			
i		Appoint Mazars & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted	d because there a	re no conce	rns regaro	ling this prop	osal.					
		Blended Rationale: A vote FOR is warranted bed	cause there are no	concerns r	egarding t	his proposal.						
,		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remune	eration report is w	arranted be	cause it do	oes not raise	any significant	concern.				
		Blended Rationale: A vote FOR this remuneration	on report is warrai	ted because	e it does n	ot raise any	significant con	cern.				
:		Blended Rationale: A vote FOR this remuneration Approve Compensation of Antoine de Saint-Afrique, CEO	on report is warrai Mgmt	<i>ted because</i> Yes	<i>e it does n</i> For	<i>ot raise any</i> For	significant con	<i>cern.</i> For	For	No	No	No
		Approve Compensation of	Mgmt	Yes	For	For	_	For	For	No	No	No
3		Approve Compensation of Antoine de Saint-Afrique, CEO	Mgmt eration report is w	Yes arranted be	For <i>cause it do</i>	For Des not raise	any significant	For <i>concern.</i>	For	No	No	No
		Approve Compensation of Antoine de Saint-Afrique, CEO Voting Policy Rationale: A vote FOR this remune	Mgmt eration report is w	Yes arranted be	For <i>cause it do</i>	For Des not raise	any significant	For <i>concern.</i>	For	No	No	No
		Approve Compensation of Antoine de Saint-Afrique, CEO <i>Voting Policy Rationale: A vote FOR this remune</i> <i>Blended Rationale: A vote FOR this remuneratio</i> Approve Compensation of Gilles Schnepp, Chairman of	Mgmt eration report is w n report is warran Mgmt	Yes arranted bea ted because Yes	For <i>cause it do</i> <i>e it does n</i> For	For <i>Des not raise</i> <i>ot raise any</i> For	any significant	For <i>concern.</i> <i>cern.</i> For				
		Approve Compensation of Antoine de Saint-Afrique, CEO <i>Voting Policy Rationale: A vote FOR this remune</i> <i>Blended Rationale: A vote FOR this remuneratio</i> Approve Compensation of Gilles Schnepp, Chairman of the Board	Mgmt eration report is w on report is warran Mgmt eration report is w	Yes arranted bec ted because Yes arranted bec	For cause it do e it does n For cause it do	For bes not raise ot raise any For bes not raise	any significant significant con any significant	For <i>concern.</i> <i>cern.</i> For <i>concern.</i>				
		Approve Compensation of Antoine de Saint-Afrique, CEO <i>Voting Policy Rationale: A vote FOR this remune</i> <i>Blended Rationale: A vote FOR this remuneratio</i> Approve Compensation of Gilles Schnepp, Chairman of the Board <i>Voting Policy Rationale: A vote FOR this remune</i>	Mgmt eration report is w on report is warran Mgmt eration report is w	Yes arranted bec ted because Yes arranted bec	For cause it do e it does n For cause it do	For bes not raise ot raise any For bes not raise	any significant significant con any significant	For <i>concern.</i> <i>cern.</i> For <i>concern.</i>				
		Approve Compensation of Antoine de Saint-Afrique, CEO <i>Voting Policy Rationale: A vote FOR this remune</i> <i>Blended Rationale: A vote FOR this remuneratio</i> Approve Compensation of Gilles Schnepp, Chairman of the Board <i>Voting Policy Rationale: A vote FOR this remune</i> <i>Blended Rationale: A vote FOR this remuneratio</i> Approve Remuneration Policy	Mgmt eration report is w on report is warran Mgmt eration report is w on report is warran Mgmt	Yes arranted bec ited because Yes arranted bec ated because Yes	For cause it de e it does n For cause it do e it does n For	For <i>bes not raise</i> <i>ot raise any</i> For <i>bes not raise</i> <i>ot raise any</i> For	any significant significant con any significant significant con	For concern. cern. For cern. cern. For	For	No	No	No
l		Approve Compensation of Antoine de Saint-Afrique, CEO <i>Voting Policy Rationale: A vote FOR this remune</i> <i>Blended Rationale: A vote FOR this remuneratio</i> Approve Compensation of Gilles Schnepp, Chairman of the Board <i>Voting Policy Rationale: A vote FOR this remune</i> <i>Blended Rationale: A vote FOR this remuneratio</i> Approve Remuneration Policy of Executive Corporate Officers	Mgmt eration report is w on report is warran Mgmt eration report is w on report is warran Mgmt eration policy is wa	Yes arranted because Yes arranted because Yes Yes arranted because	For cause it do e it does n For cause it do For For cause it do	For bes not raise ot raise any For bes not raise ot raise any For For	any significant significant con any significant significant con any significant	For concern. cern. For concern. cern. For concern.	For	No	No	No
0		Approve Compensation of Antoine de Saint-Afrique, CEO <i>Voting Policy Rationale: A vote FOR this remune</i> <i>Blended Rationale: A vote FOR this remuneration</i> Approve Compensation of Gilles Schnepp, Chairman of the Board <i>Voting Policy Rationale: A vote FOR this remune</i> <i>Blended Rationale: A vote FOR this remuneration</i> Approve Remuneration Policy of Executive Corporate Officers <i>Voting Policy Rationale: A vote FOR this remune</i>	Mgmt eration report is w on report is warran Mgmt eration report is w on report is warran Mgmt eration policy is wa	Yes arranted because Yes arranted because Yes Yes arranted because	For cause it do e it does n For cause it do For For cause it do	For bes not raise ot raise any For bes not raise ot raise any For For	any significant significant con any significant significant con any significant	For concern. cern. For concern. cern. For concern.	For	No	No	No
0		Approve Compensation of Antoine de Saint-Afrique, CEO Voting Policy Rationale: A vote FOR this remune Blended Rationale: A vote FOR this remuneration Approve Compensation of Gilles Schnepp, Chairman of the Board Voting Policy Rationale: A vote FOR this remuneration Blended Rationale: A vote FOR this remuneration Approve Remuneration Policy of Executive Corporate Officers Voting Policy Rationale: A vote FOR this remuneration Blended Rationale: A vote FOR this remuneration	Mgmt eration report is w on report is warran Mgmt eration report is warran Mgmt eration policy is warran Mgmt	Yes arranted because Yes arranted because Yes arranted because Yes Yes	For cause it do e it does n For cause it do e it does n cause it do e it does n For	For bes not raise ot raise any For bes not raise ot raise any For bes not raise for	any significant significant con any significant significant con any significant con	For concern. cern. For concern. concern. concern. concern. For concern.	For	No	No	No
		Approve Compensation of Antoine de Saint-Afrique, CEO Voting Policy Rationale: A vote FOR this remune Blended Rationale: A vote FOR this remuneration Approve Compensation of Gilles Schnepp, Chairman of the Board Voting Policy Rationale: A vote FOR this remuneration Blended Rationale: A vote FOR this remuneration Approve Remuneration Policy of Executive Corporate Officers Voting Policy Rationale: A vote FOR this remuneration Blended Rationale: A vote FOR this remuneration Approve Remuneration Policy of Executive Corporate Officers Voting Policy Rationale: A vote FOR this remuneration Approve Remuneration Policy of Chairman of the Board Voting Policy Rationale: Votes FOR these remuteration	Mgmt eration report is w on report is warran Mgmt eration report is warran Mgmt eration policy is warran Mgmt meration policies an	Yes arranted because Yes arranted because Yes arranted because Yes Yes Yes	For cause it do e it does n For cause it do e it does n For cause it do for For for	For Des not raise ot raise any For Des not raise ot raise any For Des not raise ot raise any : For they do not	any significant significant con any significant significant con any significant con any significant cond significant cond	For concern. cern. For cern. For concern. rern. For for	For	No	No	No
0		Approve Compensation of Antoine de Saint-Afrique, CEO Voting Policy Rationale: A vote FOR this remune Blended Rationale: A vote FOR this remuneration Approve Compensation of Gilles Schnepp, Chairman of the Board Voting Policy Rationale: A vote FOR this remuneration Blended Rationale: A vote FOR this remuneration Approve Remuneration Policy of Executive Corporate Officers Voting Policy Rationale: A vote FOR this remuneration Blended Rationale: A vote FOR this remuneration Blended Rationale: A vote FOR this remuneration Approve Remuneration Policy of Chairman of the Board Voting Policy Rationale: Votes FOR these remuneration Concern.	Mgmt eration report is w on report is warran Mgmt eration report is warran Mgmt eration policy is warran Mgmt meration policies an	Yes arranted because Yes arranted because Yes arranted because Yes Yes Yes	For cause it do e it does n For cause it do e it does n For cause it do for For for	For Des not raise ot raise any For Des not raise ot raise any For Des not raise ot raise any : For they do not	any significant significant con any significant significant con any significant con any significant cond significant cond	For concern. cern. For cern. For concern. rern. For for	For	No	No	No

### **Danone SA**

Proposal Significant Number Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
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 ve	ote FOR.								
	Blended Rationale: Such share buy	back programs merit a vote F	OR.								
	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 recommended guidelines.	this employee stock purchas	e plan is wa	rranted as	the propose	d volume respe	ects the				
	Blended Rationale: A vote FOR this recommended guidelines.	employee stock purchase pla	n is warrant	ed as the ,	proposed vol	ume respects t	he				
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	s the amend	ment impr	oves shareho	olders' rights.					
	Blended Rationale: A vote FOR this	proposal is warranted as the	amendment	t improves	shareholders	s' 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 warrante	ed.								
	Blended Rationale: A vote FOR this	routine item is warranted.									
Ballot Details											
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number B	allot Status Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted

(IA Name, IA Number)	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	5,942

## **Fastenal Company**

Record D	Date:         04/25/2024           Becord Date:         02/26/2024           imary Security ID:         311900104           rliest Cutoff Date:         04/24/2024		Country: USA Meeting Type: Annual Primary CUSIP: 31190	Ticker: FAST Meeting ID: 1830440 Primary ISIN: US3119001044				Proxy Level: 3 Primary SEDOL: 2332262					
	rliest Cutoff Date: 04/24/2024 table Shares: 1,733		Total Ballots: 1 *Shares on Loan: 0			Voting Policy: Sustainability Shares Instructed: 1,733				Additional Policy: Shares Voted: 1,733			
Proposal Number	oposal Significant			Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Scott A Voting Policy Rational	A. Satterlee le: A vote FOR the directo	Mgmt r nominees is wari	Yes	For	For		For	For	No	No	No

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

# **Fastenal Company**

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1b		Elect Director Michael J. Ancius	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
		Blended Rationale: A vote FOR the director	nominees is warrante	d.								
1c		Elect Director Stephen L. Eastman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
		Blended Rationale: A vote FOR the director	nominees is warrante	d.								
1d		Elect Director Daniel L. Florness	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
		Blended Rationale: A vote FOR the director	nominees is warrante	d.								
1e		Elect Director Rita J. Heise	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
		Blended Rationale: A vote FOR the director	nominees is warrante	d.								
1f		Elect Director Hsenghung Sam Hsu	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
		Blended Rationale: A vote FOR the director	nominees is warrante	d.								
1g		Elect Director Daniel L. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
		Blended Rationale: A vote FOR the director	nominees is warrante	d.								
1h		Elect Director Nicholas J. Lundquist	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
		Blended Rationale: A vote FOR the director	nominees is warrante	d.								
1i		Elect Director Sarah N. Nielsen	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director	nominees is warrante	d.								
1j		Elect Director Irene A. Quarshie	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
		Blended Rationale: A vote FOR the director	nominees is warrante	d.								
1k		Elect Director Reyne K. Wisecup	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
		Blended Rationale: A vote FOR the director	nominees is warrante	d.								
		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
2									101			

Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.

## **Fastenal Company**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agair ISS
3	Advisory Vote to Ratify Name Executive Officers' Compensation	ed	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot While concern is raised about the STIP, the annual incentive	the lack of performa	nce goals in th	e LTI progra					in		-	
	Blended Rationale: A vote FC concern is raised about the la STIP, the annual incentives a	nck of performance go	oals in the LTI	, program and		,	5		2			
4	Eliminate Supermajority Vote Requirement for Business Combinations	2	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot would enhance shareholder r		is warranted gi	ven that the	reduction	in the superi	majority vote i	requiremer	nt		-	
	Blended Rationale: A vote FO enhance shareholder rights.	R this proposal is wai	rranted given t	hat the redu	uction in th	e supermajo.	rity vote requi	rement wo	buld			
5	Adopt Simple Majority Vote		SH	Yes	Against	For		For	For	Yes	No	No
	Voting Policy Rationale: A vot continue to seek removal of s						ld motivate ma	anagement	t to			
	Blended Rationale: A vote FC continue to seek removal of s		-				otivate manage	ement to			-	
allot Details												
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	ihares	Shares	Voted
rotea Fund - Orcadia Global ustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Approv	red			1,73	3	1,7	'33

03/27/2024

Total Shares:

1,733

1,733

<b>HCA</b>	Hea	lthcare	, Inc.
			/

Meeting	Ing Date:         04/25/2024         Country:         USA           Ind Date:         02/26/2024         Meeting Type:         Annua			Ticker: HCA						Proxy Level: 3				
Record D	ate: 02/26/20	)24	Meeting Type: Annual		N	leeting II	<b>D:</b> 1835696							
Primary S	Security ID:	40412C101	Primary CUSIP: 404120	2101	F	Primary IS	SIN: US4041	2C1018		Primary SEI	DOL: B4MG	BG6		
Earliest Cu			Total Ballots: 1		٧	oting Polic	<b>y:</b> Sustainabili	ty		Additional Po	licy:			
Votable Si	able Shares: 420		*Shares on Loan: 0		s	Shares Inst	ructed: 420			Shares Voted: 420				
Proposal Number	roposal Significant			Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Thom III	as F. Frist,	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.							-		
		Blended Rationale: A	vote FOR the director nom	ed.										
1b		Elect Director Samu	el N. Hazen	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the director nominees is warra													
	Blended Rationale: A vote FOR the director nominees is warranted.													

03/27/2024

### 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 Agains 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 war	ranted.									
		Blended Rationale: A vote FOR the director nomi	nees is warrante	ed.									
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 war	ranted.									
		Blended Rationale: A vote FOR the director nomi	nees is warrante	ed.									
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 war	ranted.									
		Blended Rationale: A vote FOR the director nomi	nees is warrante	ed.									
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 war	ranted.							-		
		Blended Rationale: A vote FOR the director nomi	nees is warrante	ed.									
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 war	ranted.									
		Blended Rationale: A vote FOR the director nomi	nees is warrante	ed.									
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 war	ranted.									
		Blended Rationale: A vote FOR the director nomi	nees is warrante	ed.									
1j		Elect Director Andrea B. Smith	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director i	nominees is war	ranted.									
		Blended Rationale: A vote FOR the director nomi	nees is warrante	ed.									
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 au	ditor is warr	anted.								
		Blended Rationale: A vote FOR this proposal to ra	atify the auditor	is warrantee	d.								
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 concerns are noted regarding the long-term incer annual incentives were entirely determined by cle	ntive program, H	PSUs are me	asured ove	er a multi-yea	ar period. In a	ddition,	us.				
		Blended Rationale: A vote FOR this proposal is w	arranted as pay	and perform	nance are	reasonably a	ligned. While s	some			-		

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.

## HCA Healthcare, Inc.

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
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 considered a best practice as						,	pay votes	are			
	Blended Rationale: A vote for considered a best practice as		,		,			votes are			-	
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 the potential risks associated medical emergencies.											
	Blended Rationale: A vote FOI potential risks associated with medical emergencies.											
6	Report on Patient Feedback Regarding Quality Care		SH	Yes	Against	Against		For	For	Yes	No	Yes
	Voting Policy Rationale: A voto of care would benefit shareho goals and to better assess how	lders by allowing the	m to evaluate i	the effective	eness of th	e company's	-		•		-	
	Blended Rationale: A vote FOI care would benefit shareholde goals and to better assess how	ers by allowing them t	to evaluate the	e effectivene	ess of the c	ompany's act						
7	Report on Maternal Health Outcomes		SH	Yes	Against	Against		For	For	Yes	No	Yes
	Voting Policy Rationale: A vote related to maternal health out improving maternal and infant childbirth.	comes would help sh	areholders bet	ter gauge ti	he effective	eness of the o	company's eff	orts in			-	
	Blended Rationale: A vote FOI related to maternal health out improving maternal and infant childbirth.	comes would help sh	areholders bet	ter gauge ti	he effective	eness of the o	company's eff	orts in	d			
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ed			420		42	10
			04/03/2024		04/03/2024							

## Johnson & Johnson

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

Total Shares:

420

420

## Johnson & Johnson

	toff Date: 04/2 ares: 2,125	14/2024     Total Ballots: 1       *Shares on Loan: 0				<b>:y:</b> Sustainabili ructed: 2,125			Additional Po Shares Voted					
roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS		
1a		Elect Director Darius Adamczyk	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.										
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.										
1b		Elect Director Mary C. Beckerle	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.										
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.										
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 warrante	ed.										
1d		Elect Director Jennifer A. Doudna	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the dire												
		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 dire	ector nominees is war	ranted.										
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.										
1g		Elect Director Paula A. Johnson	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.										
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.										
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	No				
		Voting Policy Rationale: A vote FOR the dir	ing Policy Rationale: A vote FOR the director nominees is warranted.											

## Johnson & Johnson

umber Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
1k	Elect Director Mark A. Weinberger		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote	FOR the director i	nominees is wari	ranted.								
	Blended Rationale: A vote FOR	the director nomi	nees is warrante	d.								
11	Elect Director Nadja Y. West		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote	FOR the director i	nominees is wari	ranted.								
	Blended Rationale: A vote FOR	the director nomi	nees is warrante	d.								
1m	Elect Director Eugene A. Woods		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote	FOR the director i	nominees is wari	ranted.								
	Blended Rationale: A vote FOR	the director nomi	nees is warrante	d.								
2	Advisory Vote to Ratify Named Executive Officers' Compensation		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote the annual and long-term incer- rationale behind the adjustmen reasonable.	tive programs are	primarily perfor	mance base	ed. The con	nmittee also	provides deta	ils and its	d		-	
	Blended Rationale: A vote FOR annual and long-term incentive rationale behind the adjustmen reasonable.	programs are pri	marily performar	nce based. T	The commit	tee also pro	vides details a	nd its	2			
3	Ratify PricewaterhouseCoopers		Mgmt	Yes	For	_			_		NI-	
5	LLP as Auditors		ngine	105	TO	For		For	For	No	No	No
5						For		For	For	No	NO -	No
5	LLP as Auditors	FOR this proposal	to ratify the aud	ditor is warr	anted.	For		For	For	No	- -	No
4	LLP as Auditors <i>Voting Policy Rationale: A vote</i>	FOR this proposal	to ratify the aud	ditor is warr	anted.	Against			Against	No	No	No
	LLP as Auditors Voting Policy Rationale: A vote Blended Rationale: A vote FOR Report on Gender-Based Compensation and Benefits	FOR this proposal this proposal to ra AGAINST this prop	t to ratify the aud atify the auditor SH posal is warrante	<i>ditor is warr</i> <i>is warranted</i> Yes <i>ed, as the co</i>	<i>anted.</i> d. Against <i>pompany ap</i> ,	Against pears to pro		Against	Against			
	LLP as Auditors Voting Policy Rationale: A vote Blended Rationale: A vote FOR Report on Gender-Based Compensation and Benefits Inequities Voting Policy Rationale: A vote	FOR this proposal this proposal to ra AGAINST this pro rmine how the col INST this proposa	t to ratify the aud atify the auditor SH posal is warrante mpany is manag. I is warranted, as	ditor is warr is warranted Yes ed, as the co ing compen s the compa	anted. d. Against ompany ap, sation and ony appears	Against pears to pro health bene	fits related risk sufficient infor	Against information s.	Against			
	LLP as Auditors Voting Policy Rationale: A vote Blended Rationale: A vote FOR Report on Gender-Based Compensation and Benefits Inequities Voting Policy Rationale: A vote for investors to be able to deter Blended Rationale: A vote AGA	FOR this proposal this proposal to ra AGAINST this prop mine how the con INST this proposa ne how the compa	t to ratify the aud atify the auditor SH posal is warrante mpany is manag. I is warranted, as	ditor is warr is warranted Yes ed, as the co ing compen s the compa	anted. d. Against ompany ap, sation and ony appears	Against pears to pro health bene	fits related risk sufficient infor	Against information s.	Against			
4	LLP as Auditors Voting Policy Rationale: A vote Blended Rationale: A vote FOR Report on Gender-Based Compensation and Benefits Inequities Voting Policy Rationale: A vote for investors to be able to determining Report on Impact of Extended Patent Exclusivities on Product	FOR this proposal this proposal to ra AGAINST this pro mine how the con INST this proposa ne how the compa	t to ratify the aud atify the auditor SH posal is warrante mpany is manag I is warranted, a my is managing SH	ditor is warr is warranted Yes ed, as the co ing compens the compa compensation No	anted. d. Against ompany ap, sation and ony appears	Against pears to pro health bene	fits related risk sufficient infor	Against information s.	Against			
4	LLP as Auditors Voting Policy Rationale: A vote Blended Rationale: A vote FOR Report on Gender-Based Compensation and Benefits Inequities Voting Policy Rationale: A vote for investors to be able to deter Blended Rationale: A vote AGA investors to be able to determin Report on Impact of Extended Patent Exclusivities on Product Access	FOR this proposal this proposal to ra AGAINST this prop mine how the con INST this proposal he how the compa - this proposal ha	t to ratify the auditor SH Doosal is warranted mpany is manage I is warranted, a may is managing SH SH	ditor is warr is warranted Yes ed, as the co ing compens the compa compensation No	anted. d. Against ompany ap, sation and ony appears	Against pears to pro health bene	fits related risk sufficient infor	Against information s.	Against			
4	LLP as Auditors Voting Policy Rationale: A vote Blended Rationale: A vote FOR Report on Gender-Based Compensation and Benefits Inequities Voting Policy Rationale: A vote for investors to be able to determining Report on Impact of Extended Patent Exclusivities on Product Access Voting Policy Rationale: NONE	FOR this proposal this proposal to ra AGAINST this prop mine how the con INST this proposal he how the compa - this proposal ha	t to ratify the auditor SH Doosal is warranted mpany is manage I is warranted, a may is managing SH SH	ditor is warr is warranted Yes ed, as the co ing compens the compa compensation No	anted. d. Against ompany ap, sation and ony appears	Against pears to pro health bene	fits related risk sufficient infor	Against information s.	Against			
4 5 allot Details stitutional Account Detail	LLP as Auditors Voting Policy Rationale: A vote Blended Rationale: A vote FOR Report on Gender-Based Compensation and Benefits Inequities Voting Policy Rationale: A vote for investors to be able to determin Report on Impact of Extended Patent Exclusivities on Product Access Voting Policy Rationale: NONE - Blended Rationale: NONE - this Custodian	FOR this proposal this proposal to ra AGAINST this prop mine how the con NST this proposal he how the compa - this proposal has bee	t to ratify the aud atify the auditor SH Doosal is warranted mpany is managing I is warranted, a my is managing SH SH s been withdrawn.	ditor is warr is warranted Yes ed, as the co ing compens the compa compensation No	anted. d. Against company app sation and on and hea	Against pears to pro health bene	fits related risk sufficient infor related risks.	Against information s. mation for	Against	No	No No	No
4	LLP as Auditors Voting Policy Rationale: A vote Blended Rationale: A vote FOR Report on Gender-Based Compensation and Benefits Inequities Voting Policy Rationale: A vote for investors to be able to determining Report on Impact of Extended Patent Exclusivities on Product Access Voting Policy Rationale: NONE - Blended Rationale: NONE - this	FOR this proposal this proposal to ra AGAINST this prop mine how the con INST this proposal he how the compa - this proposal ha	t to ratify the auditor SH Doosal is warranted mpany is manage I is warranted, a may is managing SH SH	ditor is warr is warranted Yes ed, as the co ing compens the compa compensation No	Against Against ompany app sation and on and hea	Against pears to pro health benefits	fits related risk sufficient infor	Against information s. mation for	Against 7	No	No	No
4 5 allot Details stitutional Account Detail A Name, IA Number)	LLP as Auditors Voting Policy Rationale: A vote Blended Rationale: A vote FOR Report on Gender-Based Compensation and Benefits Inequities Voting Policy Rationale: A vote for investors to be able to determining Report on Impact of Extended Patent Exclusivities on Product Access Voting Policy Rationale: NONE - Blended Rationale: NONE - Report on Impact of Extended Patent Exclusivities on Product Access	FOR this proposal this proposal to ra AGAINST this prop mine how the con NST this proposal he how the compa - this proposal has proposal has bee Ballot Status	t to ratify the aud atify the auditor SH posal is warranted mpany is managu l is warranted, a my is managing SH s been withdrawn en withdrawn. Instructed	ditor is warr is warranted Yes ed, as the co ing compens the compa compensation No	anted. d. Against company app sation and on and hea	Against pears to pro health benefits	fits related risk sufficient infor related risks.	Against information s. mation for	Against	No	No No	No

Record D	Date: 04/25/2 Date: 04/23/20 Security ID:	)24	Country: France Meeting Type: Annual/S Primary CUSIP: F54331		M	-	R D: 1835909 SIN: FR0000	121485		Proxy Level Primary SEI		172	
Earliest Cu	utoff Date: 04/2	22/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabili	ty		Additional Po	licy:		
/otable Sh	nares: 1,721		*Shares on Loan: 0		s	Shares Inst	ructed: 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 Agains ISS
		Ordinary Business		Mgmt	No								
1		Approve Financial St and Statutory Repor		Mgmt	Yes	For	For		For	For	No	No	No
		specific concerns (ite statements only war	ale: A vote FOR the approva em 1). Despite the unqualifi rants qualified support as tl ining an ongoing related-pai	ed auditors' opini he company does	ion and lack not submit	of concern to the app	ns, the appro roval of its si	val of consolid	ated finan	cial			
		specific concerns (ite statements only war	A vote FOR the approval of i em 1). Despite the unqualifi rants qualified support as th ining an ongoing related-pal	ied auditors' opini he company does	ion and lack not submit	of concern to the app	ns, the appro roval of its si	val of consolid	ated finan				
2		Approve Consolidate Statements and Stat Reports		Mgmt	Yes	For	For		For	For	No	No	No
		specific concerns (ite statements only war	ale: A vote FOR the approva em 1). Despite the unqualifi rants qualified support as th ning an ongoing related-pai	ied auditors' opini he company does	ion and lack not submit	of concern to the app	ns, the appro roval of its si	val of consolid	ated finan	cial			
		specific concerns (ite statements only war	A vote FOR the approval of r em 1). Despite the unqualifi rants qualified support as th ning an ongoing related-pai	ied auditors' opini he company does	ion and lack not submit	of concern to the app	ns, the appro roval of its si	val of consolid	ated finan			-	
3		Approve Allocation of and Dividends of EU Share		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa without being excess	ale: A vote FOR this income sive.	allocation propos	sal is warran	nted becau	se the propos	sed payout rat	io is adequ	iate			
		Blended Rationale: A without being excess	1 vote FOR this income alloc sive.	cation proposal is	warranted l	because th	e proposed p	payout ratio is	adequate				
4		Ratify Appointment Chiquet as Director	of Maureen	Mgmt	Yes	For	For		For	For	No	No	No
		concerns (Item 6 and level of board indeper representatives and recommended) and committee is warran	ale: Votes FOR the (re)elect d 7). Votes FOR the (re)elect endence (including all board employee representatives, o the absence of specific cond ted under (Item 5) but is no hat he is not meant to rema	ction of these noi 1 members: 46.2 and employee sha cerns (Items 4 an ot without concer	n-independe percent vs 3 areholder re nd 8). A vote n due to his	ent nomine 33.3 percer epresentativ e FOR the r	es are warrai nt recommen ves (if any): : reelection of t	nted given the ded; excluding 54.5 percent v the chairman d	satisfactor governme s 50 perce of the audi	ry ent nt		-	
		Blended Rationale: V concerns (Item 6 and level of board indeper representatives and recommended) and a committee is warran	lotes FOR the (re)elections d 7). Votes FOR the (re)elec endence (including all board employee representatives, o the absence of specific cond ted under (Item 5) but is no hat he is not meant to rema	of these independ ction of these nou and employee sha cerns (Items 4 an ot without concer	dent nomine n-independe percent vs 3 areholder re nd 8). A vote n due to his	ent nomine 33.3 percer epresentativ e FOR the r	es are warrai nt recommen ves (if any): : reelection of t	nted given the ded; excluding 54.5 percent v the chairman o	satisfactor governme s 50 perce of the audi	ent ent		-	

roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS		
5		Reelect Jean-Pierre Denis as Director	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: Votes FOR the (re)election concerns (Item 6 and 7). Votes FOR the (re)election level of board independence (including all board in representatives and employee representatives, and recommended) and the absence of specific concer- committee is warranted under (Item 5) but is not support is the fact that he is not meant to remain	on of these noi nembers: 46.2 nd employee shi rns (Items 4 an without concer	n-independe percent vs 3 areholder re nd 8). A vote rn due to his	nt nomine 33.3 percer presentation FOR the r	es are warra nt recommen ves (if any): reelection of	nted given the ded; excluding 54.5 percent v the chairman d	e satisfacto g governm vs 50 perce of the audi	ry ent ent		_			
		Blended Rationale: Votes FOR the (re)elections of concerns (Item 6 and 7). Votes FOR the (re)elect level of board independence (including all board re representatives and employee representatives, and recommended) and the absence of specific concer- committee is warranted under (Item 5) but is not support is the fact that he is not meant to remain	on of these noi nembers: 46.2 Id employee shi rns (Items 4 an without concer	n-independe percent vs 3 areholder re nd 8). A vote m due to his	nt nomine 33.3 percer presentation FOR the r	es are warra nt recommen ves (if any): reelection of	nted given the ded; excluding 54.5 percent v the chairman o	satisfacto ggovernm s 50 perce of the audi	ent ent					
6		Elect Rachel Duan as Director	Mgmt	Yes	For	For		For	For	No	No	No		
-		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.												
		Blended Rationale: Votes FOR the (re)elections of concerns (Item 6 and 7). Votes FOR the (re)elect level of board independence (including all board re representatives and employee representatives, and recommended) and the absence of specific concer- committee is warranted under (Item 5) but is not support is the fact that he is not meant to remain	on of these noi nembers: 46.2 Id employee shi rns (Items 4 an without concer	n-independe percent vs 3 areholder re nd 8). A vote m due to his	nt nomine 33.3 percer presentation FOR the r	es are warra nt recommen ves (if any): reelection of	nted given the ded; excluding 54.5 percent v the chairman d	satisfacto ggovernm s 50 perce of the audi	ent ent					
7		Elect Giovanna Melandri as Director	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: Votes FOR the (re)election concerns (Item 6 and 7). Votes FOR the (re)election level of board independence (including all board in representatives and employee representatives, and recommended) and the absence of specific concel committee is warranted under (Item 5) but is not support is the fact that he is not meant to remain		-										
		Blended Rationale: Votes FOR the (re)elections of concerns (Item 6 and 7). Votes FOR the (re)elect level of board independence (including all board re representatives and employee representatives, and recommended) and the absence of specific concer- committee is warranted under (Item 5) but is not support is the fact that he is not meant to remain	on of these noi nembers: 46.2 Id employee shi rns (Items 4 an without concer	n-independe percent vs 3 areholder rej nd 8). A vote m due to his	nt nomine 33.3 percer presentation FOR the r	es are warra nt recommen ves (if any): reelection of	nted given the ded; excluding 54.5 percent v the chairman d	satisfacto ggovernm s 50 perce of the audi	ent ent					

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agaiı ISS
8		Elect Dominique D Hinnin as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the (re)elec concerns (Item 6 and 7). Votes FOR the (re)ele level of board independence (including all boar representatives and employee representatives, recommended) and the absence of specific co committee is warranted under (Item 5) but is support is the fact that he is not meant to rem	ection of these nor. rd members: 46.2 µ . and employee sha ncerns (Items 4 an. not without concert	-independe percent vs 3 preholder rep d 8). A vote	nt nomine 3.3 percer presentativ FOR the r	es are warrai nt recommen ves (if any): : reelection of t	nted given the ded; excluding 54.5 percent v the chairman c	satisfactor governme 5 50 percer f the audit	nt			
		Blended Rationale: Votes FOR the (re)election concerns (Item 6 and 7). Votes FOR the (re)el level of board independence (including all boar representatives and employee representatives, recommended) and the absence of specific con committee is warranted under (Item 5) but is support is the fact that he is not meant to rem	ection of these nor rd members: 46.2 p and employee sha ncerns (Items 4 an not without concer	-independe percent vs 3 preholder rep d 8). A vote n due to his	nt nomine 3.3 percer presentativ FOR the r	es are warrai nt recommen ves (if any): : reelection of t	nted given the ded; excluding 54.5 percent v the chairman c	satisfactor) governme 550 percer f the audit	nt			
9		Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warran	ted because there	are no conce	erns regar	ding these pl	roposals.					
		Blended Rationale: Votes FOR are warranted b	pecause there are n	o concerns	regarding	these propos	als.					
10		Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warran	ted because there	are no conce	erns regar	ding these pl	roposals.					
		Blended Rationale: Votes FOR are warranted b	pecause there are n	o concerns	regarding	these propos	als.					
11		Approve Transaction with Maureen Chiquet, Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: The lack of disclosure compromises Maureen Chiquet's capacity as in	-		erits a vot	e AGAINST t	his proposal. I	n addition,	it			
		Blended Rationale: The lack of disclosure surro compromises Maureen Chiquet's capacity as in	5		a vote AG	AINST this p	roposal. In add	lition, it				
12		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remul and the absence of significant concern.	neration report is w	arranted du	e to the b	oard's respor	nse to sharehoi	ders' dissei	nt			
		Blended Rationale: A vote FOR this remunerat the absence of significant concern.	ion report is warrai	nted due to	the board'	's response to	o shareholders	' dissent an	d			
13		Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these remu concern.	ineration reports ai	e warranted	l because	they do not i	raise any signif	licant				
		Blended Rationale: Votes FOR these remunera	tion reports are wa	rranted bec	ause they	do not raise	any significant	concern.				
14		Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR these remu concern.	ineration reports ai	re warranted	l because	they do not i	raise any signif	licant				

oposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Vote Again: ISS
15		Approve Remuneration Policy of Executive Corporate Officer	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this rem. post-mandate policy of the CEO allows for th departure, without any pro rata. The main re CEO's post-mandate policy as it appears that	e board to discretion eason for support is:	arily mainta * If rejected	in the ves	ting of LTIPs	after the exec	cutive's			n	
		Blended Rationale: A vote FOR this remunera post-mandate policy of the CEO allows for th departure, without any pro rata. The main re CEO's post-mandate policy as it appears that	e board to discretion eason for support is:	arily mainta * If rejected	in the ves	ting of LTIPs	after the exec	cutive's	2			
16		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this rem	uneration policy is w	arranted bed	cause it de	oes not raise	any significant	concern.				
		Blended Rationale: A vote FOR this remunera	ation policy is warrar	nted because	e it does n	ot raise any s	significant con	cern.				
17		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 vo	ote FOR.								
		Blended Rationale: Such share buyback prog	rams merit a vote Fo	OR.								
		Extraordinary Business	Mgmt	No								
18	8	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
		Voting Policy Rationale: Due to the lack of di than the CEO (in particular, executive comm		-		-	-	ries other				
		Blended Rationale: Due to the lack of disclos CEO (in particular, executive committee men					beneficiaries o	other than	the			
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 these em recommended guidelines.	ployee stock purchas	se plans are	warranteo	d as the prop	osed volumes	respect the			-	
		Blended Rationale: Votes FOR these employe recommended guidelines.	ee stock purchase pla	ans are warr	anted as i	the proposed	volumes respe	ect the				
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
		Voting Policy Rationale: Votes FOR these em recommended guidelines.	ployee stock purchas	se plans are	warranteo	d as the prop	osed volumes	respect the	,			
		Blended Rationale: Votes FOR these employe recommended guidelines.	ee stock purchase pla	ans are warr	anted as i	the proposed	volumes respe	ect the				
21		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	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	Confirmed	Auto-Instructed	Auto-Approved		1,721	1,721
			04/04/2024	04/04/2024			
					Total Shares:	1,721	1,721

### **Texas Instruments Incorporated**

Record D	Date: 04/25/2 Date: 02/28/20	)24	Country: USA Meeting Type: Annual	104	Ν	-	<b>):</b> 1833179	001040		Proxy Level		00	
Primary	Security ID:	882508104	Primary CUSIP: 882508	104	P	rimary 15	SIN: US8825	081040		Primary SE	DOL: 28854	09	
Earliest Cu	utoff Date: 04/2	24/2024	Total Ballots: 1		v	oting Polic	y: Sustainabili	ty		Additional Po	licy:		
/otable Si	hares: 674		*Shares on Loan: 0		S	hares Instr	ructed: 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	A. Blinn	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed.								
1b		Elect Director Todd I Bluedorn	м.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed.								
1c		Elect Director Janet	F. Clark	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed.								
1d		Elect Director Carrie	S. Cox	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed.								
1e		Elect Director Martin Craighead	S.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed.								
1f		Elect Director Regina DesRoches	ald	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed.								
1g		Elect Director Curtis	C. Farmer	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed.								

## **Texas Instruments Incorporated**

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS	
1h		Elect Director Jean M. Hobby	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the directo	or nominees is warr	ranted.									
		Blended Rationale: A vote FOR the director not	minees is warrante	ed.									
1i		Elect Director Haviv Ilan	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the directo	or nominees is warr	ranted.									
		Blended Rationale: A vote FOR the director no	minees is warrante	d.									
1j		Elect Director Ronald Kirk	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the directo	or nominees is warr	ranted.									
		Blended Rationale: A vote FOR the director not	minees is warrante	ed.									
1k		Elect Director Pamela H. Patsley	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the directo	or nominees is warr	ranted.									
		Blended Rationale: A vote FOR the director not	minees is warrante	ed.									
11	E	Elect Director Robert E. Sanchez	No	No	No								
		Voting Policy Rationale: A vote FOR the directo											
		Blended Rationale: A vote FOR the director no.	minees is warrante	d.									
1m		Elect Director Richard K. Templeton	Mgmt	Yes	For	For		For	For	No	No	No	
		Templeton Voting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A vote FOR the director no.	minees is warrante	d.									
2		Approve Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Based on the Equity P	lan Scorecard evalu	uation (EPSC	C), a vote l	FOR this prop	oosal is warrar	nted.					
		Blended Rationale: Based on the Equity Plan S	corecard evaluation	n (EPSC), a	vote FOR i	this proposal	is warranted.						
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No	
		Compensation 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.											
		Blended Rationale: A vote FOR this proposal is to a non-formulaic subjective review of compa- lacking any long-term performance conditions. this time.	ny performance, ar	nd the long-	term incer	ntive awards	are entirely tin	ne-based,	-				
4		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No	

## **Texas Instruments Incorporated**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
5	Reduce Ownership Threshold for Shareholders to Call Spece Meeting		SH	Yes	Against	For		For	For	Yes	No	No
	Voting Policy Rationale: A voi shareholders to call a special is small.								ISE			
	Blended Rationale: A vote FC call a special meeting would	, ,	,	,	,	,			to			
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 voi disclosure, could help the con at a reasonable cost and omi	npany more effective	ely manage asso	,	,	,	,	,	5			
	Blended Rationale: A vote FC disclosure, could help the con at a reasonable cost and omi	mpany more effective	ely manage asso					-	red		-	
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	ihares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Approv	red			674	ł	67	74
			04/02/2024		04/02/2024							
							1	Total Shares	: 67	+	67	4

### **Umicore SA**

Meeting	Date: 04/25/2	2024	Country: Belgium		т	icker: UM	I			Proxy Level	: N/A		
Record D	ate: 04/11/20	)24	Meeting Type: Annual/Sp	pecial	M	leeting II	<b>):</b> 1822091						
Primary S	Security ID:	B95505184	Primary CUSIP: B955051	184	Р	rimary IS	SIN: BE09743	320526		Primary SEI	DOL: BF444	66	
Earliest Cu	utoff Date: 04/1	17/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabilit	ty		Additional Po	licy:		
Votable Si	nares: 10,488		*Shares on Loan: 0		s	hares Inst	r <b>ucted:</b> 10,488	8		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
		Annual Meeting Age	nda	Mgmt	No								
		Ordinary Shareholde Agenda	ers' Meeting	Mgmt	No								
A.1		Receive Supervisory and Auditors' Report (Non-Voting)		Mgmt	No								
		Voting Policy Rationa	ale: No vote is required.										
	Voting Policy Rationale: No vote is required. Blended Rationale: No vote is required.												

## **Umicore 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 Agai ISS
A.2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR is w standards. In line with last year, we note that th achievement) on the financial metrics of the STI looking disclosure with respect to 2024 performa regarding the individual performance STI metrics assess the stringency of the pay for performance base salary) is granted to management board mo	e company prov plan and perfor nce metrics. Ho (50% weight, e assessment. A	vided improve mance metri wever, we si 100% achiev dditionally, a	ed disclosu ics of the L till raise co rement), w sign-on bo	re (threshold TI plan, whil ncerns as the hich does no onus of EUR	d, targets, max le also providin ere is no furthe ot allow shareh 500.000 (87 p	imum and ng forward er disclosur olders to			-	
		Blended Rationale: A qualified vote FOR is warra standards. In line with last year, we note that th achievement) on the financial metrics of the STI looking disclosure with respect to 2024 performa regarding the individual performance STI metrics assess the stringency of the pay for performance base salary) is granted to management board me	e company prov plan and perfor nce metrics. Ho (50% weight, e assessment. A	vided improve mance metri wever, we si 100% achiev dditionally, a	ed disclosu ics of the L till raise co rement), w sign-on bo	re (threshold TI plan, while oncerns as the which does no onus of EUR	d, targets, max le also providin ere is no furthe ht allow shareh 500.000 (87 p	imum and ng forward er disclosur olders to	e		-	
A.3		Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.80 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this dividend being excessive.	l proposal is wa	rranted beca	use the pr	oposed payo	ut ratio is adeq	quate witho	out			
		Blended Rationale: A vote FOR this dividend prop being excessive.	oosal is warrant	ed because t	he propos	ed payout rai	tio is adequate	without			-	
A.4		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.										
A.5		Approve Discharge of Supervisory Board Members	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted controversies that the board is not fulfilling its fid		of any inforr	nation abc	out significant	t and compellin	ng				
		Blended Rationale: A vote FOR is warranted in th that the board is not fulfilling its fiduciary duties.	e absence of a	ny informatio	n about si	gnificant and	l compelling co	ntroversies	5		-	
16		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
A.0		Voting Policy Rationale: A vote FOR is warranted		of any inform	mation abc	out significant	t and compellin	ng				
A.U		controversies that the auditor is not fulfilling its o	luties.								-	
<b>Α.</b> υ		controversies that the auditor is not fulfilling its of Blended Rationale: A vote FOR is warranted in the that the auditor is not fulfilling its duties.		ny informatic	n about si	gnificant and	compelling co	ntroversies	5			
A.6 A.7.1		Blended Rationale: A vote FOR is warranted in th		ny informatic Yes	<i>n about si</i> For	<i>ignificant and</i> For	l compelling co		Against	Yes	No	Yes

the board. A vote FOR the remaining director nominee(s) is warranted.

## **Umicore SA**

roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
A.7.2		Reelect Koenraad Debackere as an Independent Member of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR the remaini	-			as Leysen is	warranted for	lack of				
		Blended Rationale: A vote AGAINST incumbent the board. A vote FOR the remaining director n	-		Thomas Le	ysen is warr	anted for lack	of diversity	/ on			
A.7.3		Reelect Mark Garrett as an Independent Member of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR the remaini	-			as Leysen is	warranted for	lack of				
		Blended Rationale: A vote AGAINST incumbent the board. A vote FOR the remaining director r	-		Thomas Le	ysen is warr	anted for lack	of diversity	/ on			
A.7.4		Reelect Birgit Behrendt as an Independent Member of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR the remaini	-			as Leysen is	warranted for	lack of				
		Blended Rationale: A vote AGAINST incumbent the board. A vote FOR the remaining director r	-		Thomas Le	ysen is warr	anted for lack	of diversity	/ on			
A.7.5		Elect Frederic Oudea as Member of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR the remaini	-			as Leysen is	warranted for	lack of				
		Blended Rationale: A vote AGAINST incumbent the board. A vote FOR the remaining director r	-		Thomas Le	ysen is warr	anted for lack	of diversity	/ on			
A.7.6		Elect Philip Eykerman as an Independent Member of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incum diversity on the board. A vote FOR the remaini	-			as Leysen is	warranted for	lack of				
		Blended Rationale: A vote AGAINST incumbent the board. A vote FOR the remaining director r	-		Thomas Le	ysen is warr	anted for lack	of diversity	/ on			
A.8		Approve Remuneration of the Members of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrante	ed in the absence o	of any signs	of excessi	veness.						
		Blended Rationale: A vote FOR is warranted in	the absence of any	y signs of ex	cessivene.	<i>ss.</i>						
A.9.1		Ratify EY BV, Represented by Marnix Van Dooren and Eef Naessens, as Auditors and	Mgmt	Yes	For	For		For	For	No	No	No
		Approve Auditors' Remuneration										

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

### **Umicore 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
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 warran	nted because there a	are no conce	erns regard	ling this prop	osal.				-	
		Blended Rationale: A vote FOR is warranted	because there are n	o concerns i	regarding t	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 prop requires shareholder approval for all change-						-	аw		-	
		Blended Rationale: A vote FOR this proposal requires shareholder approval for all change-									-	
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 prop requires shareholder approval for all change-						-	аw		-	
		Blended Rationale: A vote FOR this proposal requires shareholder approval for all change-						-			-	
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 prop requires shareholder approval for all change-						-	аw		-	
		Blended Rationale: A vote FOR this proposal requires shareholder approval for all change-						-				

#### **Ballot Details**

Institutional Account 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
Sustainable Dynamic, unassigned			04/08/2024	04/08/2024			
					= Total Shares:	10,488	10,488

## **Agnico Eagle Mines Limited**

Record D	eeting Date: 04/26/2024 ecord Date: 03/15/2024 imary Security ID: 008474108 rliest Cutoff Date: 04/23/2024		Country: Canada Meeting Type: Annual/Sj Primary CUSIP: 008474		N	-	4 D: 1822414 SIN: CA0084	741085		Proxy Level Primary SEI		23	
	rliest Cutoff Date: 04/23/2024 table Shares: 2,560		Total Ballots: 1 *Shares on Loan: 0			-	<b>y:</b> Sustainabili r <b>ucted:</b> 2,560	Ŷ		Additional Po Shares Voted			
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Leona	Aglukkaq	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no si	ignificant co	oncerns hav	ve been ideni	tified at this tir	ne.			-	

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

# **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 Agains ISS
1.2		Elect Director Ammar Al-Joundi	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns hav	/e been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	ominees as no signifi	cant concen	ns have be	en identified	at this time.					
1.3		Elect Director Sean Boyd	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns hav	/e been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	ominees as no signifi	cant conceri	ns have be	en identified	at this time.					
1.4		Elect Director Martine A. Celej	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns hav	ve been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	ominees as no signifi	cant concen	ns have be	en identified	at this time.					
1.5		Elect Director Jonathan Gill	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns hav	ve been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	minees as no signifi	cant conceri	ns have be	en identified	at this time.					
1.6		Elect Director Peter Grosskopf	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns hav	ve been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	minees as no signifi	cant conceri	ns have be	en identified	at this time.					
1.7		Elect Director Elizabeth Lewis-Gray	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns hav	ve been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	ominees as no signifi	cant conceri	ns have be	en identified	at this time.					
1.8		Elect Director Deborah McCombe	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns hav	ve been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	ominees as no signifi	cant conceri	ns have be	en identified	at this time.					
1.9		Elect Director Jeffrey Parr	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns hav	ve been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	minees as no signifi	cant concen	ns have be	en identified	at this time.					
1.10		Elect Director J. Merfyn Roberts	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns hav	ve been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	minees as no signifi	cant concen	ns have be	en identified	at this time.					
1.11		Elect Director Jamie C. Sokalsky	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns hav	ve been ident	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed no	minees as no signifi	cant concer	ns have he	on identified	at this time					

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

# **Agnico Eagle Mines Limited**

Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration <i>Voting Policy Rationale: Vote FOR the ratifica</i> <i>reasonable relative to total fees paid to the a</i> <i>Blended Rationale: Vote FOR the ratification</i> <i>relative to total fees paid to the auditor.</i> Amend Incentive Share Purchase Plan <i>Voting Policy Rationale: Vote FOR this Emplo</i> <i>standards within the Canadian market.</i>	auditor.		as non-au				For	No	No	No
reasonable relative to total fees paid to the a Blended Rationale: Vote FOR the ratification relative to total fees paid to the auditor. Amend Incentive Share Purchase Plan Voting Policy Rationale: Vote FOR this Emplo	or Ernst & Young Ll	LP as auditor	as non-au							
relative to total fees paid to the auditor. Amend Incentive Share Purchase Plan Voting Policy Rationale: Vote FOR this Emplo	-			ıdit fees (7 p	ercent) were re	easonable				
Purchase Plan Voting Policy Rationale: Vote FOR this Emplo	Mgmt	Yes	Ган							
			For	For		For	For	No	No	No
	oyee Share Purchase	Plan as the	plan's pro	visions confo	rm to best prac	ctice				
Blended Rationale: Vote FOR this Employee . within the Canadian market.	Share Purchase Plar	n as the plan	's provisioi	ns conform to	best practice	standards				
Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
medium concern driven by the company's re- increased marginally year over year, and con- term. At the previous two annual shareholde support. In 2023, the company sought feedb compensation approach which appeared to f warranted for this say on pay resolution at ti	lative degree of pay mpany's TSR outpen r meetings, the con pack from sharehold have improved the o his time. Neverthele.	-and-perform formed the G apany's say-co ers and respo verall pay-ar ss, Sustainab	nance aligi GICS group on-pay rest onded with nd-perform bility Advis	nment (RDA) both in the colutions failed h a few adjus nance alignme	. The 2023 CEC last year and o d to garner ma tments to the ent. As such, a	O pay wer a long jority executive vote FOR	er is			
medium concern driven by the company's re- increased marginally year over year, and con- term. At the previous two annual shareholde support. In 2023, the company sought feedb compensation approach which appeared to f warranted for this say on pay resolution at ti	lative degree of pay mpany's TSR outpen r meetings, the con pack from sharehold have improved the o his time. Neverthele.	-and-perform formed the G apany's say-co ers and respo verall pay-ar ss, Sustainat	nance aligi GICS group on-pay rest onded with nd-perform bility Advis	nment (RDA) both in the b olutions failed h a few adjus bance alignme	. The 2023 CEC last year and o d to garner ma tments to the ent. As such, a	O pay ver a long jority executive vote FOR	is			
I (V n ii to s c v c - E n ii to s c v	Advisory Vote on Executive Compensation Approach <i>Yoting Policy Rationale: Vote FOR this non-b</i> <i>nedium concern driven by the company's re</i> <i>ncreased marginally year over year, and cor</i> <i>erm. At the previous two annual shareholde</i> <i>upport. In 2023, the company sought feed</i> <i>to ompensation approach which appeared to I</i> <i>varranted for this say on pay resolution at to</i> <i>ompany for any potential CEO pay and com</i> <i>shended Rationale: Vote FOR this non-bindin</i> <i>nedium concern driven by the company's re</i> <i>ncreased marginally year over year, and con</i> <i>erm. At the previous two annual shareholde</i> <i>upport. In 2023, the company sought feed</i> <i>to ompensation approach which appeared to I</i> <i>varranted for this say on pay resolution at to</i>	Advisory Vote on Executive Mgmt Compensation Approach Mgmt <i>Toting Policy Rationale: Vote FOR this non-binding advisory vote</i> <i>medium concern driven by the company's relative degree of pay</i> <i>ncreased marginally year over year, and company's TSR outpen</i> <i>erm. At the previous two annual shareholder meetings, the com</i> <i>upport. In 2023, the company sought feedback from sharehold</i> <i>compensation approach which appeared to have improved the o</i> <i>varranted for this say on pay resolution at this time. Neverthele</i> <i>company for any potential CEO pay and company performance f</i> <i>Rended Rationale: Vote FOR this non-binding advisory vote. The</i> <i>needium concern driven by the company's relative degree of pay</i> <i>ncreased marginally year over year, and company's TSR outpen</i> <i>erm. At the previous two annual shareholder meetings, the com</i> <i>upport. In 2023, the company sought feedback from sharehold</i> <i>compensation approach which appeared to have improved the o</i> <i>varranted for this say on pay resolution at this time. Neverthele</i> <i>company for any potential CEO pay and company's TSR outpen</i> <i>erm. At the previous two annual shareholder meetings, the com</i> <i>upport. In 2023, the company sought feedback from sharehold</i> <i>compensation approach which appeared to have improved the o</i> <i>varranted for this say on pay resolution at this time. Neverthele</i> <i>company for any potential CEO pay and company performance f</i>	Advisory Vote on Executive Mgmt Yes Compensation Approach Yes <i>Toting Policy Rationale: Vote FOR this non-binding advisory vote. The quanti- medium concern driven by the company's relative degree of pay-and-perform increased marginally year over year, and company's TSR outperformed the O erm. At the previous two annual shareholder meetings, the company's say-o upport. In 2023, the company sought feedback from shareholders and resp compensation approach which appeared to have improved the overall pay-an- warranted for this say on pay resolution at this time. Nevertheless, Sustainal company for any potential CEO pay and company performance misalignment Rended Rationale: Vote FOR this non-binding advisory vote. The quantitative medium concern driven by the company's relative degree of pay-and-perform coreased marginally year over year, and company's TSR outperformed the O erm. At the previous two annual shareholder meetings, the company's say-o cupport. In 2023, the company sought feedback from shareholders and resp compensation approach which appeared to have improved the overall pay-ar pompensation approach which appeared to have improved the overall pay-ar propensation approach which appeared to have improved the overall pay-ar pompensation approach which appeared to have improved the overall pay-ar pompensation approach which appeared to have improved the overall pay-ar pompensation approach which appeared to have improved the overall pay-ar pompensation approach which appeared to have improved the overall pay-ar pompensation approach which appeared to have improved the overall pay-ar pompensation approach which appeared to have improved the overall pay-ar pompensation approach which appeared to have improved the overall pay-ar pompensation approach which appeared to have improved the overall pay-ar pompensation approach which appeared to have improved the overall pay-ar</i>	Advisory Vote on Executive Mgmt Yes For Compensation Approach <i>Toting Policy Rationale: Vote FOR this non-binding advisory vote. The quantitative pay</i> <i>medium concern driven by the company's relative degree of pay-and-performance aligi</i> <i>ncreased marginally year over year, and company's TSR outperformed the GICS group</i> <i>term. At the previous two annual shareholder meetings, the company's say-on-pay resu</i> <i>upport. In 2023, the company sought feedback from shareholders and responded witt</i> <i>compensation approach which appeared to have improved the overall pay-and-perform</i> <i>varranted for this say on pay resolution at this time. Nevertheless, Sustainability Advisionpany for any potential CEO pay and company performance misalignment.</i> <i>Rended Rationale: Vote FOR this non-binding advisory vote. The quantitative pay-for-p</i> <i>nedium concern driven by the company's relative degree of pay-and-performance align</i> <i>ncreased marginally year over year, and company's TSR outperformed the GICS group</i> <i>erm. At the previous two annual shareholder meetings, the company's say-on-pay resu</i> <i>upport. In 2023, the company sought feedback from shareholders and responded witi</i> <i>corpeased marginally year over year, and company's TSR outperformed the GICS group</i> <i>erm. At the previous two annual shareholder meetings, the company's say-on-pay resu</i> <i>upport. In 2023, the company sought feedback from shareholders and responded witi</i> <i>compensation approach which appeared to have improved the overall pay-and-perform</i> <i>varranted for this say on pay resolution at this time. Nevertheless, Sustainability Advision</i> <i>varranted for this say on pay resolution at this time. Nevertheless, Sustainability Advision</i> <i>varranted for this say on pay resolution at this time. Nevertheless, Sustainability Advision</i> <i>varranted for this say on pay resolution at this time. Nevertheless, Sustainability Advision</i> <i>varranted for this say on pay resolution at this time. Nevertheless, Sustainability Advision</i> <i>varranted for this say on pay resolution at this time. Neverthel</i>	Advisory Vote on Executive Mgmt Yes For For Compensation Approach <i>Toting Policy Rationale: Vote FOR this non-binding advisory vote. The quantitative pay-for-performan</i> <i>anedium concern driven by the company's relative degree of pay-and-performance alignment (RDA)</i> , <i>noreased marginally year over year, and company's TSR outperformed the GICS group both in the</i> <i>erm. At the previous two annual shareholder meetings, the company's say-on-pay resolutions failed</i> <i>upport. In 2023, the company sought feedback from shareholders and responded with a few adjus</i> <i>compensation approach which appeared to have improved the overall pay-and-performance alignment</i> <i>varranted for this say on pay resolution at this time. Nevertheless, Sustainability Advisory Services to</i> <i>company for any potential CEO pay and company performance misalignment.</i> <i>Blended Rationale: Vote FOR this non-binding advisory vote. The quantitative pay-for-performance alignment (RDA)</i> , <i>noreased marginally year over year, and company's TSR outperformed the GICS group both in the a</i> <i>medium concern driven by the company's relative degree of pay-and-performance alignment (RDA)</i> , <i>noreased marginally year over year, and company's TSR outperformed the GICS group both in the a</i> <i>emport. In 2023, the company sought feedback from shareholders and responded with a few adjus</i> <i>company for any potential ceo pay and company's TSR outperformed the GICS group both in the a</i> <i>erm. At the previous two annual shareholder meetings, the company's say-on-pay resolutions failed</i> <i>upport. In 2023, the company sought feedback from shareholders and responded with a few adjus</i> <i>company for any potential CEO pay and company performance alignment.</i>	Advisory Vote on Executive Mgmt Yes For For Compensation Approach <i>Toting Policy Rationale: Vote FOR this non-binding advisory vote. The quantitative pay-for-performance screen has</i> <i>nedium concern driven by the company's relative degree of pay-and-performance alignment (RDA). The 2023 CEU</i> <i>nereased marginally year over year, and company's TSR outperformed the GICS group both in the last year and o</i> <i>erm. At the previous two annual shareholder meetings, the company's say-on-pay resolutions failed to garner ma</i> <i>upport. In 2023, the company sought feedback from shareholders and responded with a few adjustments to the</i> <i>compensation approach which appeared to have improved the overall pay-and-performance alignment. As such, a</i> <i>varranted for this say on pay resolution at this time. Nevertheless, Sustainability Advisory Services will continue to</i> <i>company for any potential CEO pay and company performance misalignment.</i> <i>Blended Rationale: Vote FOR this non-binding advisory vote. The quantitative pay-for-performance screen has ide</i> <i>nereased marginally year over year, and company's TSR outperformed the GICS group both in the last year and o</i> <i>erm. At the previous two annual shareholder meetings, the company's say-on-pay resolutions failed to garner ma</i> <i>upport. In 2023, the company's relative degree of pay-and-performance alignment (RDA). The 2023 CEU</i> <i>creased marginally year over year, and company's TSR outperformed the GICS group both in the last year and o</i> <i>erm. At the previous two annual shareholder meetings, the company's say-on-pay resolutions failed to garner ma</i> <i>upport. In 2023, the company sought feedback from shareholders and responded with a few adjustments to the</i> <i>compensation approach which appeared to have improved the overall pay-and-performance alignment. As such,</i> <i>a varranted for this say on pay resolution at this time. Nevertheless, Sustainability Advisory Services will continue to</i> <i>company for any potential CEO pay and company performance misalignment.</i>	Advisory Vote on Executive Mgmt Yes For For For For For Compensation Approach Mgmt Yes For For For Sor Compensation Approach Mgmt Yes For For For For Sor Compensation Approach Mgmt Solutions and the security of 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 long term. At the previous two annual shareholder meetings, the company's say-on-pay resolutions failed to garner majority upport. In 2023, the company sought feedback from shareholders and responded with a few adjustments to the executive compansation approach which appeared to have improved the overall pay-and-performance alignment. As such, a vote FOR warranted for this say on pay resolution at this time. Nevertheless, Sustainability Advisory Services will continue to monitor to company for any potential CEO pay and company's TSR outperformed the GICS group both in the last year and over a long thereased marginally year over year, and company so the term may and performance alignment. (RDA). The 2023 CEO pay market as the owner of the	Advisory Vote on Executive Mgmt Yes For For For For For For For Compensation Approach For Policy Rationale: Vote FOR this non-binding advisory vote. The quantitative pay-for-performance screen has identified a nedium concern driven by the company's relative degree of pay-and-performance alignment (RDA). The 2023 CEO pay forceased marginally year over year, and company's TSR outperformed the GICS group both in the last year and over a longer erm. At the previous two annual shareholder meetings, the company's 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 ompany for any potential CEO pay and company's TSR outperformed the GICS group both in the last year and over a longer erm. At the previous two annual shareholder meetings, the company sought feedback from shareholders and responded with a few adjustments to the executive ompensation 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 ompany for any potential CEO pay and company's TSR outperformed the GICS group both in the last year and over a longer erm. At the previous two annual shareholder meetings, the company's say-on-pay resolutions failed to garner majority upport. In 2023, the company sought feedback from shareholders and responded with a few adjustments to the executive of the meetings, the company's resolutions failed to garner majority and over a longer erm. At the previous two annual shareholder meetings, the company's say-on-pay resolutions failed to garner majority upport. In 2023, the company sought feedback from shareholders and responded with a few adjustments to the executive of the owerall pay-and-performance alignment. As such, a vote FOR is warranted for this say on pay resolution at this time. Nevertheless, Sustainability Ad	Advisory Vote on Executive Mgmt Yes For For For For For No Compensation Approach For this non-binding advisory vote. The quantitative pay-for-performance screen has identified a needium concern driven by the company's relative degree of pay-and-performance alignment (RDA). The 2023 CEO pay necreased marginally year over year, and company's TSR outperformed the GICS group both in the last year and over a longer erm. At the previous two annual shareholder meetings, the company's say-on-pay resolutions failed to garner majority upport. In 2023, the company sought feedback from shareholders and responded with a few adjustments to the executive ompensation 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 ompany for any potential CEO pay and company's TSR outperformed the GICS group both in the last year and over a longer erm. At the previous two annual shareholder meetings, the company's say-on-pay resolutions failed to garner majority upport. In 2023, the company's relative degree of pay-and-performance alignment.	Advisory Vote on Executive Mgmt Yes For For For For For No No Compensation Approach FOR this non-binding advisory vote. The quantitative pay-for-performance screen has identified a needium concern driven by the company's relative degree of pay-and-performance alignment (RDA). The 2023 CEO pay creased marginally year over year, and company's TSR outperformed the GICS group both in the last year and over a longer erm. At the previous two annual shareholder meetings, the company's say-on-pay resolutions failed to garner majority upport. In 2023, the company sought feedback from shareholders and responded with a few adjustments to the executive ompensation 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 ompany for any potential CEO pay and company performance misalignment.

Institutional Account 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	2,560

## **Canadian National Railway Company**

Meeting I	Date: 04/26/2	.024	Country: Canada		т	icker: CNF	ર			Proxy Level	: 4		
Record D	ate: 03/01/20	24	Meeting Type: Annual		м	leeting IC	<b>):</b> 1819825						
Primary S	Security ID:	136375102	Primary CUSIP: 13637510	2	Р	rimary IS	IN: CA1363	751027		Primary SEI	<b>DOL:</b> 21806	32	
Earliest Cu	itoff Date: 04/2	23/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabilit	у		Additional Po	licy:		
Votable Sh	otable Shares: 3,540 *Shares of		*Shares on Loan: 0		s	hares Insti	ructed: 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 Shaur	neen Bruder	Mgmt	Yes	For	For		For	For	No	No	No

# **Canadian National Railway Company**

	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Voting Policy Rationale: Vote FOR all propo	sed nominees as no s	ignificant co	ncerns hav	ve been iden	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed r	nominees as no signifi	icant conceri	ns have be	en identified	l at this time.					
1.2		Elect Director Jo-ann dePass Olsovsky	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propo	sed nominees as no s	ignificant co	ncerns hav	re been iden	tified at this tir	ne.			-	
		Blended Rationale: Vote FOR all proposed r	nominees as no signifi	icant conceri	ns have be	en identified	l at this time.				-	
1.3		Elect Director David Freeman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	sed nominees as no s	ignificant co	ncerns hav	ve been iden	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed r	nominees as no signifi	icant conceri	ns have be	en identified	l at this time.				-	
1.4		Elect Director Denise Gray	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	sed nominees as no s	ignificant co	ncerns hav	ve been iden	tified at this tir	ne.			-	
		Blended Rationale: Vote FOR all proposed r	nominees as no signifi	icant conceri	ns have be	en identified	l at this time.					
1.5		Elect Director Justin M. Howell	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	sed nominees as no s	ignificant co	ncerns hav	ve been iden	tified at this tir	ne.			-	
		Blended Rationale: Vote FOR all proposed r	nominees as no signifi	icant conceri	ns have be	en identified	l at this time.				-	
1.6		Elect Director Susan C. Jones	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	sed nominees as no s	ignificant co	ncerns hav	ve been iden	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed r	nominees as no signifi	icant conceri	ns have be	en identified	l at this time.					
1.7		Elect Director Robert Knight	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	sed nominees as no s	ignificant co	ncerns hav	ve been iden	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed r	nominees as no signifi	icant conceri	ns have be	en identified	l at this time.				-	
1.8		Elect Director Michel Letellier	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propo	sed nominees as no s	ignificant co	ncerns hav	ve been iden	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed r	nominees as no signifi	icant concen	ns have be	en identified	l at this time.					
1.9		Elect Director Margaret A. McKenzie	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	sed nominees as no s	ignificant co	ncerns hav	ve been iden	tified at this tir	ne.				
		Blended Rationale: Vote FOR all proposed r	nominees as no signifi	icant conceri	ns have be	en identified	l at this time.					
1.10		Elect Director Al Monaco	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propos	sed nominees as no s	ignificant co	ncerns hav	ve been iden	tified at this tir	ne.			-	
		Blended Rationale: Vote FOR all proposed r	nominees as no signifi	icant conceri	ns have be	en identified	l at this time.				-	
1.11		Elect Director Tracy Robinson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propo	sed nominees as no s	ignificant co	ncerns hav	ve been iden	tified at this tir	ne.			-	
		Blended Rationale: Vote FOR all proposed r	nominees as no signifi	icant concer	ns have he	en identified	l at this time				-	

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

# **Canadian National Railway Company**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
2	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote relative to total fees paid to th		of KPMG LLP as	auditor as i	non-audit i	fees (0 perce	ent) were reas	onable				
	Blended Rationale: Vote FOR total fees paid to the auditor.	the ratification of K	'PMG LLP as audi	itor as non-a	audit fees (	(0 percent) v	vere reasonab.	le relative t	to			
3	Approve Advance Notice Requirement		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote directors is considered to be t		,								-	
	Blended Rationale: Vote FOR considered to be the most imp		,					f directors	is			
4	Amend Long-Term Incentive Plan		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Based	l on the Equity Plan	n Score Card eva	luation (EPS	C), vote F	OR this omni	ibus plan.					
	Blended Rationale: Based on a	the Equity Plan Sco	re Card evaluatio	on (EPSC), v	ote FOR tl	nis omnibus j	plan.					
5	Advisory Vote on Executive Compensation Approach		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote	FOR this non-bindir	ng advisory vote	as there are	e no signifi	cant issues a	at this time.					
	Blended Rationale: Vote FOR	this non-binding ad	lvisory vote as th	nere are no s	significant	issues at this	s time.					
6	Management Advisory Vote o Climate Change	n	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote and the company's climate tra framework. CN is committed t and also plans to review its 20	nsition plan include to setting a target t	es clear and appl to achieve net-ze	roved scienc ro carbon ei	e-based ta missions bj	rgets, specil ⁄ 2050, in lin	fic actions, and ne with a 1.5°	l governan C scenario	ce			
	Blended Rationale: Vote FOR the company's climate transiti framework. CN is committed to and also plans to review its 20	ion plan includes cle to setting a target t	ear and approved to achieve net-ze	d science-ba ro carbon ei	nsed target missions bj	s, specific ac / 2050, in lin	ctions, and gov ne with a 1.5°	ernance C scenario			-	
	Shareholder Proposal		Mgmt	No								
7	SP 1: Adopt a Paid Sick Leave Policy	2	SH	Yes	Against	Against		For	For	Yes	No	Yes
	Voting Policy Rationale: A vot colleague health and well-beir company's management and d	ng. Adoption of the	resolution would									
	Blended Rationale: A vote FO colleague health and well-beir company's management and d	ng. Adoption of the	resolution would								-	
Ballot Details												
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	Shares	Shares	Voted
rotea Fund - Orcadia Global	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ed			3,54	0	3,5	540
ustainable Dynamic, unassigned			04/09/2024		04/09/2024							

lecord D	Date: 04/30/2 pate: 03/01/20 Security ID: 3	24	Country: USA Meeting Type: Annual Primary CUSIP: 30161		P	-	2 <b>):</b> 1837182 SIN: US3016	1N1019		Proxy Level		519	
arliest Cu	utoff Date: 04/2	9/2024	Total Ballots: 1		V	oting Polic	<b>y:</b> Sustainabili	ty		Additional Po	licy:		
otable Si	nares: 2,631		*Shares on Loan: 0		S	Shares Inst	ructed: 2,631			Shares Voted	: 2,631		
roposal lumber	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1a		Elect Director W. Pa	aul Bowers	Mgmt	Yes	For	For		For	For	No	No	No
		Young, is warranted	ale: A vote AGAINST the in because the company is n FOR the remaining nomi	not aligned with inv		,		-	-				
		warranted because t	A vote AGAINST the incum the company is not aligned ning nominees is warranted	with investor exp		,		5,	5	ı, is			
1b		Elect Director Calvin Jr.	n G. Butler,	Mgmt	Yes	For	For		For	For	No	No	No
		Young, is warranted	ale: A vote AGAINST the in because the company is n FOR the remaining nomi	not aligned with inv				-					
		warranted because t	A vote AGAINST the incum the company is not aligned ning nominees is warranted	l with investor exp					-	ı, is			
1c		Elect Director Marjor Cheshire	rie Rodgers	Mgmt	Yes	For	For		For	For	No	No	No
		Young, is warranted	ale: A vote AGAINST the in l because the company is n re FOR the remaining nomi	not aligned with inv		,		-	-				
		warranted because t	A vote AGAINST the incum the company is not aligned ning nominees is warranted	l with investor expo					-	ı, is			
1d		Elect Director Linda	P. Jojo	Mgmt	Yes	For	For		For	For	No	No	No
		Young, is warranted	ale: A vote AGAINST the in l because the company is n re FOR the remaining nomin	not aligned with inv		,		5	,				
		warranted because t	A vote AGAINST the incum the company is not aligned ning nominees is warranted	l with investor expo					-	ı, is			
1e		Elect Director Charis	sse R. Lillie	Mgmt	Yes	For	For		For	For	No	No	No
		Young, is warranted	ale: A vote AGAINST the in l because the company is n e FOR the remaining nomin	not aligned with inv		'		5	'				
		warranted because t	A vote AGAINST the incum the company is not aligned ning nominees is warranted	l with investor expo					-	ı, is			
1f		Elect Director Anna	Richo	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa Young, is warranted	ale: A vote AGAINST the in			-		-					

# **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 Agains ISS
1g		Elect Director Matthew Rogers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the in Young, is warranted because the company is a commitments. A vote FOR the remaining nomit	not aligned with in	vestor expec			-				-	
		Blended Rationale: A vote AGAINST the incum warranted because the company is not aligned vote FOR the remaining nominees is warranted	d with investor exp									
1h		Elect Director Bryan Segedi	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the ii Young, is warranted because the company is i commitments. A vote FOR the remaining nomi	not aligned with in	vestor expec	,		-	-			-	
		Blended Rationale: A vote AGAINST the incum warranted because the company is not aligned vote FOR the remaining nominees is warranted	d with investor exp		-			-				
1i		Elect Director John Young	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST the in Young, is warranted because the company is a commitments. A vote FOR the remaining nomi	not aligned with in	vestor expec			-				-	
		Blended Rationale: A vote AGAINST the incum warranted because the company is not aligned vote FOR the remaining nominees is warranted	d with investor exp					-			-	
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo	sal to ratify the au	iditor is warr	anted.						-	
		Blended Rationale: A vote FOR this proposal to	o ratify the audito	r is warranted	1.						-	
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the propo forward-looking PSU metrics and the adjustme performance were aligned, the short-term ince incentive was predominantly performance-bas	ent of closing-cycle entive was based o	PSUs in con	nection wi	th a spin-off	Nonetheless,	pay and	rm			
		Blended Rationale: A vote FOR the proposal is forward-looking PSU metrics and the adjustme performance were aligned, the short-term ince incentive was predominantly performance-bas	ent of closing-cycle entive was based o	PSUs in con	nection wi	, ith a spin-off	Nonetheless,		rm			
4		Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Currently, the compar a vote FOR this proposal is warranted as it rep				-	-	-	се,			

vote FOR this proposal is warranted as it represents an enhancement to shareholder's rights despite restrictive language contained in the contingent bylaw amendment.

# **Exelon Corporation**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5	Provide Right to Call a Specia Meeting at a 10 Percent Ownership Threshold	al	SH	Yes	Against	For		For	For	Yes	No	No
	Voting Policy Rationale: Supp meeting timing and subject n on the shareholder proposal	natter that sharehol	ders may view a	s unnecessa	ry. Should	both propos		'	vote			
	Blended Rationale: Support F timing and subject matter tha shareholder proposal will sign	at shareholders may	view as unnece.	ssary. Shoui	ld both pro		,		5		-	
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigne	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ed			2,63	1	2,6	31
			04/04/2024		04/04/2024							
							r	otal Shares	2,63	1	2,6	31

## PepsiCo, Inc.

-	Date: 05/01/2 ate: 03/01/20		Country: USA Meeting Type: Ann	l		icker: PE	<b>D:</b> 1838330			Proxy Level	: 3		
	Security ID:		Primary CUSIP: 71			-	<b>SIN:</b> US7134	481081		Primary SEI	DOL: 26815	511	
Earliest Cu	utoff Date: 04/3	30/2024	Total Ballots: 1		v	oting Polic	<b>:y:</b> Sustainabili	ity		Additional Po	licy:		
Votable Sh	nares: 1,602		*Shares on Loan: 0		s	hares Inst	ructed: 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 Segu	un Agbaje	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ratio	nale: A vote FOR the dire	ector nominees is war	ranted.								
		Blended Rationale:	A vote FOR the director	nominees is warrante	ed.								
1b		Elect Director Jenr	ifer Bailey	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ratio	nale: A vote FOR the dire	ector nominees is war	ranted.								
		Blended Rationale:	A vote FOR the director	nominees is warrante	ed.								
1c		Elect Director Cesa	ar Conde	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	nale: A vote FOR the dire	ector nominees is war	ranted.								
		Blended Rationale:	A vote FOR the director	nominees is warrante	ed.								
1d		Elect Director Ian	Cook	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	nale: A vote FOR the dire	ector nominees is war	ranted.								
		Blended Rationale:	A vote FOR the director	nominees is warrante	ed.								
1e		Elect Director Edit	n W. Cooper	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	nale: A vote FOR the dire	ector nominees is war	ranted.								
		Blended Rationale:	A vote FOR the director	nominees is warrante	ed.							-	

# PepsiCo, Inc.

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1f		Elect Director Susan M. Diamond	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director non	ninees is warrante	ed.								
1g		Elect Director Dina Dublon	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director non	minees is warrante	d.								
1h		Elect Director Michelle Gass	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director non	ninees is warrante	ed.								
1i		Elect Director Ramon L. Laguarta	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director non	ninees is warrante	ed.								
1j		Elect Director Dave J. Lewis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director non	ninees is warrante	d.								
1k		Elect Director David C. Page	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director non	ninees is warrante	d.								
11		Elect Director Robert C. Pohlad	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director non	ninees is warrante	ed.								
1m		Elect Director Daniel Vasella	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director non	ninees is warrante	d.								
1n		Elect Director Darren Walker	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director non	ninees is warrante	ed.								
10		Elect Director Alberto Weisser	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director non	ninees is warrante	d.								
-		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
2												

## PepsiCo, Inc.

roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos review, though shareholders would benefit from					, .	or the year	in			
		Blended Rationale: A vote FOR this proposal is review, though shareholders would benefit from		-		-	-	e year in				
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Based on the Equity Pla	an Scorecard evalu	uation (EPSC	C), a vote F	OR this prop	osal is warran	ted.				
		Blended Rationale: Based on the Equity Plan Sc	orecard evaluation	n (EPSC), a	vote FOR t	his proposal	is warranted.					
5		Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: This proposal is conside arrangements, the company has implemented a As such, a vote AGAINST this proposal is warran	adequate safeguar				-					
		Blended Rationale: This proposal is considered a arrangements, the company has implemented a As such, a vote AGAINST this proposal is warran	adequate safeguar	-					5.			
6		Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this re benefits and there is no evidence that the comp					-	ive healthca	are			
		Blended Rationale: A vote AGAINST this resolut benefits and there is no evidence that the comp		-		-	-	ealthcare				
7		Amend Bylaws to Adopt a Director Election Resignation	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this pr at Pepsi that suggest the proponent's more-stri				-		pecific facto	ors			
		Blended Rationale: A vote AGAINST this propos Pepsi that suggest the proponent's more-stringe			-			ic factors a	t			
8		Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propos- increasing transparency regarding the company the request would provide greater assurance to risks to the firm.	's efforts to addre	ess the risks	related the	e use of non-	sugar sweeter	ners. Furthe				
		Blended Rationale: A vote FOR this proposal is transparency regarding the company's efforts to request would provide greater assurance to sha risks to the firm.	o address the risks	s related the	use of noi	n-sugar swee	eteners. Furthe	er, the				
					A	Against		For	For	Yes	No	Yes
9		Report on Risks Related to Biodiversity and Nature Loss	SH	Yes	Against	Ayamst		101	101	165	110	103

company is managing related risks associated with biodiversity loss as well as adequately track progress on these issues.

# PepsiCo, Inc.

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
10	Report on Third-Party Racia Equity Audit		SH	Yes	Against	Against		For	For	Yes	No	Yes
	Voting Policy Rationale: A vo impacts of the company's po		-				shareholders a	assess the				
	Blended Rationale: A vote FC of the company's policies and					ld help share	eholders asses	s the impa	cts		-	
11	Report on Risks Created by Company's Diversity, Equity, and Inclusion Efforts		SH	Yes	Against	Against		Against	Against	No	No	No
	Voting Policy Rationale: A vo its diversity, equity and inclu					rovides adeq	uate disclosur	e related to	)			
	Blended Rationale: A vote Ad diversity, equity and inclusion				any provide	es adequate	disclosure rela	ated to its				
12	Issue Transparency Report of Global Public Policy and Political Influence	on	SH	Yes	Against	Against		For	For	Yes	No	Yes
	Voting Policy Rationale: A vo memberships in political orga oversight of spending would	anizations and lobby	ing expenditures	s, as well as	the compa	ny's its man	agement- and	board-leve	)		-	
	Blended Rationale: A vote FC memberships in political orga oversight of spending would	anizations and lobby	ing expenditures	s, as well as	the compa	ny's its man	agement- and	board-leve	9/			
Ballot Details												
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	ihares	Shares	Voted
rotea Fund - Orcadia Global	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ed			1.60	2	1.6	02

(IA Name, IA Number)	Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Glol Sustainable Dynamic, unas	283964.001	Confirmed	Auto-Instructed	Auto-Approved		1,602	1,602
			04/12/2024	04/12/2024			
					Total Shares:	1,602	1,602

### S&P Global Inc.

-	Date: 05/01/2		Country: USA			icker: SPO				Proxy Level	: 3		
Record D	Date: 03/11/20	)24	Meeting Type: Annual		м	leeting II	<b>D:</b> 1836536						
Primary	Security ID:	78409V104	Primary CUSIP: 78409V1	.04	P	rimary IS	SIN: US7840	9V1044		Primary SEI	DOL: BYV23	325	
Earliest Cu	utoff Date: 04/3	30/2024	Total Ballots: 1		v	oting Polic	<b>:y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Si	able Shares: 249		*Shares on Loan: 0		s	hares Inst	ructed: 249			Shares Voted	: 249		
Proposal Number	-			Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Marco	o Alvera	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nomin	nees is warrante	ed.								
1.2		Elect Director Jacqu	ies Esculier	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nomin	nees is warrante	ed.							-	

## S&P Global Inc.

oposal Significant mber Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1.3	Elect Director Gay Huey Evans	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.4	Elect Director William D. Green	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.5	Elect Director Stephanie C. Hill	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.6	Elect Director Rebecca Jacoby	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.7	Elect Director Robert P. Kelly	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.8	Elect Director Ian P. Livingston	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.9	Elect Director Maria R. Morris	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.10	Elect Director Douglas L. Peterson	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.11	Elect Director Richard E. Thornburgh	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.12	Elect Director Gregory Washington	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is way	ranted								

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

### S&P Global Inc.

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2	Advisory Vote to Ratify Named Executive Officers' Compensation		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote financial metrics and equity awa targets.	, ,					,	,				
	Blended Rationale: A vote FOR metrics and equity awards are	, ,				,	,		cial			
3	Amend Deferred Compensation Plan	1	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Based of	on an analysis of th	e plan amendri	nent, a vote	FOR this	proposal is v	varranted.					
	Blended Rationale: Based on ar	n analysis of the pla	n amendment,	a vote FOR	this prop	osal is warra	nted.					
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	o ratify the aud	ditor is warr	anted.							
	Blended Rationale: A vote FOR	this proposal to rati	ify the auditor	is warranted	d.							
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Appro	ved			249		24	19
			04/07/2024		04/07/2024	ļ						
							1	otal Shares:	249	)	24	9

## The Coca-Cola Company

-	Date: 05/01/2		Country: USA		-	icker: KO				Proxy Level	: 3		
Record D	ate: 03/04/20	)24	Meeting Type: Annual		N	leeting II	<b>D:</b> 1836151						
Primary S	Security ID:	191216100	Primary CUSIP: 1912161	.00	P	rimary IS	SIN: US1912	161007		Primary SEI	<b>DOL:</b> 22066	57	
Earliest Cu	itoff Date: 04/3	80/2024	Total Ballots: 1		v	oting Polic	<b>:y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Si	nares: 1,759		*Shares on Loan: 0		s	hares Inst	ructed: 1,759			Shares Voted	<b>:</b> 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	1 Elect Director Herb Allen Mgmt					For	For		For	For	No	No	No
			ale: A vote AGAINST Thomas EO of an outside company. A				-		ic boards				
			Vote AGAINST Thomas (Tor an outside company. A vote		-			ards while					
1.2		Elect Director Marc	Bolland	Mgmt	Yes	For	For		For	For	No	No	No
			ale: A vote AGAINST Thomas EO of an outside company. A	. , ,			-		ic boards				
	while serving as a CEO of an outside company. A vote FOR the remainded Rationale: A vote AGAINST Thomas (Tom) Gavner is warra						more than t	hree nuhlic ho	ards while				

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.

## The Coca-Cola Company

	pany. A vote FOR the r as (Tom) Gayner is wa A vote FOR the remain Mgmt Thomas (Tom) Gayner nany. A vote FOR the r as (Tom) Gayner is wa A vote FOR the remain Mgmt Thomas (Tom) Gayner	emaining dir arranted for s reading director Yes is warranted emaining dir arranted for s ing director Yes	ector nom serving on nominees For for servin ector nom serving on	inees is warra more than th is warranted. For g on more th inees is warra more than th	anted. hree public boar nan three public anted. hree public boar	rds while For boards	For	No	No	No			
while serving as a CEO of an outside comp Blended Rationale: A vote AGAINST Thom serving as a CEO of an outside company. A Elect Director Christopher C. Davis Voting Policy Rationale: A vote AGAINST T while serving as a CEO of an outside comp Blended Rationale: A vote AGAINST Thom serving as a CEO of an outside company. A Elect Director Barry Diller Voting Policy Rationale: A vote AGAINST T while serving as a CEO of an outside comp Blended Rationale: A vote AGAINST Thom	pany. A vote FOR the r as (Tom) Gayner is wa A vote FOR the remain Mgmt Thomas (Tom) Gayner nany. A vote FOR the r as (Tom) Gayner is wa A vote FOR the remain Mgmt Thomas (Tom) Gayner	emaining dir arranted for s reading director Yes is warranted emaining dir arranted for s ing director Yes	ector nom serving on nominees For I for servin ector nom serving on nominees	inees is warra more than th is warranted. For g on more th inees is warra more than th is warranted.	anted. hree public boar nan three public anted. hree public boar	rds while For boards	For	No	- No -	No			
serving as a CEO of an outside company. A Elect Director Christopher C. Davis Voting Policy Rationale: A vote AGAINST T while serving as a CEO of an outside comp Blended Rationale: A vote AGAINST Thom serving as a CEO of an outside company. A Elect Director Barry Diller Voting Policy Rationale: A vote AGAINST T while serving as a CEO of an outside comp Blended Rationale: A vote AGAINST Thom	A vote FOR the remain Mgmt Thomas (Tom) Gayner Dany. A vote FOR the r as (Tom) Gayner is we A vote FOR the remain Mgmt Thomas (Tom) Gayner	ing director Yes is warranted remaining dir arranted for s ing director Yes	For For for servin rector nom serving on nominees	is warranted. For g on more th inees is warra more than th is warranted.	an three public anted. hree public boai	For boards	For	No	No	No			
Davis Voting Policy Rationale: A vote AGAINST T while serving as a CEO of an outside comp Blended Rationale: A vote AGAINST Thom serving as a CEO of an outside company. A Elect Director Barry Diller Voting Policy Rationale: A vote AGAINST T while serving as a CEO of an outside comp Blended Rationale: A vote AGAINST Thom	Thomas (Tom) Gayner bany. A vote FOR the r as (Tom) Gayner is wa A vote FOR the remain Mgmt Thomas (Tom) Gayner	is warranted remaining dir arranted for s ing director Yes	for servin rector nom serving on nominees	g on more th inees is warra more than th is warranted.	anted. hree public boai	boards	For	No	No	No			
while serving as a CEO of an outside comp Blended Rationale: A vote AGAINST Thom serving as a CEO of an outside company. A Elect Director Barry Diller Voting Policy Rationale: A vote AGAINST T while serving as a CEO of an outside comp Blended Rationale: A vote AGAINST Thom	aany. A vote FOR the r as (Tom) Gayner is wa A vote FOR the remain Mgmt Thomas (Tom) Gayner	emaining dir arranted for s ing director Yes	ector nom serving on nominees	inees is warra more than th is warranted.	anted. hree public boai								
serving as a CEO of an outside company. A Elect Director Barry Diller Voting Policy Rationale: A vote AGAINST T while serving as a CEO of an outside comp Blended Rationale: A vote AGAINST Thom	A vote FOR the remain Mgmt Thomas (Tom) Gayner	<i>ing director</i>	nominees	is warranted.	-	rds while							
Voting Policy Rationale: A vote AGAINST T while serving as a CEO of an outside comp Blended Rationale: A vote AGAINST Thom	Thomas (Tom) Gayner		For	For									
while serving as a CEO of an outside comp Blended Rationale: A vote AGAINST Thom	, , ,	is warrantoo		101		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.										
	. , ,		-			rds while							
Elect Director Carolyn Everson	Mgmt	Yes	For	For		For	For	No	No	No			
<b>-</b> ,	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.												
Elect Director Helene D. Gayle	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.												
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Elect Director Thomas S. Gayner	Mgmt	Yes	For	Against		Against	Against	Yes	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.												
Elect Director Alexis M. Herman	Mgmt	Yes	For	For		For	For	No	No	No			
<b>-</b> ,	. , ,			-	,	boards							
	( ) )		5		,	rds while			-				
Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For		For	For	No	No	No			
	, , ,			-		boards			-				
	Voting Policy Rationale: A vote AGAINST T while serving as a CEO of an outside comp Blended Rationale: A vote AGAINST Thom serving as a CEO of an outside company. A Elect Director Helene D. Gayle Voting Policy Rationale: A vote AGAINST T while serving as a CEO of an outside company. A Blended Rationale: A vote AGAINST Thom serving as a CEO of an outside company. A Elect Director Thomas S. Gayner Voting Policy Rationale: A vote AGAINST Thom serving as a CEO of an outside comp Blended Rationale: A vote AGAINST Thom serving as a CEO of an outside comp Blended Rationale: A vote AGAINST Thom serving as a CEO of an outside comp Blended Rationale: A vote AGAINST Thom serving as a CEO of an outside company. A Elect Director Alexis M. Herman Voting Policy Rationale: A vote AGAINST Thom serving as a CEO of an outside comp Blended Rationale: A vote AGAINST Thom serving as a CEO of an outside company. A Elect Director Alexis M. Herman Voting Policy Rationale: A vote AGAINST Thom serving as a CEO of an outside company. A Elect Director Maria Elena Lagomasino Voting Policy Rationale: A vote AGAINST Thom serving as a CEO of an outside company. A	Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner while serving as a CEO of an outside company. A vote FOR the remain serving as a CEO of an outside company. A vote FOR the remain Elect Director Helene D. Gayle         Mgmt         Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is we serving as a CEO of an outside company. A vote FOR the remain Elect Director Helene D. Gayle       Mgmt         Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is we serving as a CEO of an outside company. A vote FOR the remain Elect Director Thomas S.       Mgmt         Blended Rationale: A vote AGAINST Thomas (Tom) Gayner is we serving as a CEO of an outside company. A vote FOR the remain Elect Director Thomas S.       Mgmt         Gayner       Woting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is we serving as a CEO of an outside company. A vote FOR the remain Gayner         Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is we serving as a CEO of an outside company. A vote FOR the remain Elect Director Alexis M.       Mgmt         Elect Director Alexis M.       Mgmt         Herman       Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is we serving as a CEO of an outside company. A vote FOR the remain Elect Director Maria Elena         Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is we serving as a CEO of an outside company. A vote FOR the remain Elect Director Maria Elena         Mgmt       Mgmt         Elect Director Maria Elena       Mgmt         Lagomasino       Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayn	Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted while serving as a CEO of an outside company. A vote FOR the remaining director serving as a CEO of an outside company. A vote FOR the remaining director         Elect Director Helene D. Gayle       Mgmt       Yes         Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for a serving as a CEO of an outside company. A vote FOR the remaining director         Elect Director Helene D. Gayle       Mgmt       Yes         Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for a serving as a CEO of an outside company. A vote FOR the remaining director         Elect Director Thomas S.       Mgmt       Yes         Gayner       Yoting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for a serving as a CEO of an outside company. A vote FOR the remaining director         Elect Director Thomas S.       Mgmt       Yes         Gayner       Yoting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for a serving as a CEO of an outside company. A vote FOR the remaining director         Elect Director Alexis M.       Mgmt       Yes         Herman       Yoting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted or a serving as a CEO of an outside company. A vote FOR the remaining director         Elect Director Alexis M.       Mgmt       Yes         Herman       Yoting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted or a serving as a CEO of an outside company. A vote FOR the	Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving while serving as a CEO of an outside company. A vote FOR the remaining director nomines are serving as a CEO of an outside company. A vote FOR the remaining director nomines.         Elect Director Helene D. Gayle       Mgmt       Yes       For         Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving while serving as a CEO of an outside company. A vote FOR the remaining director nominees.         Elect Director Helene D. Gayle       Mgmt       Yes       For         Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving while serving as a CEO of an outside company. A vote FOR the remaining director nominees         Elect Director Thomas S.       Mgmt       Yes       For         Gayner       Serving as a CEO of an outside company. A vote FOR the remaining director nominees         Elect Director Thomas S.       Mgmt       Yes       For         Gayner       Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving while serving as a CEO of an outside company. A vote FOR the remaining director nominees         Elect Director Thomas S.       Mgmt       Yes       For         Blended Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on serving as a CEO of an outside company. A vote FOR the remaining director nominees       Elect Director Alexis M.       Mgmt       Yes       For         Herman       Mgmt <td< td=""><td>Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more the 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 the serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.         Elect Director Helene D. Gayle       Mgmt       Yes       For       For         Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more the 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 the serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.         Elect Director Thomas S.       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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.         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.         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.         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.         Blended Rationale: A vote AGAINST Thomas (Tom) Gayner is warra	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.         Elect Director Helene D. Gayle       Mgmt       Yes       For       For       For       For       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.       No         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.       No         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.       No         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.       No			

serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.

# 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 Again ISS
1.11		Elect Director Amity Millhiser	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.										
1.12	Elect Director James Quincey	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 (Ton serving as a CEO of an outside company. A vote F			-			ards while					
1.13		Elect Director Caroline J. Tsay	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 (Ton serving as a CEO of an outside company. A vote F			-		-	ards while				
1.14		Elect Director David B. Weinberg	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.											
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. 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.											
		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.										
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		Approve Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proposal is warranted given that the plan is broad-based, provides for a reasonable employee contribution, and has reasonable limits on employee contributions.										
		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.										
5		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 ra	tify the auditor	is warranted	d.							
6		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 prop diversity, equity and inclusion efforts and its mana			mpany pro	ovides adequi	ate disclosure	related to i	its			
		Blended Rationale: A vote AGAINST this proposal diversity, equity and inclusion efforts and its mana		,	ny provides	s adequate d	lisclosure relate	ed to its				
- /												

### **The Coca-Cola Company**

Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agaiı ISS	
7	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Yes	Against	Against		For	For	Yes	No	Yes	
	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.											
	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.											
	Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	SH	Yes	Against	Against		For	For	Yes	No	Yes	
	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.											
	-	Vote         Proposal Text           Issue Third Party Assessment of Safety of Non-Sugar Sweeteners         Sweeteners           Voting Policy Rationale: A vote FOR this pro- understand the effectiveness of the compar- of non-sugar sweeteners.         Blended Rationale: A vote FOR this proposal the effectiveness of the company's program non-sugar sweeteners.           Report on Risks Caused by the Decline in the Quality of Accessible Medical Care         Accessible Medical Care	Vote         Proposal Text         Proponent           Issue Third Party Assessment of Safety of Non-Sugar Sweeteners         SH           Voting Policy Rationale: A vote FOR this proposal is warranted, a understand the effectiveness of the company's programs to asses of non-sugar sweeteners.         Blended Rationale: A vote FOR this proposal is warranted, as add the effectiveness of the company's programs to assess and mitig non-sugar sweeteners.           Report on Risks Caused by the Decline in the Quality of Accessible Medical Care         SH	Vote         Proposal Text         Proponent         Proposal           Issue Third Party Assessment of Safety of Non-Sugar Sweeteners         SH         Yes           Voting Policy Rationale: A vote FOR this proposal is warranted, as additional understand the effectiveness of the company's programs to assess and mitig of non-sugar sweeteners.           Blended Rationale: A vote FOR this proposal is warranted, as additional disclu- the effectiveness of the company's programs to assess and mitigate potentian non-sugar sweeteners.           Report on Risks Caused by the Decline in the Quality of Accessible Medical Care         SH         Yes	Vote         Proposal Text         Proposal         Rec           Issue Third Party Assessment of Safety of Non-Sugar Sweeteners         SH         Yes         Against           Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure understand the effectiveness of the company's programs to assess and mitigate potential of non-sugar sweeteners.         Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure would the effectiveness of the company's programs to assess and mitigate potential health have non-sugar sweeteners.         Report on Risks Caused by the Decline in the Quality of Accessible Medical Care         SH         Yes         Against	Vote         Proposal Text         Proponent         Proposal         Rec         ISS Rec           Issue Third Party Assessment of Safety of Non-Sugar Sweeteners         SH         Yes         Against         Against         Against           Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure would help s understand the effectiveness of the company's programs to assess and mitigate potential health har of non-sugar sweeteners.         Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure would help shared the effectiveness of the company's programs to assess and mitigate potential health harms associate non-sugar sweeteners.         Report on Risks Caused by the Decline in the Quality of Accessible Medical Care         SH         Yes         Against         Against	Significant VoteProposal TextProponentVotable ProponentMgmt RecISS RecPolicy RecIssue Third Party Assessment of Safety of Non-Sugar SweetenersSHYesAgainstAgainstAgainstVoting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure understand the effectiveness of the company's programs to assess and mitigate potential health harms associated of non-sugar sweeteners.Bended Rationale: A vote FOR this proposal is warranted, as additional disclosure would help shareholders better the effectiveness of the company's programs to assess and mitigate potential health harms associated with the use non-sugar sweeteners.SHYesAgainstAgainstBended Rationale: A vote FOR this proposal is warranted, as additional disclosure would help shareholders better the effectiveness of the company's programs to assess and mitigate potential health harms associated with the use non-sugar sweeteners.SHYesAgainstAgainstReport on Risks Caused by the Decline in the Quality of Accessible Medical CareSHYesAgainstAgainst	Significant Vote       Proposal Text       Proposal Text       Proponent       Votable Proposal       Mgmt Rec       ISS Rec       Policy Rec       Policy Rec       Policy Rec         Issue Third Party Assessment of Safety of Non-Sugar Sweeteners       SH       Yes       Against       Against       For         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 us of non-sugar sweeteners.       Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure would help shareholders better understant the effectiveness of the company's programs to assess and mitigate potential health harms associated with the use of non-sugar sweeteners.       For         Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure would help shareholders better understant the effectiveness of the company's programs to assess and mitigate potential health harms associated with the use of non-sugar sweeteners.       For         Report on Risks Caused by the Decline in the Quality of Accessible Medical Care       SH       Yes       Against       Against       For	Significant VoteProposal TextProponentVotable ProponentMgmt RecISS RecPolicy RecPolicy RecVote InstructionIssue Third Party Assessment of Safety of Non-Sugar SweetenersSHYesAgainstAgainstForForVoting 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.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.ForForBlended 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.ForForBlended 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.ForForReport on Risks Caused by the Decline in the Quality of Accessible Medical CareSHYesAgainstAgainstForForForFor	Significant VoteProposal TextProponentVotable ProponentMgmt RecISS RecPolicy RecPolicy RecVote InstructionAgainst MgmtIssue Third Party Assessment of Safety of Non-Sugar SweetenersSHYesAgainstAgainstForForForYesVoting 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.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.ForForForYesBlended 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.ForForYesReport on Risks Caused by the Decline in the Quality of Accessible Medical CareSHYesAgainstAgainstForForYes	Significant Vote       Proposal Text       Proposal Text       Proposal Text       Proposal       Mgmt       Ngmt       Policy Rec       Policy Rec       Vote       Against       Against	

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.

#### **Ballot Details**

Institutional Account 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			
					Total Shares:	1,759	1,759

### Fortis Inc.

• • • •			Country: Canada Meeting Type: Annual/Sp		Ticker: FTS Meeting ID: 1822404				Proxy Level: 3					
Primary S	Security ID:	349553107	Primary CUSIP: 3495531	Primary CUSIP: 349553107			<b>IN:</b> CA3495	531079		Primary SEDOL: 2347200				
			Total Ballots: 1			oting Polic	<b>y:</b> Sustainabili	ty		Additional Po				
			*Shares on Loan: 0	s	Shares Instructed: 3,275				Shares Voted					
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1	Elect Director Tracey	y C. Ball	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: V	ote FOR all proposed nomine	ees as no signifi	cant conceri	ns have be	en identified	at this time.						
1.2		Elect Director Pierre	J. Blouin	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Vote FOR all proposed nominees as no significant 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 Lawre Borgard	nce T.	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationa	ale: Vote FOR all proposed no	ominees as no s	ignificant co	ncerns hav	re been iden	tified at this tin	ne.			-		
	Blended Rationale: V	ote FOR all proposed nomine	ees as no signifi	cant conceri	ns have be	en identified	at this time.							

## Fortis Inc.

oposal Signi umber Vote	ficant Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agair ISS		
1.4	Elect Director Maura J. Clark	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: Vote FOR all prop	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 signific	cant concern	ns have bee	en identified	at this time.							
1.5	Elect Director Lisa Crutchfield	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: Vote FOR all prop	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 signific	cant concern	ns have bee	en identified	at this time.							
1.6	Elect Director Margarita K. Dilley	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: Vote FOR all prop	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 signific	cant concern	ns have bee	en identified	at this time.							
1.7	Elect Director Julie A. Dobson	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: Vote FOR all prop	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 signific	cant concern	ns have bee	en identified	at this time.							
1.8	Elect Director Lisa L. Durocher	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: Vote FOR all prop	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
	Blended Rationale: Vote FOR all proposed	Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
1.9	Elect Director David G. Hutchens	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: Vote FOR all prop	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 signific	cant concern	ns have bee	en identified	at this time.							
1.10	Elect Director Gianna M. Manes	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: Vote FOR all prop	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
	Blended Rationale: Vote FOR all proposed	Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
1.11	Elect Director Donald R. Marchand	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: Vote FOR all prop	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
	Blended Rationale: Vote FOR all proposed	Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
1.12	Elect Director Jo Mark Zurel	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: Vote FOR all prop	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
	Blended Rationale: Vote FOR all proposed	Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No		
		to Fix Their Remuneration 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.												

### Fortis Inc.

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3	Advisory Vote on Executive Compensation Approach		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote	FOR this non-bindir	ng advisory vote	as there are	e no signific	cant issues a	at this time.				-	
	Blended Rationale: Vote FOR	this non-binding ad	lvisory vote as th	here are no s	significant	issues at thi	s time.					
4	Approve Omnibus Equity Pla	n	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Base	d on the Equity Plar	n Score Card eva	luation (EPS	C), vote F	OR this full-v	alue award pla	an.			-	
	Blended Rationale: Based on	the Equity Plan Sco	re Card evaluatio	on (EPSC), v	ote FOR th	nis full-value	award plan.				-	
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001 d	Confirmed	Auto-Instructed		Auto-Approv	red			3,27	5	3,2	275
. , ,			04/10/2024		04/10/2024							

Total Shares:

3,275

3,275

# **KBC Group SA/NV**

Meeting	Date: 05/02/2	2024 <b>Co</b>	ountry: Belgium		т	icker: KBC	2			Proxy Level	: N/A		
Record D	ate: 04/18/20	)24 <b>M</b> e	eeting Type: Annual		M	leeting II	<b>D:</b> 1819627						
Primary S	Security ID:	B5337G162 Pr	imary CUSIP: B5337G16	2	Р	rimary IS	SIN: BE0003	565737		Primary SE	<b>DOL:</b> 44977	49	
Earliest Cu	itoff Date: 04/2	24/2024 <b>To</b>	tal Ballots: 1		v	oting Polic	y: Sustainabili	ty		Additional Po	licy:		
Votable Sh	nares: 12,233	*S	hares on Loan: 0		S	hares Inst	ructed: 12,23	3		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 Agains ISS
		Annual Meeting Agenda		Mgmt	No								
1		Receive Directors' Report (Non-Voting)	ts	Mgmt	No								
		Voting Policy Rationale: N	No vote is required.										
		Blended Rationale: No vo	ote is required.										
2		Receive Auditors' Report: (Non-Voting)	S	Mgmt	No								
		Voting Policy Rationale: N	No vote is required.										
		Blended Rationale: No vo	ote is required.										
3		Receive Consolidated Fin Statements and Statutor Reports (Non-Voting)		Mgmt	No								
		Voting Policy Rationale: 1	This is a non-voting item.										
		Blandad Patianala: Thic ii	ic a pop-voting itom										

Blended Rationale: This is a non-voting item.

# **KBC Group SA/NV**

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Vote Against Policy	Agaiı 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
		Voting Policy Rationale: A vote FOR this diverse being excessive.	idend proposal is war	ranted beca	use the pr	oposed payo	ut ratio is adeo	quate with	out			
		Blended Rationale: A vote FOR this dividence being excessive.	d proposal is warrante	ed because t	he propos	ed payout ra	tio is adequate	e without				
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
		Voting Policy Rationale: A vote FOR is warra	anted as the proposal	as there are	e no signs	of excessive	ness.					
		Blended Rationale: A vote FOR is warranted	d as the proposal as th	here are no s	signs of ex	cessiveness.						
6		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		a long-term incentive plan, at least 40 perce	ent of the variable ref	nuneration i	Juciciicu		· · · · <i>p</i> ······ ·					
		a long-term incentive plan, at least 40 percent not without noting the absence of specific of and achievement levels (ex-post basis) for t Blended Rationale: A qualified vote FOR is w considering market practice and enables sha long-term incentive plan, at least 40 percent without noting the absence of specific discle achievement levels (ex-post basis) for the S	disclosure on the comp the STI award. warranted, because: * areholders to assess t at of the variable remu posure on the company	bany and ind * The overali the stringend ineration is d	dividual va l level of d cy of the p deferred a	riable emolu lisclosure on policy; * Desp nd paid out i	both the plan both the plan bite the absence in phantom sto	pect to targ is sufficien re of a pck. This is	net t not		-	
7		not without noting the absence of specific a and achievement levels (ex-post basis) for t Blended Rationale: A qualified vote FOR is w considering market practice and enables sha long-term incentive plan, at least 40 percent without noting the absence of specific disclo	disclosure on the comp the STI award. warranted, because: * areholders to assess t at of the variable remu posure on the company	bany and ind * The overali the stringend ineration is d	dividual va l level of d cy of the p deferred a	riable emolu lisclosure on policy; * Desp nd paid out i	both the plan both the plan bite the absence in phantom sto	pect to targ is sufficien re of a pck. This is	net t not	No	No	No
7		not without noting the absence of specific a and achievement levels (ex-post basis) for t Blended Rationale: A qualified vote FOR is w considering market practice and enables shu long-term incentive plan, at least 40 percent without noting the absence of specific discle achievement levels (ex-post basis) for the S	disclosure on the comp the STI award. warranted, because: * areholders to assess t at of the variable remu osure on the company STI award. Mgmt anted in the absence of	Pany and inc The overall the stringenous ineration is and individ Yes of concerns	<i>lividual va</i> <i>l level of d</i> <i>cy of the p</i> <i>deferred a</i> <i>lual variab</i> For <i>regarding</i>	riable emolu lisclosure on nolicy; * Desp nd paid out i le emolumen For the continua	ment with resp both the plan oite the absence in phantom sto t with respect	ect to targ is sufficien re of a ock. This is to target a For	net t not not For	No	No	No
7		not without noting the absence of specific of and achievement levels (ex-post basis) for t Blended Rationale: A qualified vote FOR is w considering market practice and enables shu long-term incentive plan, at least 40 percen without noting the absence of specific discle achievement levels (ex-post basis) for the S Approve Remuneration Policy Voting Policy Rationale: A vote FOR is warra	disclosure on the comp the STI award. warranted, because: * areholders to assess t to of the variable remu posure on the company STI award. Mgmt anted in the absence of sk gateway parameter 1 in the absence of co	* The overall * The overall the stringence interation is of and individ Yes of concerns s does not r ncerns regau	lividual va l level of d cy of the p deferred a lual variabi For regarding aise conce rding the c	riable emolui lisclosure on loolicy; * Desp nd paid out i le emolument For For the continua erns.	ment with resp both the plan in phantom sto t with respect tion of the exis	ect to targ is sufficien e of a cck. This is to target a For sting policy	net t not not For 2.	No	No	No
		not without noting the absence of specific a and achievement levels (ex-post basis) for t Blended Rationale: A qualified vote FOR is w considering market practice and enables shu long-term incentive plan, at least 40 percent without noting the absence of specific discle achievement levels (ex-post basis) for the S Approve Remuneration Policy Voting Policy Rationale: A vote FOR is warra The proposed amendment related to the ris Blended Rationale: A vote FOR is warrated	disclosure on the comp the STI award. warranted, because: * areholders to assess t to of the variable remu posure on the company STI award. Mgmt anted in the absence of sk gateway parameter 1 in the absence of co	* The overall * The overall the stringence interation is of and individ Yes of concerns s does not r ncerns regau	lividual va l level of d cy of the p deferred a lual variabi For regarding aise conce rding the c	riable emolui lisclosure on loolicy; * Desp nd paid out i le emolument For For the continua erns.	ment with resp both the plan in phantom sto t with respect tion of the exis	ect to targ is sufficien e of a cck. This is to target a For sting policy	net t not not For 2.	No	No	No
		not without noting the absence of specific of and achievement levels (ex-post basis) for t Blended Rationale: A qualified vote FOR is w considering market practice and enables shu long-term incentive plan, at least 40 percen without noting the absence of specific discle achievement levels (ex-post basis) for the S Approve Remuneration Policy Voting Policy Rationale: A vote FOR is warra The proposed amendment related to the riss Blended Rationale: A vote FOR is warrated proposed amendment related to the risk ga	disclosure on the comp the STI award. warranted, because: * areholders to assess t to of the variable remu posure on the company STI award. Mgmt anted in the absence of to the absence of co teway parameters dow Mgmt anted in the absence of	* The overall the stringence interation is of and individ Yes of concerns s does not re ncerns regan es not raise Yes	lividual va l level of d cy of the p deferred a ual variabu For regarding aise conce rding the c concerns. For	riable emolui lisclosure on lolicy; * Desp nd paid out i le emolument For For the continua continuation For	ment with resp both the plan in phantom sto t with respect tion of the exist of the existing	eect to targ is sufficien e of a cck. This is to target a For sting policy. Th For	e t not not For c			
		not without noting the absence of specific a and achievement levels (ex-post basis) for the Blended Rationale: A qualified vote FOR is w considering market practice and enables shu long-term incentive plan, at least 40 percent without noting the absence of specific discle achievement levels (ex-post basis) for the S Approve Remuneration Policy Voting Policy Rationale: A vote FOR is warrated proposed amendment related to the risk gat Approve Discharge of Directors Voting Policy Rationale: A vote FOR is warrated proposed amendment related to the risk gat	disclosure on the comp the STI award. warranted, because: * areholders to assess to to of the variable remu osure on the company STI award. Mgmt anted in the absence of the absence of co teway parameters dou Mgmt anted in the absence of its fiduciary duties.	* The overali the stringenci the stringenci the stringenci is and individ Yes of concerns to does not r ncerns regained Yes Yes of any inform	lividual va level of d cy of the p deferred a lual variable For regarding aise concer rding the c concerns. For nation abc	riable emolu lisclosure on oolicy; * Desp nd paid out i le emolument For the continuation For For For put significan	ment with resp both the plan in the absence in phantom stor t with respect tion of the exist of the existing t and compelli	ect to targ is sufficien e of a ick. This is to target a For policy. Th For For	net t not not For v For For			
8		not without noting the absence of specific a and achievement levels (ex-post basis) for t Blended Rationale: A qualified vote FOR is w considering market practice and enables shu long-term incentive plan, at least 40 percen without noting the absence of specific discle achievement levels (ex-post basis) for the S Approve Remuneration Policy Voting Policy Rationale: A vote FOR is warra The proposed amendment related to the risk Blended Rationale: A vote FOR is warrated proposed amendment related to the risk gas Approve Discharge of Directors Voting Policy Rationale: A vote FOR is warrated controversies that the board is not fulfilling Blended Rationale: A vote FOR is warrated	disclosure on the comp the STI award. warranted, because: * areholders to assess to to of the variable remu osure on the company STI award. Mgmt anted in the absence of the absence of co teway parameters dou Mgmt anted in the absence of its fiduciary duties.	* The overali the stringenci the stringenci the stringenci is and individ Yes of concerns to does not r ncerns regained Yes Yes of any inform	lividual va level of d cy of the p deferred a lual variable For regarding aise concer rding the c concerns. For nation abc	riable emolu lisclosure on oolicy; * Desp nd paid out i le emolument For the continuation For For For put significan	ment with resp both the plan in the absence in phantom stor t with respect tion of the exist of the existing t and compelli	ect to targ is sufficien e of a ick. This is to target a For policy. Th For For	net t not not For v For For			
7 8		not without noting the absence of specific a and achievement levels (ex-post basis) for t Blended Rationale: A qualified vote FOR is w considering market practice and enables shu long-term incentive plan, at least 40 percent without noting the absence of specific discle achievement levels (ex-post basis) for the S Approve Remuneration Policy Voting Policy Rationale: A vote FOR is warra The proposed amendment related to the risk Blended Rationale: A vote FOR is warranted proposed amendment related to the risk gas Approve Discharge of Directors Voting Policy Rationale: A vote FOR is warranted that the board is not fulfilling Blended Rationale: A vote FOR is warranted that the board is not fulfilling its fiduciary de	disclosure on the comp the STI award. warranted, because: * areholders to assess to to of the variable remu osure on the company STI award. Mgmt anted in the absence of the absence of co teway parameters dow Mgmt anted in the absence of its fiduciary duties. I in the absence of an uties. Mgmt anted in the absence of an	* The overall the stringencies the stringencies and individ Yes of concerns s does not r ncerns regates not raise Yes of any informatio Yes	lividual va level of d y of the p deferred a ual variabi For regarding aise concer rding the c concerns. For mation abc n about si For	riable emolui isclosure on iolicy; * Desp nd paid out i le emolument For the continuation For put significant gnificant and For	ment with resp both the plan in the absence in phantom stor t with respect tion of the exist of the existing t and compelling co	eect to targ is sufficien e of a ck. This is to target a For policy. Th For ng ntroversie For	net t not not For c For s	No	No	No
8		not without noting the absence of specific a and achievement levels (ex-post basis) for t Blended Rationale: A qualified vote FOR is w considering market practice and enables shu long-term incentive plan, at least 40 percen without noting the absence of specific discle achievement levels (ex-post basis) for the S Approve Remuneration Policy Voting Policy Rationale: A vote FOR is warra The proposed amendment related to the risk Blended Rationale: A vote FOR is warrated proposed amendment related to the risk gas Approve Discharge of Directors Voting Policy Rationale: A vote FOR is warrated that the board is not fulfilling Blended Rationale: A vote FOR is warrated that the board is not fulfilling its fiduciary du Approve Discharge of Auditors Voting Policy Rationale: A vote FOR is warrated	disclosure on the comp the STI award. warranted, because: * areholders to assess t to of the variable remu osure on the company STI award. Mgmt anted in the absence of the absence of co- teway parameters dow Mgmt anted in the absence of an uties. Mgmt anted in the absence of an uties. Mgmt anted in the absence of an uties.	Pany and incompany and incompany and incompany and incompany and incompany and increasing and incivity of and individy of concerns is does not incompany and incompany and incompany and incompany information of any infor	lividual va l level of d cy of the p deferred a ual variabi For regarding aise conce rding the c concerns. For nation abc for n about sig For nation abc	riable emolui iisclosure on iolicy; * Desp nd paid out i le emolument For the continua erns. continuation For put significant and For put significant	ment with resp both the plan in phantom stor in phantom stor t with respect tion of the exist of the existing t and compelling co t and compelling	ect to targ is sufficien e of a ck. This is to target a For policy. Th For policy. Th For for for	net t not not for For t For for for for for for	No	No	No
8		not without noting the absence of specific a and achievement levels (ex-post basis) for the Blended Rationale: A qualified vote FOR is w considering market practice and enables sha long-term incentive plan, at least 40 percent without noting the absence of specific discle achievement levels (ex-post basis) for the St Approve Remuneration Policy Voting Policy Rationale: A vote FOR is warra The proposed amendment related to the risk Blended Rationale: A vote FOR is warranted proposed amendment related to the risk gas Approve Discharge of Directors Voting Policy Rationale: A vote FOR is warranted that the board is not fulfilling Blended Rationale: A vote FOR is warranted that the board is not fulfilling its fiduciary du Approve Discharge of Auditors Voting Policy Rationale: A vote FOR is warranted that the board is not fulfilling Blended Rationale: A vote FOR is warranted that the board is not fulfilling Blended Rationale: A vote FOR is warranted that the auditor is not fulfilling Blended Rationale: A vote FOR is warranted to the for is warranted that the auditor is not fulfilling Blended Rationale: A vote FOR is warranted to the for is warranted that the auditor is not fulfilling Blended Rationale: A vote FOR is warranted	disclosure on the comp the STI award. warranted, because: * areholders to assess t to of the variable remu osure on the company STI award. Mgmt anted in the absence of the absence of co- teway parameters dow Mgmt anted in the absence of an uties. Mgmt anted in the absence of an uties. Mgmt anted in the absence of an uties.	Pany and incompany and incompany and incompany and incompany and incompany and increasing and incivity of and individy of concerns is does not incompany and incompany and incompany and incompany information of any infor	lividual va l level of d cy of the p deferred a ual variabi For regarding aise conce rding the c concerns. For nation abc for n about sig For nation abc	riable emolui iisclosure on iolicy; * Desp nd paid out i le emolument For the continua erns. continuation For put significant and For put significant	ment with resp both the plan in phantom stor in phantom stor t with respect tion of the exist of the existing t and compelling co t and compelling	ect to targ is sufficien e of a ck. This is to target a For policy. Th For policy. Th For for for	net t not not for For t For for for for for for	No	No	No

# **KBC Group SA/NV**

roposal Significant umber Vote	: Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
11	Appoint KPMG, Represented by Kenneth Vermeire and Steven Mulkens, as Auditors for the Sustainability Reporting	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warran	ted because there a	are no conce	erns regard	ling this prop	posal.				-	
	Blended Rationale: A vote FOR is warranted b	because there are n	o concerns r	regarding t	his proposal.					-	
12.1	Reelect Johan Thijs as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote AGAINST the is warranted because the nominees are non-in A vote AGAINST incumbent nominating comm vote FOR the elections of Johan Thijs and Dia not exceeding four years; * The candidates a is no known controversy concerning the cand	ndependent wherea nittee member Sonja na Radl Rogerova i ppear to possess th	as the board a De Becker s warranted	lack suffic is warrant because:	ient indepen ed for lack c * The nomii	ndence among i of diversity on t nees are electe	its member the board ed for a pe	rs. A riod		-	
	Blended Rationale: A vote AGAINST the electri warranted because the nominees are non-ind vote AGAINST incumbent nominating commits vote FOR the elections of Johan Thijs and Dia not exceeding four years; * The candidates a is no known controversy concerning the candi	lependent whereas tee member Sonja I ana Radl Rogerova i ppear to possess th	the board la De Becker is s warranted	ck sufficier warranted because:	nt independe I for lack of ( * The nomin	ence among its diversity on the nees are electe	<i>members.</i> e board. A ed for a pe	riod			
12.2	Reelect Sonja De Becker as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST the of is warranted because the nominees are non-in A vote AGAINST incumbent nominating comm vote FOR the elections of Johan Thijs and Dia not exceeding four years; * The candidates ap is no known controversy concerning the candi	ndependent wherea nittee member Sonj na Radl Rogerova i ppear to possess th	as the board a De Becker s warranted	lack suffic is warrant because:	ient indepen ed for lack c * The nomii	ndence among i of diversity on t nees are electe	its member the board ed for a pe	rs. A riod		-	
	Blended Rationale: A vote AGAINST the electr warranted because the nominees are non-ind vote AGAINST incumbent nominating commit vote FOR the elections of Johan Thijs and Dia not exceeding four years; * The candidates a is no known controversy concerning the candi	lependent whereas tee member Sonja i na Radl Rogerova i ppear to possess th	the board la De Becker is is warranted	ck sufficier warrantec because:	nt independe I for lack of ( * The nomin	ence among its diversity on the nees are electe	<i>members. e board. A ed for a pe</i>	riod		-	
12.3	Reelect Liesbet Okkerse as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST the is warranted because the nominees are non-ii A vote AGAINST incumbent nominating comm vote FOR the elections of Johan Thijs and Dia not exceeding four years; * The candidates a is no known controversy concerning the candi	ndependent wherea nittee member Sonj na Radl Rogerova i ppear to possess th	as the board a De Becker s warranted	lack suffic is warrant because:	ient indepen ed for lack c * The nomii	ndence among i of diversity on t nees are electe	its member the board. , ed for a pe	rs. A riod			
	Blended Rationale: A vote AGAINST the electr warranted because the nominees are non-ind vote AGAINST incumbent nominating commit vote FOR the elections of Johan Thijs and Dia not exceeding four years; * The candidates a is no known controversy concerning the cand	lependent whereas tee member Sonja I ana Radl Rogerova i ppear to possess th	the board la De Becker is s warranted	ck sufficier warrantec because:	nt independe 1 for lack of ( * The nomin	ence among its diversity on the nees are electe	<i>members. e board. A ed for a pe</i>	riod		-	

is no known controversy concerning the candidates

# **KBC Group SA/NV**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
12.4	Reelect Erik Clinck as Director		Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	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 Blended Rationale: A vote AGAINST the elections of Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis is											
	Blended Rationale: A vote AGA warranted because the nomine vote AGAINST incumbent nom vote FOR the elections of Joha not exceeding four years; * Th is no known controversy conce	ees are non-independ inating committee n n Thijs and Diana Ra ne candidates appead	dent whereas t nember Sonja L adl Rogerova is r to possess th	the board lac De Becker is s warranted	ck sufficien warranted because: *	t independe for lack of d The nomin	nce among its diversity on the nees are electe	members. ) board. A ed for a per	iod		-	
12.5	Reelect Theodoros Roussis as Director		Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: A vote is warranted because the norm A vote AGAINST incumbent no vote FOR the elections of Joha not exceeding four years; * Th is no known controversy conce	inees are non-indepo minating committee n Thijs and Diana Ra ne candidates appea	endent wherea member Sonja adl Rogerova is r to possess th	s the board a De Becker s warranted	lack suffici is warrante because: *	ient indepen ed for lack c * The nomir	dence among i of diversity on t nees are electe	its members the board. A ed for a per	s. 1 iod		-	
	Blended Rationale: A vote AGA warranted because the nomine vote AGAINST incumbent nom vote FOR the elections of Joha not exceeding four years; * Th is no known controversy conce	ees are non-independ inating committee n n Thijs and Diana Ra ne candidates appead	dent whereas t nember Sonja L adl Rogerova is r to possess th	the board lac De Becker is s warranted	ck sufficien warranted because: *	t independe for lack of d The nomin	nce among its diversity on the nees are electe	<i>members. )</i> board. A ed for a per	iod			
12.6	Elect Diana Radl Rogerova as Independent Director		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote is warranted because the norm A vote AGAINST incumbent nor vote FOR the elections of Joha not exceeding four years; * Th is no known controversy conce	inees are non-indepo minating committee n Thijs and Diana Ra ne candidates appea	endent wherea member Sonja adl Rogerova is r to possess th	s the board a De Becker s warranted	lack suffici is warrante because: *	ient indepen ed for lack c * The nomir	dence among i of diversity on t nees are electe	its members the board. A ed for a per	s. 1 iod		a	
	Blended Rationale: A vote AGA warranted because the nominer vote AGAINST incumbent nom vote FOR the elections of Joha not exceeding four years; * Th	ees are non-indepen inating committee n n Thijs and Diana Ra	dent whereas i nember Sonja I adl Rogerova is	the board lac De Becker is s warranted	ck sufficien warranted because: *	t independe for lack of d * The nomin	nce among its diversity on the nees are electe	<i>members. )</i> e board. A ed for a per	iod		-	
	is no known controversy conce	erning the candidates	5									
13	<i>is no known controversy conce</i> Transact Other Business	erning the candidates	s Mgmt	No								
13			Mgmt	No								
13	Transact Other Business	a routine non-votin	Mgmt g item.	No							-	
	Transact Other Business Voting Policy Rationale: This is	a routine non-votin	Mgmt g item.	No							-	
allot Details Istitutional Account Detail	Transact Other Business Voting Policy Rationale: This is	a routine non-votin	Mgmt g item.	No	Approved		Ballot Voting Si	atus	Votable S	Shares	Shares	Voted
13 Ballot Details Institutional Account Detail IA Name, IA Number) Protea Fund - Orcadia Global Sustainable Dynamic, unassigne	Transact Other Business Voting Policy Rationale: This is Blended Rationale: This is a ro Custodian Account Number 283964.001	a routine non-votin utine non-voting iter	Mgmt g item. m.	No	Approved Auto-Approv 04/09/2024	ed	Ballot Voting St	atus	Votable 5 12,23		- - Shares 12,	

#### **Illinois Tool Works Inc.**

-	Date: 05/03/2 Date: 03/04/20		Country: USA Meeting Type: Annual			ficker: ITV Meeting II	V <b>D:</b> 1838015			Proxy Leve	: 3		
Primary S	Security ID:	452308109	Primary CUSIP: 4523081	109	F	Primary IS	SIN: US4523	8081093		Primary SE	DOL: 24575	52	
arliest Cu	utoff Date: 05/0	)2/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabili	ity		Additional Po	licy:		
/otable Sh	nares: 427		*Shares on Loan: 0		s	Shares Inst	ructed: 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 Agains ISS
1a		Elect Director Daniel	J. Brutto	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomin	nees is warrante	ed.								
1b		Elect Director Susan	Crown	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomi	nees is warrante	ed.								
1c		Elect Director Darrel	I L. Ford	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	ended Rationale: A vote FOR the director nominees is										
1d		Elect Director Kelly J	. Grier	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomi	nees is warrante	ed.								
1e		Elect Director James Griffith	W.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomin	nees is warrante	ed.								
1f		Elect Director Jay L.	Henderson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomi	nees is warrante	ed.								
1g		Elect Director Jaime	Irick	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomi	nees is warrante	ed.								
1h		Elect Director Richar	d H. Lenny	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomi	nees is warrante	ed.								
1i		Elect Director Christo O'Herlihy	opher A.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomi	nees is warrante	ed.								
1j		Elect Director E. Sco	tt Santi	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomin	nees is warrante	ed.								

### **Illinois Tool Works Inc.**

Proposal Significant Number Vote	Proposal Text	Proponen	Votable t 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 w	varranted.							-	
	Blended Rationale: A vote FOR the	director nominees is warrai	nted.							-	
11	Elect Director Pamela B. Strobel	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR	the director nominees is w	varranted.							-	
	Blended Rationale: A vote FOR the o	director nominees is warrai	nted.							-	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR metrics, and long-term incentives an disclosure.	, ,			,	,		pal		-	
	Blended Rationale: A vote FOR this long-term incentives are half perform									-	
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Based on th	ne Equity Plan Scorecard ev	aluation (EPS	C), a vote i	FOR this prop	posal is warrar	nted.			-	
	Blended Rationale: Based on the Eq	uity Plan Scorecard evalua	tion (EPSC), a	vote FOR	this proposal	l 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 wari	ranted.						-	
	Blended Rationale: A vote FOR this	proposal to ratify the audit	or is warrante	d.						-	
5	Submit Severance Agreement to Shareholder Vote	SH	Yes	Against	For		For	For	Yes	No	No
	Voting Policy Rationale: A vote FOR company does not disclose a policy would require shareholder approval such shareholder protections.	prohibiting additional cash	severance pag	yments bey	ond a certai	in level or a me	echanism t				
	Blended Rationale: A vote FOR the p does not disclose a policy prohibiting require shareholder approval in order shareholder protections.	g additional cash severance	e payments be	eyond a cer	tain level or	a mechanism	that would	-			
Ballot Details											
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number Ba	llot Status Instructed		Approved		Ballot Voting S	tatus	Votable S	ihares	Shares	Voted

Protea Fund - Orcadia Global 283964.001 Confirmed Auto-Instructed Auto-Approved 427 Sustainable Dynamic, unassigned	427
04/04/2024 04/04/2024	
Total Shares: 427	427

# **American Express Company**

Record D	Date: 05/06/2 Date: 03/08/20	)24	Country: USA Meeting Type: Annual		Ν	-	<b>D:</b> 1835562			Proxy Level			
'rimary	Security ID:	025816109	Primary CUSIP: 0258161	.09	P	Primary IS	SIN: US0258	3161092		Primary SEI	<b>DOL:</b> 20260	182	
arliest C	utoff Date: 05/0	03/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabil	ity		Additional Po	licy:		
/otable S	hares: 622		*Shares on Loan: 0		s	Shares Inst	ructed: 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 Agains ISS
1a		Elect Director Thom Baltimore	las J.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director r	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nomin	nees is warrante	ed.							-	
1b		Elect Director John	J. Brennan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director r	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nomin	nees is warrante	ed.								
1c		Elect Director Walter J. Clayton, III Voting Policy Rationale: A vote FOR the direct			Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director r	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nomin	nees is warrante	ed.								
1d		Elect Director Theor Leonsis	dore J.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director r	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nomin	nees is warrante	ed.								
1e		Elect Director Debo Majoras	rah P.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director r	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nomin	nees is warrante	ed.								
1f		Elect Director Karer	n L. Parkhill	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director r	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nomin	nees is warrante	ed.								
1g		Elect Director Charl Phillips	es E.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director r	nominees is war	ranted.							-	
		Blended Rationale: A	A vote FOR the director nomin	nees is warrante	ed.								
1h		Elect Director Lynn	A. Pike	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director r	nominees is war	ranted.							-	
		Blended Rationale: A	A vote FOR the director nomin	nees is warrante	ed.								
1i		Elect Director Steph Squeri	en J.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director r	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nomin	nees is warrante	ed.							-	

# **American Express Company**

roposal Significa umber Vote	nt Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
1j	Elect Director Daniel L. Vasella	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1k	Elect Director Lisa W. Wardell	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
11	Elect Director Christopher D. Young	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this pro	pposal to ratify the au	ditor is warr	anted.							
	Blended Rationale: A vote FOR this proposa	l to ratify the auditor	is warrantee	d.						-	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
	commitments related to future special awar FOR this proposal is warranted as pay and Blended Rationale: The compensation comm The proxy includes disclosure improvement related to future special awards. In addition	performance were rea nittee demonstrated a s related to the annua n, the CEO's equity aw	asonably alig adequate res al incentive a vards were e	ned for the sponsivene and the col entirely per	e year in revi ss to last yea mmittee mad formance-ba	iew. ar's low say-or le positive con	n-pay vote. nmitments				
	proposal is warranted as pay and performan	,	-	,			_	-			
1	Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Based on the Equity		-				ited.				
	Blended Rationale: Based on the Equity Pla					is warranteu.					
5	Submit Severance Agreement to Shareholder Vote	SH	Yes	Against	For		For	For	Yes	No	No
	Voting Policy Rationale: A vote FOR this pro company does not disclose a policy prohibit would require shareholder approval in order such shareholder protections.	ing additional cash se	verance pay	ments bey	rond a certaii	n level or a me	echanism t			-	
	Blended Rationale: A vote FOR this proposa does not disclose a policy prohibiting additi require shareholder approval in order for ex shareholder protections.	onal cash severance p	ayments be	yond a cer	tain level or a	a mechanism	that would	,			
6	Report on Climate Lobbying	SH	Yes	Against	For		For	For	Yes	No	No
	Voting Policy Rationale: A vote FOR this pro how the company is addressing any misalig to achieve net zero emissions.										
	Blended Rationale: A vote FOR this proposa the company is addressing any misalignmen achieve net zero emissions.				-						

#### **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
		Voting Policy Rationale: A vote AGAINST to	, ,			, , ,,			ate		-	

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.

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.

**Ballot Details** 

Institutional Account 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
Sustainable Dynamic, anassigned			04/18/2024	04/18/2024			
					Total Shares:	622	622

#### **Deutsche Wohnen SE**

	Date: 05/06/2 ate: 04/12/20		Country: Germany Meeting Type: Annu	ıal	-	<b>icker:</b> DV <b>leeting T</b>	VNI <b>D:</b> 1821795			Proxy Leve	I: N/A		
	Security ID:		Primary CUSIP: D2			-	SIN: DE0004	AOHN5C6		Primary SE	DOL: BOYZ	)Z5	
Earliest Cu	utoff Date: 04/2	24/2024	Total Ballots: 1		v	oting Poli	<b>cy:</b> Sustainabil	ity		Additional Po	olicy:		
Votable SI	nares: 6,263		*Shares on Loan: 0		s	hares Inst	ructed: 6,263	3		Shares Voted	<b>l:</b> 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 St and Statutory Repor Fiscal Year 2023 (No	rts for	Mgmt	No								
		Voting Policy Rationa	ale: This is a non-voting	item.								-	
		Blended Rationale: T	This is a non-voting item	1.								-	
2		Approve Allocation of and Dividends of EL Share		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the allo	cation of income resc	olution is wa	rranted du	ie to a lack o	of concerns.				-	
		Blended Rationale: A	A vote FOR the allocation	n of income resolutio	n is warrant	ed due to	a lack of con	ncerns.				-	
3		Approve Discharge Management Board Year 2023		Mgmt	Yes	For	For		For	For	No	No	No
		- /	ale: Votes FOR these pro s in the year under revie		d as there is	s no evidei	nce that the l	boards have no	ot fulfilled				
		Rlandad Pationala: I	Votes FOR these propos	als are warranted as	there is no d	avidanca t	hat the hoar	de have not ful	filled their			-	

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.

#### **Deutsche Wohnen SE**

-	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again: ISS
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 proposa their fiduciary duties in the year under review.	als are warrante	d as there is	no eviden	ce that the b	boards have no	ot fulfilled				
		Blended Rationale: Votes FOR these proposals are fiduciary duties in the year under review.	e warranted as	there is no e	evidence th	hat the board	ls have not fuli	filled their				
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	Mgmt	Yes	For	For		For	For	No	No	No
		2025 Voting Policy Rationale: A vote FOR is warranted	because there a	are no conce	rns regarg	lina this prop	osal.					
		Blended Rationale: A vote FOR is warranted beca			5	5 1 1						
6		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolution with market practice in Germany, and no significa				remuneratic	on report is bro	oadly in line	2			
		Blended Rationale: A vote FOR this resolution is w market practice in Germany, and no significant co			oany's rem	uneration rep	port is broadly	in line with	1			
7		Approve Remuneration Policy	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST the rem changes to running LTIP tranches, which is a bree The supervisory board retains elements of discrete clauses, which raise concerns.	ach of market b	est practice	and the G	erman Corpo	orate Governan	ce Code. *	t			
		Blended Rationale: A vote AGAINST the remuner changes to running LTIP tranches, which is a brea The supervisory board retains elements of discret clauses, which raise concerns.	ach of market b	est practice	and the G	erman Corpo	orate Governan	ce Code. *				
8.1		Elect Fabian Hess to the Supervisory Board	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Votes AGAINST the non because of the failure to establish a sufficiently in committee chair Fabian Hess are warranted for la Schumacher, is warranted due to a lack of concer	ndependent rem ack of diversity c	uneration co	ommittee.	Votes AGAIN	ST incumbent	nominating	7			
		Blended Rationale: Votes AGAINST the non-indep the failure to establish a sufficiently independent chair Fabian Hess are warranted for lack of divers is warranted due to a lack of concerns.	remuneration c	ommittee. V	otes AGAII	VST incumbe	ent nominating	committee				
8.2		Elect Simone Schumacher to the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes AGAINST the non- because of the failure to establish a sufficiently in committee chair Fabian Hess are warranted for la Schumacher, is warranted due to a lack of concer	ndependent rem ack of diversity o	uneration co	ommittee.	Votes AGAIN	ST incumbent	nominating	,			
		Blended Rationale: Votes AGAINST the non-indep the failure to establish a sufficiently independent chair Fabian Hess are warranted for lack of divers is warranted due to a lack of concerns.	remuneration c	ommittee. V	otes AGAII	VST incumbe	ent nominating	committee				

#### **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
		Voting Policy Rationale: Votes AGAINST the non-ir because of the failure to establish a sufficiently ind committee chair Fabian Hess are warranted for lac Schumacher, is warranted due to a lack of concern	dependent rem ck of diversity c	uneration co	ommittee.	Votes AGAIN	ST incumbent	nominating			-	

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.

**Ballot Details** 

Institutional Account 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**

-	Date: 05/07/2 ate: 03/08/20		Country: USA Meeting Type: Annu	al		icker: DH leeting II	R <b>):</b> 1839699			Proxy Level	<b>:</b> 3		
Primary S	Security ID:	235851102	Primary CUSIP: 235	851102	P	rimary IS	SIN: US2358	511028		Primary SE	DOL: 22508	370	
Earliest Cu	toff Date: 05/0	06/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Sh	ares: 471		*Shares on Loan: 0		s	hares Inst	ructed: 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 Rair	ner M. Blair	Mgmt	Yes	For	For		For	For	No	No	No
		5 ,	nale: A vote AGAINST incl ens is warranted for a fail is warranted.					,					
			: A vote AGAINST incumbe is warranted for a failure i is warranted.			,		,		1			
1b		Elect Director Ferc	oz Dewan	Mgmt	Yes	For	For		For	For	No	No	No
		- /	nale: A vote AGAINST inc rens is warranted for a fail is warranted.					-	-				
			A vote AGAINST incumbers is warranted for a failure of is warranted.			-		-	-	1			
1c		Elect Director Lind	la Filler	Mgmt	Yes	For	For		For	For	No	No	No
		- /	nale: A vote AGAINST incl vens is warranted for a fail is warranted.					-	-				
			A vote AGAINST incumbers A vote AGAINST incumbers A varranted for a failure of S warranted.			,		,		1			

# **Danaher Corporation**

roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
1d		Elect Director Teri List	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST incumber and Raymond Stevens is warranted for a failure to director nominees is warranted.										
		Blended Rationale: A vote AGAINST incumbent au Raymond Stevens is warranted for a failure to suff director nominees is warranted.			-		-	-				
1e		Elect Director Jessica L. Mega	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incumber and Raymond Stevens is warranted for a failure to director nominees is warranted.							ng			
		Blended Rationale: A vote AGAINST incumbent au Raymond Stevens is warranted for a failure to suff director nominees is warranted.			-		-	-				
1f		Elect Director Mitchell P. Rales	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incumber and Raymond Stevens is warranted for a failure to director nominees is warranted.							ng			
		Blended Rationale: A vote AGAINST incumbent au Raymond Stevens is warranted for a failure to suff director nominees is warranted.					-	-				
1g		Elect Director Steven M. Rales	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incumber and Raymond Stevens is warranted for a failure to director nominees is warranted.										
		Blended Rationale: A vote AGAINST incumbent au Raymond Stevens is warranted for a failure to suff director nominees is warranted.										
1h		Elect Director Pardis C. Sabeti	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incumber and Raymond Stevens is warranted for a failure to director nominees is warranted.				-	-	-				
		Blended Rationale: A vote AGAINST incumbent au Raymond Stevens is warranted for a failure to suff director nominees is warranted.			-		-	-				
1i		Elect Director A. Shane Sanders	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST incumber and Raymond Stevens is warranted for a failure to director nominees is warranted.				-						
		Blended Rationale: A vote AGAINST incumbent au Raymond Stevens is warranted for a failure to suff director nominees is warranted.			,		,	'				
1j		Elect Director John T. Schwieters	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST incumber and Raymond Stevens is warranted for a failure to director nominees is warranted.				-						
		Blended Rationale: A vote AGAINST incumbent au Raymond Stevens is warranted for a failure to sufi director nominees is warranted.			-		-	-				

# **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 Agains ISS
1k		Elect Director Alan G. Spoon	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incumb and Raymond Stevens is warranted for a failure director nominees is warranted.										
		Blended Rationale: A vote AGAINST incumbent of Raymond Stevens is warranted for a failure to so director nominees is warranted.			,		,		,			
11		Elect Director Raymond C. Stevens	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST incumb and Raymond Stevens is warranted for a failure director nominees is warranted.					-					
		Blended Rationale: A vote AGAINST incumbent of Raymond Stevens is warranted for a failure to so director nominees is warranted.			-		-	-	,			
1m		Elect Director Elias A. Zerhouni	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST incumb and Raymond Stevens is warranted for a failure director nominees is warranted.				,	,	,				
		Blended Rationale: A vote AGAINST incumbent of Raymond Stevens is warranted for a failure to so 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 propose	al to ratify the aud	ditor is warr	anted.							
		Blended Rationale: A vote FOR this proposal to	ratify the auditor	is warranted	d.							
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propose review. Annual incentives are primarily based or and measured over a multi-year period.						-	n		-	
		Blended Rationale: A vote FOR this proposal is v review. Annual incentives are primarily based or and measured over a multi-year period.		-			-					
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 propose percent would improve shareholders' ability to u unilaterally to call a special meeting at the propo	ise the special me	-	'							
		percent would improve shareholders' ability to u	ise the special me osed threshold. warranted. Lower	eeting right a	and no sin ership thre	gle sharehold shold from 2	der would be a 25 percent to 2	able to act 15 percent	ally			

to call a special meeting at the proposed threshold.

# **Danaher Corporation**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5	Report on Effectiveness of Diversity, Equity, and Inclusi Efforts	on	SH	Yes	Against	Against		For	For	Yes	No	Yes
	Voting Policy Rationale: A voi shareholders to better assess related risks.						,		low			
	Blended Rationale: A vote FC shareholders to better assess related risks.				-		,					
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001 1	Confirmed	Auto-Instructed		Auto-Approv	ed			471		47	'1
			04/21/2024		04/21/2024							
							ĩ	otal Shares	471		47	1

# **Edwards Lifesciences Corporation**

-	Date: 05/07/2 Date: 03/08/20		Country: USA Meeting Type: Annua	ı	-	icker: EW leeting II	<b>):</b> 1839573			Proxy Level	: 3		
	Security ID:		Primary CUSIP: 2817			-	SIN: US2817	6E1082		Primary SEI	<b>DOL:</b> 25671	16	
Earliest Cu	utoff Date: 05/0	06/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Sł	nares: 1,536		*Shares on Loan: 0		s	hares Inst	r <b>ucted:</b> 1,536			Shares Voted	<b>:</b> 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 Rationa	ale: A vote FOR the direct	tor nominees is war	ranted.							-	
		Blended Rationale: A	vote FOR the director ne	ominees is warrante	d.							-	
1.2		Elect Director Kierar Gallahue	η <b>Τ</b> .	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the direct	tor nominees is war	ranted.							-	
		Blended Rationale: A	vote FOR the director no	ominees is warrante	d.							-	
1.3		Elect Director Leslie	S. Heisz	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the direct	tor nominees is war	ranted.							-	
		Blended Rationale: A	vote FOR the director no	ominees is warrante	d.								
1.4		Elect Director Paul A LaViolette	Α.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the direct	tor nominees is war	ranted.								
		Dian da d Datianalas A	Lucto EOD the director p									-	

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

# **Edwards Lifesciences Corporation**

roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again: ISS
1.5		Elect Director Steven R. Loranger	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the di	rector nominees is wan	ranted.								
		Blended Rationale: A vote FOR the directo	r nominees is warrante	ed.								
1.6		Elect Director Ramona Sequeira	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the di	rector nominees is war	ranted.							-	
		Blended Rationale: A vote FOR the directo	r nominees is warrante	ed.								
1.7		Elect Director Nicholas J. Valeriani	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the di	rector nominees is war	ranted.								
		Blended Rationale: A vote FOR the directo	r nominees is warrante	ed.								
1.8		Elect Director Bernard J. Zovighian	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the di	rector nominees is war	ranted.								
		Blended Rationale: A vote FOR the directo	r nominees is warrante	ed.							-	
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 p some concerns remain regarding regular a objective metrics.	,						et			
		Blended Rationale: A vote FOR this propos concerns remain regarding regular annual objective metrics.										
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this p	roposal to ratify the au	ditor is warr	anted.							
		Blended Rationale: A vote FOR this propos	al to ratify the auditor	is warranted	d.							
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	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	Confirmed	Auto-Instructed	Auto-Approved		1,536	1,536
			04/10/2024	04/10/2024			
					Total Shares:	1,536	1,536

# Intel Corporation

Record D	Date: 05/07/2 Date: 03/11/20 Security ID: •	)24	Country: USA Meeting Type: Annual Primary CUSIP: 4581401	.00	Ν	-	-C D: 1840880 SIN: US4581	401001		Proxy Level Primary SEI		47	
-	-		_			-							
	utoff Date: 05/0 hares: 4,586	J6/2024	Total Ballots: 1 *Shares on Loan: 0				r <b>ucted:</b> 4,586			Additional Po Shares Voted			
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1a		Elect Director Patric Gelsinger	k P.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR all director no	ominees is warr	anted.								
		Blended Rationale: A	vote FOR all director nomin	ees is warranted	1.								
1b		Elect Director James	s J. Goetz	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR all director no	ominees is warr	anted.								
		Blended Rationale: A	Vote FOR all director nomination	ees is warranted	1.								
1c		Elect Director Andre Goldsmith	a J.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR all director ne	ominees is warr	anted.								
		Blended Rationale: A	vote FOR all director nomin	ees is warranted	1.								
1d		Elect Director Alyssa	a H. Henry	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR all director no	ominees is warr	anted.								
		Blended Rationale: A	vote FOR all director nomine	ees is warranted	1.								
1e		Elect Director Omar	Ishrak	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR all director no	ominees is warr	anted.								
		Blended Rationale: A	vote FOR all director nomine	ees is warranted	1.								
1f		Elect Director Risa Lavizzo-Mourey		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR all director no	ominees is warr	anted.								
		Blended Rationale: A	vote FOR all director nomine	ees is warranted	1.								
1g		Elect Director Tsu-Ja	ae King Liu	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR all director no	ominees is warr	anted.								
		Blended Rationale: A	vote FOR all director nomin	ees is warranted	1.								
1h		Elect Director Barba Novick	ra G.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR all director no	ominees is warr	anted.								
		Blended Rationale: A	vote FOR all director nomin	ees is warranted	1.								
1i		Elect Director Grego	ory D. Smith	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR all director no	ominees is warr	anted.								
		Blended Rationale: A	vote FOR all director nomin	ees is warranted	1.								
1j		Elect Director Stacy	J. Smith	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR all director ne	ominees is warr	anted.								
		Blended Rationale: A	vote FOR all director nomin	ees is warranted	1.								

# **Intel Corporation**

oposal Significant Imber Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agaiı ISS
1k	Elect Director Lip-Bu Tan	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR all director	nominees is warra	anted.								
	Blended Rationale: A vote FOR all director nom	inees is warranted	1.								
1	Elect Director Dion J. Weisler	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR all director	nominees is warra	anted.								
	Blended Rationale: A vote FOR all director nom	inees is warranted	1.							-	
m	Elect Director Frank D. Yeary	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR all director	nominees is warra	anted.								
	Blended Rationale: A vote FOR all director nom	inees is warranted	1.								
	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this propos	al to ratify the au	ditor is warr	anted.							
	Blended Rationale: A vote FOR this proposal to	ratify the auditor	is warrantee	d.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
	disclosed financial metrics, with a below-target long-term incentives are primarily performance was not met. Blended Rationale: A vote FOR the proposal is i financial metrics, with a below-target payout w incentives are primarily performance-based, an	-based, and closin warranted. Annua hich largely aligns	ng-cycle PSU I bonuses w with recent	ls were fon ere priman t company	feited when the second se	the performan pre-set and cle p. Furthermore,	ce threshol early disclo. long-term	sed		-	
	meentives are primarily performance-based, and met.	u ciosing-cycle PS	US WEIE IUI	ieileu wiiei	i the perion		u was not				
ł	Establish Board Committee on Corporate Financial Sustainability	SH	Yes	Against	Against		Against	Against	No	No	No
	Voting Policy Rationale: A vote AGAINST this re adequate to address issues related to corporate should generally be given latitude to determine	e financial sustaina	ability and, a		-						
	Blended Rationale: A vote AGAINST this resolut to address issues related to corporate financial generally be given latitude to determine its con	sustainability and,						ę			
i	Report on Opposing State Abortion Regulation	SH	Yes	Against	Against		Against	Against	No	No	No
	Voting Policy Rationale: A vote AGAINST this pl requested report appear to be greater than the		-	-		-	-				
	Blended Rationale: A vote AGAINST this propos report appear to be greater than the risks to th		-	-	-	-	e requested	1			
	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against		Against	Against	No	No	No
	Voting Policy Rationale: A vote AGAINST this pr reasonable basis, absent shareholder approval, treatment.	-						3		-	
	Blended Rationale: A vote AGAINST this propos reasonable basis, absent shareholder approval, treatment.			-	-					-	

# **Intel 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		4,586	4,586
Sustainable bynamic, anassigned			04/17/2024	04/17/2024			
					Total Shares:	4,586	4,586

### **Cofinimmo SA**

Record D	Date: 05/08/2 Pate: 04/24/20 Security ID:	)24	Country: Belgium Meeting Type: Annual Primary CUSIP: B256541	36	Ν	-	FB D: 1822044 SIN: BE0003	593044		Proxy Level Primary SEI	-	988	
Earliest Cu	itoff Date: 04/3	30/2024	Total Ballots: 1		v	oting Poli	<b>cy:</b> Sustainabili	ity		Additional Po	licy:		
Votable Sł	nares: 2,557		*Shares on Loan: 0		s	hares Inst	ructed: 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 Agains ISS
		Annual Meeting Age	nda	Mgmt	No								
1		Receive Directors' Re (Non-Voting)	eports	Mgmt	No								
		Voting Policy Rationa	ale: No vote is required.									-	
		Blended Rationale: N	lo vote is required.										
2		Receive Auditors' Re (Non-Voting)	eports	Mgmt	No								
		Voting Policy Rationa	ale: No vote is required.									-	
		Blended Rationale: N	lo vote is required.									-	
3		Receive Consolidate Statements and Stat Reports (Non-Voting	tutory	Mgmt	No								
		Voting Policy Rationa	ale: This is a non-voting item.										
		Blended Rationale: T	This is a non-voting item.									-	
4		Approve Financial St and Allocation of Inc		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa being excessive.	ale: A vote FOR this dividend	proposal is war	ranted beca	use the pr	roposed payo	out ratio is adeo	quate with	out		-	
		Blended Rationale: A being excessive.	vote FOR this dividend prop	osal is warrante	ed because t	the propos	ed payout ra	tio is adequate	e without			-	

# **Cofinimmo SA**

oposal Imber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agai ISS
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR is market practice, regarding both actual content of the annual remuneration paid to the execut of non-financial metrics related to personal ob LTIP. We also raise some concerns for the use weight for both plans.	t and disclosure. Fu tive members. We f njectives under the s	nthermore, a nowever note STIP and the	there is no e some co e LTIP as	n sign of exce oncerns regar well as to the	essiveness with rding the level e performance	n the quant of disclosui period of ti	re he			
		Blended Rationale: A qualified vote FOR is wai practice, regarding both actual content and dis annual remuneration paid to the executive me non-financial metrics related to personal object LTIP. We also raise some concerns for the use weight for both plans.	sclosure. Furthermo embers. We howeve ctives under the ST	ore, there is er note some IP and the L	no sign oi concerns TIP as we	f excessivene regarding th Il as to the p	ess with the qu he level of disc erformance pe	antum of ti losure of riod of the	he			
		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant controversies that the board is not fulfilling its		of any inform	nation abo	out significan	t and compelli	ng				
		Blended Rationale: A vote FOR is warranted in that the board is not fulfilling its fiduciary dution		y informatio	n about si	ignificant and	l compelling co	ontroversies	5			
		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant controversies that the auditor is not fulfilling it		of any inform	nation abo	out significan	t and compelli	ng				
		Blended Rationale: A vote FOR is warranted in that the auditor is not fulfilling its duties.	n the absence of an	y informatio	n about si	ignificant and	l compelling co	ontroversies	7			
		Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR is remuneration policy, especially with regards to clawback provision. While the policy has only of plans for the CEO/executives, the company dis remuneration report. We do raise some conce schedule of the LTI plan, which does not allow	o the LTI plan perfo high-level disclosurd d provide forward lo rns as the company	ormance cycl e regarding ooking disclo v does not di	le (three y the perfor osure rega isclose anj	rears), and the mance criter ording the 20. or performance	he introduction ia in both the S 24 objectives i ce targets, nor	of a STI and LTI n its the vesting				
		Blended Rationale: A qualified vote FOR is way policy, especially with regards to the LTI plan While the policy has only high-level disclosure CEO/executives, the company did provide forw We do raise some concerns as the company d plan, which does not allow shareholders to as	performance cycle regarding the perfo vard looking disclos loes not disclose an	(three years ormance crit oure regardin y performan	), and the teria in bo ng the 202 nce targets	<i>introduction</i> th the STI an <i>4 objectives</i> 5, nor the ves	n of a clawback nd LTI plans fo in its remuner sting schedule	r provision. r the ation repor				
.1		Reelect Olivier Chapelle as Independent Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST incur diversity on the board. A vote FOR the remain	-			ivier Chapelle	e is warranted	for lack of				
		Blended Rationale: A vote AGAINST incumben diversity on the board. A vote FOR the remain	-			Chapelle is w	arranted for la	nck of				
9.2		Reelect Xavier de Walque as Director	Mgmt	Yes	For	For		For	For	No	No	No

diversity on the board. A vote FOR the remaining director nominee(s) is warranted.

# **Cofinimmo SA**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
10.1	Elect Nathalie Charles as Independent Director		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot diversity on the board. A vote		-			livier Chapelle	is warranted	for lack of			-	
	Blended Rationale: A vote AG diversity on the board. A vote		-			Chapelle is w	arranted for la	nck of				
10.2	Elect Jan Suykens as Independent Director		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot diversity on the board. A vote		-			livier Chapelle	is warranted	for lack of				
	Blended Rationale: A vote AG diversity on the board. A vote		-			Chapelle is w	arranted for la	ock of				
10.3	Elect Mirjam van Velthuizen-Lormans as Independent Director		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot diversity on the board. A vote		-			livier Chapelle	is warranted	for lack of				
	Blended Rationale: A vote AG diversity on the board. A vote		-			Chapelle is w	arranted for la	ock of			-	
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 vot the implementation of items a				a routine le	egal procedur	e and will auth	horize only	,			
	Blended Rationale: A vote FO implementation of items appr	-		ncerns a roui	tine legal <sub>i</sub>	procedure and	d will authorize	e only the				
12	Transact Other Business		Mgmt	No								
	Voting Policy Rationale: This	is a routine non-votir	ng item.								-	
	Blended Rationale: This is a r	outine non-voting ite	m.								-	
allot Details												
nstitutional Account Detail (A Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	hares	Shares	Voted

(IA Name, IA Number)	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:	2,557	2,557

# **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

# **Gilead Sciences, Inc.**

	itoff Date: 05/0	17/2024         Total Ballots: 1           *Shares on Loan: 0				y: Sustainabili ructed: 1,383			Additional Po Shares Voted			
Proposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again: ISS
1a		Elect Director Jacqueline K. Barton	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.							_	
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1b		Elect Director Jeffrey A. Bluestone	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.							_	
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1c		Elect Director Sandra J. Horning	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.							-	
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.							-	
1d		Elect Director Kelly A. Kramer	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.							-	
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.							-	
1e		Elect Director Ted W. Love	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.							-	
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.							-	
1f		Elect Director Harish M. Manwani	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.							-	
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1g		Elect Director Daniel P. O'Day	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.							-	
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.							-	
1h		Elect Director Javier J. Rodriguez	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.							-	
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.							-	
1i		Elect Director Anthony Welters	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.							-	
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.							-	
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this pro	nocal to ratify the au	ditor is warr	anted						-	

# **Gilead Sciences, Inc.**

roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this prope Annual incentives are based entirely on pre-se non-financial metrics, and annual equity gran	et objective measur	es, with robe	ust perform	nance disclos						
		Blended Rationale: A vote FOR this proposal i incentives are based entirely on pre-set object metrics, and annual equity grants are targeted	tive measures, with	robust perfe	ormance d							
4		Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this proper considered to reasonably balance shareholder qualified officers to serve the company.	-			,	,					
		Blended Rationale: A vote FOR this proposal i to reasonably balance shareholders' interest i officers to serve the company.			-				red			
5		Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this proposed change in the director election proc company.			-				he			
		Blended Rationale: A vote AGAINST this prop proposed change in the director election proc company.										
6		Report on Risks of Supporting Abortion	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this to outweigh the risks associated with the com				ks of issuing	the requested	l report see	em			
		Blended Rationale: A vote AGAINST this prop outweigh the risks associated with the compa		-		issuing the i	requested repo	ort seem to				
7		Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this proper may better address concerns about creating a value.										
		Blended Rationale: A vote FOR this proposal i better address concerns about creating a stro		-	-			-			-	
allot Deta	nils											

(IA Name, IA Number)	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:	1,383	1,383

# **Intact Financial Corporation**

-	Date: 05/08/2 Pate: 03/15/20		Country: Canada Meeting Type: Annual		Μ	•	<b>D:</b> 1822532			Proxy Leve	: 3		
Primary	Security ID:	45823T106	Primary CUSIP: 45823T1	06	P	rimary IS	SIN: CA4582	3T1066		Primary SE	DOL: B04YJ	V1	
Earliest Cu	utoff Date: 05/0	03/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabili	ty		Additional Po	licy:		
otable Sl	nares: 1,210		*Shares on Loan: 0		s	hares Inst	ructed: 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 Charle Brindamour	25	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	nle: Vote FOR all proposed no.	minees as no s	ignificant co	ncerns hav	ve been iden	tified at this tin	ne.				
		Blended Rationale: V	ote FOR all proposed nomine	es as no signifi	icant conceri	ns have be	en identified	at this time.					
1.2		Elect Director Emma Clarke	nuel	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed no	minees as no s	ignificant co	ncerns hav	ve been iden	tified at this tin	ne.				
		Blended Rationale: V	ote FOR all proposed nomine	es as no signifi	icant conceri	ns have be	en identified	at this time.					
1.3		Elect Director Janet	De Silva	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed no.	minees as no s	ignificant co	ncerns hav	ve been iden	tified at this tin	ne.				
		Blended Rationale: V	ote FOR all proposed nomine	es as no signifi	icant conceri	ns have be	en identified	at this time.					
1.4		Elect Director Michae	el Katchen	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed no.	-	ianificant co	oncerns hav	ve been iden	tified at this tin	ne.				
		- /	ote FOR all proposed nomine		-								
1.5		Elect Director Stepha Kingsmill	ani	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	nle: Vote FOR all proposed no.	minees as no s	ignificant co	ncerns hav	ve been iden	tified at this tin	ne.				
		Blended Rationale: V	ote FOR all proposed nomine	es as no signifi	icant conceri	ns have be	en identified	at this time.					
1.6		Elect Director Jane E	E. Kinney	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	nle: Vote FOR all proposed no	minees as no s	ignificant co	ncerns hav	ve been iden	tified at this tin	ne.				
		Blended Rationale: V	ote FOR all proposed nomine	es as no signifi	icant conceri	ns have be	en identified	at this time.					
1.7		Elect Director Rober	t G. Leary	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	nle: Vote FOR all proposed no.	minees as no s	ignificant co	ncerns hav	ve been iden	tified at this tin	ne.				
		Blended Rationale: V	ote FOR all proposed nomine	es as no signifi	icant conceri	ns have be	en identified	at this time.					
1.8		Elect Director Sylvie	Paquette	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	nle: Vote FOR all proposed no.	minees as no s	ignificant co	ncerns hav	ve been iden	tified at this tin	ne.				
		Blended Rationale: V	ote FOR all proposed nomine	es as no signifi	icant conceri	ns have be	en identified	at this time.					
1.9		Elect Director Stuart	J. Russell	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed no.	minees as no s	ignificant co	ncerns hav	ve been iden	tified at this tin	ne.				
		Blended Rationale: V	ote FOR all proposed nomine	es as no signifi	icant conceri	ns have be	en identified	at this time.					
1.10		Elect Director Indira Samarasekera		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed no.	minees as no s	ignificant co	ncerns hav	ve been iden	tified at this tin	ne.				
		Blended Rationale: V	ote FOR all proposed nomine	es as no signifi	icant conceri	ns have be	en identified	at this time.					

# **Intact Financial Corporation**

Proposal Significant lumber Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1.11	Elect Director Frederick Sing	er	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote	FOR all proposed n	ominees as no si	ignificant co	ncerns hav	ve been ident	tified at this tin	ne.				
	Blended Rationale: Vote FOR	all proposed nomin	nees as no signifi	cant concerr	ns have be	en 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 n	nominees as no si	ignificant co	ncerns hav	ve been ident	tified at this tin	ne.				
	Blended Rationale: Vote FOR	all proposed nomin	nees as no signifi	cant concerr	ns have be	en identified	at this time.					
1.13	Elect Director William L. You	ng	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote	FOR all proposed n	nominees as no si	ignificant co	ncerns hav	ve been ident	tified at this tin	ne.				
	Blended Rationale: Vote FOR	all proposed nomin	nees as no signific	cant concerr	ns have be	en identified	at this time.					
2	Ratify Ernst & Young LLP as Auditors		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote reasonable relative to total fe			ng LLP as au	ditor as no	on-audit fees	(1 percent) w	ere			-	
	Blended Rationale: Vote FOR relative to total fees paid to t		Ernst & Young LL	P as auditor	as non-au	ıdit fees (1 pe	ercent) were re	easonable				
3	Re-approve Stock Option Pla	n	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Base	d on the Equity Plai	n Score Card eva	luation (EPS	SC), vote F	OR this stock	option plan.					
	Blended Rationale: Based on	the Equity Plan Sco	ore Card evaluatio	on (EPSC), v	ote FOR ti	his stock opti	on plan.					
4	Advisory Vote on Executive Compensation Approach		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote	FOR this non-bindi	ng advisory vote	as there are	e no signifi	icant issues a	t this time.					
	Blended Rationale: Vote FOR	this non-binding ad	dvisory vote as th	here are no s	significant	issues at this	s time.					
allot Details												
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	tatus	Votable S	hares	Shares	Voted
otea Fund - Orcadia Global ustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ved			1,21	)	1,2	10
			04/09/2024		04/09/2024							

# Kinder Morgan, Inc.

-	Date: 05/08/2 Date: 03/11/20		Country: USA Meeting Type: Annual		-	icker: KMI	I <b>D:</b> 1841869			Proxy Level: 3				
	Security ID:		Primary CUSIP: 49456B10	1			SIN: US4945	5B1017		Primary SEI	DOL: B3NQ4	4P8		
Earliest Cu	utoff Date: 05/0	)7/2024	Total Ballots: 1	V	Voting Policy: Sustainability					Additional Policy:				
Votable Si	Votable Shares: 6,203 *Shares on Le				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 Kinder	D.	Mgmt	Yes	For	For		For	For	No	No	No	

Total Shares:

1,210

1,210

# Kinder Morgan, Inc.

roposal Significant umber Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Voting Policy Rationale: A vote FOR the director	or nominees is wa	rranted.								
	Blended Rationale: A vote FOR the director no	minees is warrant	ted.								
1.2	Elect Director Kimberly A. Dang	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director	or nominees is wa	rranted.								
	Blended Rationale: A vote FOR the director no	minees is warrant	ted.								
1.3	Elect Director Amy W. Chronis	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the directo	or nominees is wa	rranted.								
	Blended Rationale: A vote FOR the director no	minees is warrant	ed.								
1.4	Elect Director Ted A. Gardner	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director	or nominees is wa	rranted.								
	Blended Rationale: A vote FOR the director no	minees is warrant	ted.							-	
1.5	Elect Director Anthony W. Hall, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the directo	or nominees is wa	rranted.								
	Blended Rationale: A vote FOR the director no	minees is warrant	ted.								
1.6	Elect Director Steven J. Kean	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director	or nominees is wa	rranted.								
	Blended Rationale: A vote FOR the director no	minees is warrant	ed.								
1.7	Elect Director Deborah A. Macdonald	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the directo	or nominees is wa	rranted.								
	Blended Rationale: A vote FOR the director no	minees is warrant	ted.							-	
1.8	Elect Director Michael C. Morgan	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director	or nominees is wa	rranted.								
	Blended Rationale: A vote FOR the director no	minees is warrant	ed.								
1.9	Elect Director Arthur C. Reichstetter	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director	or nominees is wa	rranted.							-	
	Blended Rationale: A vote FOR the director no	minees is warrant	ted.								
1.10	Elect Director C. Park Shaper	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director	or nominees is wa	rranted.							-	
	Blended Rationale: A vote FOR the director no	minees is warrant	ted.							-	
1.11	Elect Director William A. Smith	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director	or nominees is wa	rranted.							-	
	Blended Rationale: A vote FOR the director no	minees is warrant	ed.								

# Kinder Morgan, Inc.

roposal Significant lumber Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1.12	Elect Director Joel V. Staff	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ctor nominees is wai	rranted.							-	
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.							-	
1.13	Elect Director Robert F. Vagt	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ctor nominees is wai	rranted.							-	
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.							-	
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this pro	posal to ratify the au	ıditor is warr	anted.						-	
	Blended Rationale: A vote FOR this proposa	to ratify the auditor	r is warrantee	d.						-	
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 pro review, though certain concerns are highligh		s pay and pe	erformance	were reason	ably aligned fo	or the yeal	r in			
	Blended Rationale: A vote FOR this proposa review, though certain concerns are highligh		and perform	mance were	e reasonably	aligned for the	e year in			-	
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
	Voting Policy Rationale: A vote for the adop considered a best practice as they give shar						pay votes	are		-	
	Blended Rationale: A vote for the adoption of considered a best practice as they give share			,			votes are			-	
5	Disclose GHG Emissions Reductions Targets	SH	Yes	Against	For		For	For	Yes	No	No
	Voting Policy Rationale: A vote FOR this pro Scope 1 and Scope 2 emissions would allow low carbon economy and climate change-re	investors to better u									
	Blended Rationale: A vote FOR this proposa Scope 1 and Scope 2 emissions would allow low carbon economy and climate change-re	investors to better u									
allot Details	· · ·										
nstitutional Account Deta (A Name, IA Number)	il Custodian Account Number Ballot Statu:	s Instructed		Approved		Ballot Voting S	tatue	Votable S	haros	Shares	Votod

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved

IA Name, IA Number)	Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
rotea 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:	6,203	6,203

# 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

#### Nutrien Ltd.

arliest Cu	utoff Date: 05/0	O3/2024         Total Ballots: 1		v	oting Polic	y: Sustainabili	ty		Additional Po	licy:		
/otable Si	hares: 3,260	*Shares on Loan: 0		s	ihares Inst	r <b>ucted:</b> 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 Agains ISS
1.1		Elect Director Christopher M. Burley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR all propose	d nominees as no s	ignificant co	oncerns hav	ve been ideni	tified at this tin	ne.				
		Blended Rationale: Vote FOR all proposed nor	minees as no signifi	cant concern	ns have be	en 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 propose	d nominees as no s	ignificant co	oncerns hav	re been ideni	tified at this tin	ne.				
		Blended Rationale: Vote FOR all proposed not	minees as no signifi	cant concern	ns have be	en 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 propose	d nominees as no s	ignificant co	oncerns hav	re been iden	tified at this tin	ne.				
		Blended Rationale: Vote FOR all proposed not	minees as no signifi	cant conceri	ns have be	en 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 propose	d nominees as no si	ignificant co	oncerns hav	ve been iden	tified at this tin	ne.				
		Blended Rationale: Vote FOR all proposed nor	minees as no signifi	cant concern	ns have be	en 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 propose	d nominees as no s	ignificant co	oncerns hav	ve been iden	tified at this tin	ne.				
		Blended Rationale: Vote FOR all proposed not	minees as no signifi	cant concern	ns have be	en 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 propose	d nominees as no s	ignificant co	oncerns hav	re been iden	tified at this tin	ne.				
		Blended Rationale: Vote FOR all proposed not	minees as no signifi	cant concern	ns have be	en 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 propose	d nominees as no s	ignificant co	oncerns hav	ve been ideni	tified at this tin	ne.				
		Blended Rationale: Vote FOR all proposed not	minees as no signifi	cant concern	ns have be	en 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 propose	d nominees as no s	ignificant co	oncerns hav	re been iden	tified at this tin	ne.				
		Blended Rationale: Vote FOR all proposed not	minees as no signifi	cant concern	ns have be	en 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 propose	d nominees as no si	ignificant co	oncerns hav	re been ideni	tified at this tin	ne.				
		Blended Rationale: Vote FOR all proposed nor	minees as no signifi	cant conceri	ns have be	en 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 propose	d nominees as no s	ionificant co	oncerns hau	ve heen iden	tified at this tir	nο				

# Nutrien Ltd.

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.11	Elect Director Ken A. Seitz		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote	FOR all proposed n	ominees as no s	ignificant co	ncerns ha	ve been iden	tified at this til	me.				
	Blended Rationale: Vote FOR	all proposed nomin	ees as no signifi	cant conceri	ns have be	en identified	l at this time.					
1.12	Elect Director Nelson L. C. Si	lva	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote	FOR all proposed n	ominees as no s	ignificant co	ncerns hai	ve been iden	tified at this til	me.				
	Blended Rationale: Vote FOR	all proposed nomin	ees as no signifi	cant conceri	ns have be	en identified	l at this time.					
2	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote relative to total fees paid to t		of KPMG LLP as	s auditor as l	non-audit i	fees (3 perce	ent) were reas	onable				
	Blended Rationale: Vote FOR total fees paid to the auditor.	the ratification of K	PMG LLP as aud	litor as non-a	audit fees	(3 percent)	were reasonab	le relative t	'n			
3	Advisory Vote on Executive Compensation Approach		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote	FOR this non-bindir	ng advisory vote	as there are	e no signifi	icant issues a	at this time.					
	Blended Rationale: Vote FOR	this non-binding ad	lvisory vote as th	here are no s	significant	issues at thi	is time.					
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ved			3,26	D	3,2	60
, , , , , , , , , , , , , , , , , , ,			04/11/2024		04/11/2024							
								Total Shares:	3,26	0	3,2	60

#### **Nucor Corporation**

Meeting	Date: 05/09/2	2024	Country: USA		т	icker: NUI	E			Proxy Level	: 3			
-	ate: 03/11/20		, Meeting Type: Annual		N	leeting II	<b>D:</b> 1838052			•				
Primary S	Security ID:	670346105	Primary CUSIP: 670346	105	P	Primary IS	SIN: US6703	461052		Primary SEI	<b>DOL:</b> 26510	186		
Earliest Cu	itoff Date: 05/0	08/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabili	y		Additional Po	licy:			
Votable Sł	nares: 1,286		*Shares on Loan: 0		s	hares Inst	r <b>ucted:</b> 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 Again: ISS	
1.1		Elect Director Norma Clayton	В.	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rational	le: A vote FOR the director i	nominees is war	ranted.							-		
		Blended Rationale: A	vote FOR the director nomi	nees is warrante	d.									
1.2		Elect Director Patrick Dempsey	J.	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rational	le: A vote FOR the director i	nominees is war	ranted.									
		Blended Rationale: A	vote FOR the director nomi	nees is warrante	d.									

# **Nucor Corporation**

roposal Significant lumber Vote	Proposal Text	F	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1.3	Elect Director Nicholas C. Gangestad	Ν	ſgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote F	OR the director nomin	nees is warr	anted.								
	Blended Rationale: A vote FOR ti	he director nominees	is warranted	d.								
1.4	Elect Director Christopher J. Kearney	Ν	Igmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote F	OR the director nomin	nees is warr	anted.								
	Blended Rationale: A vote FOR ti	he director nominees	is warranted	d.								
1.5	Elect Director Laurette T. Koellner	И	Igmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote F	OR the director nomin	nees is warr	anted.								
	Blended Rationale: A vote FOR ti	he director nominees	is warrantee	d.								
1.6	Elect Director Michael W. Lamach	И	Igmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote F	OR the director nomin	nees is warr	anted.								
	Blended Rationale: A vote FOR ti	he director nominees	is warrantee	d.								
1.7	Elect Director Leon J. Topalian	Ν	Igmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote F	OR the director nomin	nees is warr	anted.								
	Blended Rationale: A vote FOR to	he director nominees	is warranted	d.								
1.8	Elect Director Nadja Y. West	Ν	٩gmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote F	OR the director nomi	nees is warr	anted.								
	Blended Rationale: A vote FOR ti	he director nominees	is warrantee	d.								
2	Ratify PricewaterhouseCoopers LLP as Auditors	Ν	Agmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote F	OR this proposal to ra	atify the aud	litor is warra	anted.							
	Blended Rationale: A vote FOR ti	his proposal to ratify i	the auditor i	is warranted	1.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Ν	Igmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote F programs, pay and performance metrics, and the LTI was primari	were reasonably aligi	ned for the ;		-	-			ial			
	Blended Rationale: A vote FOR to pay and performance were reaso and the LTI was primarily perform	nably aligned for the		-								
allot Details												
nstitutional Account Detail A Name, IA Number)	Custodian Account Number	Ballot Status I	nstructed		Approved		Ballot Voting St	atus	Votable Sh	ares	Shares	Voted
otea Fund - Orcadia Global	283964.001	Confirmed A	uto-Instructed		Auto-Approve	ed			1,286		1,28	36
istainable Dynamic, unassigned		0	4/10/2024		04/10/2024							
								otal Shares:				

#### **Sun Life Financial Inc.**

Record D	Date: 05/09/2 Date: 03/15/20 Security ID: 2	)24	Country: Canada Meeting Type: Annual Primary CUSIP: 866796	105	Ν	icker: SLF Neeting ID Primary IS		961053		Proxy Level Primary SEI		24	
arliest Cu	utoff Date: 05/0	06/2024	Total Ballots: 1		v	oting Policy	<b>y:</b> Sustainabili	tv		Additional Po	licv:		
	hares: 3,212	10/2021	*Shares on Loan: 0				ucted: 3,212			Shares Voted	-		
roposal lumber	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1.1		Elect Director Deepa	ak Chopra	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ident	tified at this tin	ne.			-	
		Blended Rationale: V	ote FOR all proposed nomin	nees as no signifi	cant conceri	ns have bee	en identified	at this time.					
1.2		Elect Director Steph Coyles	anie L.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ident	tified at this tin	ne.				
		Blended Rationale: V	ote FOR all proposed nomin	nees as no signifi	cant concern	ns have bee	en identified	at this time.					
1.3		Elect Director Ashok	K. Gupta	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ident	tified at this tin	ne.				
		Blended Rationale: V	ote FOR all proposed nomin	nees as no signifi	cant concen	ns have bee	en identified	at this time.					
1.4		Elect Director M. Ma Harris	irianne	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ident	tified at this tin	ne.				
		Blended Rationale: V	ote FOR all proposed nomin	ees as no signifi	cant conceri	ns have bee	en identified	at this time.					
1.5		Elect Director David	Н. Ү. Но	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ident	tified at this tin	ne.				
		Blended Rationale: V	ote FOR all proposed nomin	ees as no signifi	cant concen	ns have bee	en identified	at this time.					
1.6		Elect Director Laurie	e G. Hylton	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ident	tified at this tin	ne.				
		Blended Rationale: V	ote FOR all proposed nomin	ees as no signifi	cant conceri	ns have bee	en identified	at this time.					
1.7		Elect Director Helen Hicks	M. Mallovy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ident	tified at this tin	ne.				
		Blended Rationale: V	ote FOR all proposed nomin	nees as no signifi	cant conceri	ns have bee	en identified	at this time.					
1.8		Elect Director Marie- Morin	-Lucie	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ident	tified at this tin	ne.				
		Blended Rationale: V	ote FOR all proposed nomin	nees as no signifi	cant conceri	ns have bee	en identified	at this time.					
1.9		Elect Director Josepl	h M. Natale	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns hav	e been ident	tified at this tin	ne.				
		Blended Rationale: V	ote FOR all proposed nomin	ees as no signifi	cant conceri	ns have bee	en identified	at this time.					
1.10		Elect Director Scott	F. Powers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa											

### 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 not	minees as no si	ignificant co	ncerns ha	ve been ident	tified at this tin	ne.				
		Blended Rationale: Vote FOR all proposed nomined	es as no signifi	cant conceri	ns have be	en 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 relative to total fees paid to the auditor.	of Deloitte LLP	as auditor a	s non-audi	it fees (7 per	cent) were rea	sonable				
		Blended Rationale: Vote FOR the ratification of De- total fees paid to the auditor.	loitte LLP as al	ıditor as nor	n-audit fee	s (7 percent)	) were reasona	ble relativ	e to			
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR this non-binding	advisory vote	as there are	e no signifi	icant issues a	t this time.					
		Blended Rationale: Vote FOR this non-binding adv	isory vote as th	here are no s	significant	issues at this	s 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		3,212	3,212
			04/03/2024 04/07/2024				
					Total Shares:	3,212	3,212

# **United Rentals, Inc.**

Number         Vote         Proposal Text           1a         Elect Director Marc A           Voting Policy Rational	Total Ballots: 1 *Shares on Loan: 0 Bruno le: A vote FOR the director no	Proponent Mgmt	S Votable Proposal Yes	2	ructed: 175 ISS Rec For	Additional Policy Rec	Voting Policy Rec For	Additional Po Shares Voted Vote Instruction	•	Vote Against Policy No	Vote Against ISS No	
Number         Vote         Proposal Text           1a         Elect Director Marc A           Voting Policy Rational         Blended Rationale: A		Mgmt	<b>Proposal</b> Yes	Rec		Policy	Policy Rec	Instruction	Against Mgmt	Against Policy	Against ISS	
Voting Policy Rationa Blended Rationale: A				For	For		For	For	No	No	No	
Blended Rationale: A	le: A vote FOR the director no	ominees is war	ranted							-		
			<i>iunceu</i>									
1b Elect Director Larry [	Blended Rationale: A vote FOR the director nominees is warranted.											
,	D. De Shon	Mgmt	Yes	For	For		For	For	No	No	No	
Voting Policy Rational	le: A vote FOR the director no	ominees is war	ranted.									
Blended Rationale: A	vote FOR the director nomine	ees is warrante	ed.									
1c Elect Director Matthe Flannery	ew J.	Mgmt	Yes	For	For		For	For	No	No	No	
Voting Policy Rational	Voting Policy Rationale: A vote FOR the director nominees is warranted.											

# **United Rentals, Inc.**

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
1d		Elect Director Bobby J. Griffin	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	rranted.								
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1e		Elect Director Kim Harris Jones	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	rranted.								
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1f		Elect Director Terri L. Kelly	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	rranted.								
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1g		Elect Director Michael J. Kneeland	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	rranted.								
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1h		Elect Director Francisco J. Lopez-Balboa	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	rranted.								
		Blended Rationale: A vote FOR the director nominees is warranted.										
1i		Elect Director Gracia C. Martore	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1j		Elect Director Shiv Singh	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	rranted.								
		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 pro	posal to ratify the au	ditor is warr	anted.							
		Blended Rationale: A vote FOR this proposal	l to ratify the auditor	is warrante	d.							
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 properformance period, equity awards are major financial metrics.										

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.

# **United Rentals, Inc.**

Proposal Significant Number Vote	Additional Voting Vote It Votable Mgmt Policy Policy Vote Against Proposal Text Proponent Proposal Rec ISS Rec Rec Rec Instruction 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
	Voting Policy Rationale: A vote considered to reasonably balar qualified officers to manage th	nce shareholders' inte	,	,		5						
	Blended Rationale: A vote FOR considered to reasonably balar qualified officers to manage th	nce shareholders' inte		,		5						
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy		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 regarding failed director elections at the company that suggests a mandatory resignation policy is needed.											
	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.											
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001 1	Confirmed	Auto-Instructed		Auto-Approv	ed			175		17	'5

04/16/2024

Total Shares:

175

175

04/16/2024

#### Verizon Communications Inc.

	Date: 05/09/2 ate: 03/11/20		Country: USA Meeting Type: Annual		-	icker: VZ leeting TI	<b>):</b> 1839025			Proxy Level	: 3			
	Security ID:		Primary CUSIP: 92343V1	04		-	SIN: US9234	3V1044		Primary SEI	<b>DOL:</b> 20905	571		
Earliest Cu	utoff Date: 05/0	08/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabili	ty		Additional Po	licy:			
Votable Sh	1ares: 2,750		*Shares on Loan: 0		S	hares Inst	ructed: 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	e	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rational	oting Policy Rationale: A vote FOR all director nominees is warranted.											
		Blended Rationale: A	vote FOR all director nomine	ees is warranted	1.									
1.2		Elect Director Roxan	ne Austin	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rational	le: A vote FOR all director no	minees is warra	anted.									
		Blended Rationale: A	vote FOR all director nomine	ees is warranted	1.									
1.3		Elect Director Mark E	Bertolini	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationa	g Policy Rationale: A vote FOR all director nominees is warranted.											
		Blended Rationale: A	vote FOR all director nomine	es is warranted	1.							-		

### Verizon Communications Inc.

roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1.4		Elect Director Vittorio Colao	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all direc	tor nominees is war	ranted.								
		Blended Rationale: A vote FOR all director n	ominees is warrante	d.								
1.5		Elect Director Laxman Narasimhan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all direc	tor nominees is war	ranted.								
		Blended Rationale: A vote FOR all director n	ominees is warrante	d.								
1.6		Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all direc	tor nominees is war	ranted.								
		Blended Rationale: A vote FOR all director n	ominees is warrante	d.								
1.7		Elect Director Daniel Schulman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all direc	tor nominees is war	ranted.								
		Blended Rationale: A vote FOR all director n	ominees is warrante	d.								
1.8		Elect Director Rodney Slater	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all direc	tor nominees is war	ranted.								
		Blended Rationale: A vote FOR all director n	ominees is warrante	d.								
1.9		Elect Director Carol Tome	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all direc	tor nominees is war	ranted.								
		Blended Rationale: A vote FOR all director nominees is warranted.										
1.10		Elect Director Hans Vestberg	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR all direc	tor nominees is war	ranted.								
		Blended Rationale: A vote FOR all director n	ominees is warrante	d.								
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. 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.										
		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.										
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
				-								

Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.

### 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 Agains 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	
		Voting Policy Rationale: A vote AGAINST this pro political expenditures and adopting a policy to pu disadvantage.	-		-								
		Blended Rationale: A vote AGAINST this propose expenditures and adopting a policy to prohibit p						-	1				
5		Report on Lobbying Payments and Policy	SH	Yes	Against	For		For	For	Yes	No	No	
		Voting Policy Rationale: A vote FOR this resoluti evaluate the risks and benefits associated with t						better					
		Blended Rationale: A vote FOR this resolution is the risks and benefits associated with the compa					holders to bett	ter evaluate	2				
6		Amend Clawback Policy	SH	Yes	Against	For		For	For	Yes	No	No	
		Voting Policy Rationale: A vote FOR this proposa the disclosure of the amounts and circumstance.		-	-	-	-		-				
		Blended Rationale: A vote FOR this proposal is v disclosure of the amounts and circumstances su					-						
7		Require Independent Board Chair	SH	Yes	Against	For		For	For	Yes	No	No	
		Voting Policy Rationale: A vote FOR this proposa	al is warranted giv	en the imp	ortance of	having an in	dependent boa	ard chair.					
		Blended Rationale: A vote FOR this proposal is v	warranted given t	he importan	ce of havin	ng an indepe	endent board c	hair.					
8		Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Yes	Against	Against		Against	Against	No	No	No	
		<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>											
		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.											
9		Report on Lead-Sheathed Cables	SH	Yes	Against	Against		For	For	Yes	No	Yes	
		Voting Policy Rationale: A vote FOR this proposa the company's efforts in relation to the use of le and public health related risks.											
		Blended Rationale: A vote FOR this proposal is v company's efforts in relation to the use of lead-s public health related risks.											
10		Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	Against		For	For	Yes	No	Yes	
		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.											

#### Verizon Communications 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		2,750	2,750
Sustainable Dynamic, anassigned			04/24/2024	04/24/2024			
					Total Shares:	2,750	2,750

#### **QBE Insurance Group Limited**

Meeting Date: 05/10/2024       Country: Australia         Record Date: 05/08/2024       Meeting Type: Annual         Primary Security ID: 078063114       Primary CUSID: 078063114					Ticker: QB Meeting II	E <b>D:</b> 1811644			Proxy Level: N/A				
Primary Security ID: Q78063114 Primary CUSIP: Q78063114			14	P	rimary IS	SIN: AU0000	00QBE9		Primary SE	<b>DOL:</b> 67157	40		
	itoff Date: 05/0 iares: 11,490	06/2024	Total Ballots: 1 *Shares on Loan: 0			-	ing Policy: SustainabilityAdditional Policy:ares Instructed: 11,490Shares 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 Remunerat	ion 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 CPS211 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.

# **QBE Insurance Group Limited**

roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again: 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
		Voting Policy Rationale: A qualified vote FC This is on the basis that relative TSR and R included non-financial performance measur requirements of APRA's regulatory standard disclosure of specific and quantified targets Non-financial performance measures that n * Lack of relevant non-financial performance for 'customer' and 'sustainability' measures group. * Dividends on unvested shares.	OE performance meas res (for customer satis) d CPS 511. Corporate g s. Assessment of perfor nay lead to a higher ce re measures relating to	ures compri faction and . governance rmance may ertainty of vi o business a	ise 80 pero sustainabil concerns a be subject esting and ond operation	tent of the L1 lity) for 20 pe are noted for, at to excessiv misalignment ional risk mai	T. The compa ercnt of the LT . * Poor and ir e board discre t with shareho nagement, insi	ny has I to meet t ferior LTI tion. * older return cead opting	he ns.		-	
		Blended Rationale: A qualified vote FOR the is on the basis that relative TSR and ROE p non-financial performance measures (for cu requirements of APRA's regulatory standard disclosure of specific and quantified targets Non-financial performance measures that n * Lack of relevant non-financial performance for 'customer' and 'sustainability' measures group. * Dividends on unvested shares.	erformance measures ustomer satisfaction ar d CPS 511. Corporate g s. Assessment of perfor nay lead to a higher ce re measures relating to	comprise 80 ad sustainab governance rmance may ertainty of vo o business a	0 percent ( pility) for 2 concerns a be subject pesting and pond operation	of the LTI. Th 0 percnt of th are noted for, ct to excessiv 1 misalignment ional risk mar	he company ha he LTI to meet . * Poor and ir re board discre ht with shareho nagement, inst	ns included the ferior LTI tion. * older return tead opting	15. 1			
4a		Elect T Le as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the re- Peter Wilson (Item 4b-d) is warranted. All I independent. No material concerns are ider	nominees serve as inde	ependent no	on-executi	e directors o	n a board that	is majorit				
		Blended Rationale: A vote FOR the re-elect Peter Wilson (Item 4b-d) is warranted. All I independent. No material concerns are ider	nominees serve as inde	ependent no	on-executi	e directors o	n a board that	t is majorit	V			
4b		Elect S Ferguson as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the re- Peter Wilson (Item 4b-d) is warranted. All I independent. No material concerns are ider	nominees serve as inde	ependent no	on-executi	e directors o	n a board tha	is majorit				
		Blended Rationale: A vote FOR the re-elect Peter Wilson (Item 4b-d) is warranted. All l independent. No material concerns are ider	nominees serve as inde	ependent no	on-executi	e directors o	n a board that	t is majorit	V			
4c		Elect P James as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the re- Peter Wilson (Item 4b-d) is warranted. All I independent. No material concerns are ider	nominees serve as inde	ependent no	on-executi	e directors o	on a board that	is majorit				
		Blended Rationale: A vote FOR the re-elect Peter Wilson (Item 4b-d) is warranted. All I independent. No material concerns are ider	nominees serve as inde	ependent no	on-executi	e directors o	n a board that	t is majorit	Ŷ			
4d		Elect P Wilson as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the re- Peter Wilson (Item 4b-d) is warranted. All I independent. No material concerns are ider	nominees serve as inde	ependent no	on-executi	e directors o	n a board tha	t is majorit				
		Blended Rationale: A vote FOR the re-elect Peter Wilson (Item 4b-d) is warranted. All l independent. No material concerns are ider	nominees serve as inde	ependent no	on-executi	e directors o	n a board that	t is majorit	V			
allot Deta	ails											

# **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
Sustainable Bynamic, and signed			04/22/2024	04/22/2024			
					Total Shares:	11,490	11,490

#### **The Progressive Corporation**

Record D	Date: 05/10/2 Date: 03/15/20 Security ID: 2	24	Country: USA Meeting Type: Annual Primary CUSIP: 743315	103	N	-	R D: 1838884 SIN: US7433	151039		Proxy Level Primary SEI		24	
Earliest Co Votable Si	utoff Date: 05/0 hares: 631	9/2024	Total Ballots: 1 *Shares on Loan: 0			oting Polic	<b>y:</b> Sustainabili <b>ructed:</b> 631	ty		Additional Po Shares Voted	-		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Danel Barrett	lle M.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nomi	inees is warrante	ed.								
1b		Elect Director Philip	Bleser	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.								
1c		Elect Director Stuar Burgdoerfer	t B.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.								
1d		Elect Director Pame	ela J. Craig	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nomi	inees is warrante	ed.								
1e		Elect Director Charle	es A. Davis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.								
1f		Elect Director Roger	r N. Farah	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.								
1g		Elect Director Lawto	on W. Fitt	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	A vote FOR the director nomi	inees is warrante	ed.								

# The Progressive Corporation

oposal Significant umber Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agair ISS
1h	Elect Director Susan Patricia Griffith	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted.								
	Blended Rationale: A vote FOR the director non	ninees is warrante	d.								
Li	Elect Director Devin C. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted.								
	Blended Rationale: A vote FOR the director non	ninees is warrante	ed.								
lj	Elect Director Jeffrey D. Kelly	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted.								
	Blended Rationale: A vote FOR the director non										
lk	Elect Director Barbara R. Snyder	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director	r nominees is wari	ranted.								
	Blended Rationale: A vote FOR the director non	ninees is warrante	d.								
11	Elect Director Kahina Van Dyke	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director	-	ranted.								
	Blended Rationale: A vote FOR the director non										
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Based on the Equity Pla	-				oosal is warran					
	Blended Rationale: Based on the Equity Plan Sc		•								
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this propose under the annual incentive plan makes it difficu- aligned at this time. Additionally, 90 percent of	ılt to assess its rige	or, CEO pay	and comp	any perform	ance remain re	easonably				
	Blended Rationale: A vote FOR this proposal is the annual incentive plan makes it difficult to as this time. Additionally, 90 percent of the CEO's	ssess its rigor, CEC	D pay and c	ompany pe	erformance re	emain reasona		at			
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this propos	al to ratify the aud	ditor is warr	anted.							
	Blended Rationale: A vote FOR this proposal to	ratify the auditor	is warranted	1.							
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 re its diversity, equity and inclusion efforts and its				rovides adeq	uate disclosure	e related to				
	Blended Rationale: A vote AGAINST this resolut diversity, equity and inclusion efforts and its ma		-	any provid	les adequate	disclosure rela	nted to its				
llot Details											
stitutional Account Detail	Custodian Account Number Ballot Status	Instructed		Approved		Ballot Voting S		Votable S		Shares	

# 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	631

#### **VGP SA**

Record D	Date: 05/10/2 pate: 04/26/20 Security ID:	)24	Country: Belgium Meeting Type: Annual Primary CUSIP: B9738D	109	Ν	-	P D: 1821395 SIN: BE0003	878057		Proxy Level Primary SE		81	
-	itoff Date: 05/0		Total Ballots: 1	109			cy: Sustainabili			Additional Po		01	
Votable Sł	nares: 987		*Shares on Loan: 0			-	ructed: 987			Shares Voted	-		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Annual Meeting Age	nda	Mgmt	No								
1		Receive Directors' a Auditors' Reports (N		Mgmt	No								
		Voting Policy Rationa	ale: No vote is required.										
		Blended Rationale: N	lo vote is required.										
2		Receive Consolidate Statements and Stat Reports (Non-Voting	tutory	Mgmt	No								
		Voting Policy Rationa	ale: This is a non-voting item										
		Blended Rationale: T	This is a non-voting item.										
3		Approve Financial St Allocation of Income Dividends of EUR 3. Share	e, and	Mgmt	Yes	For	For		For	For	No	No	No
		controversies concert	ale: A vote FOR is warranted ning the annual accounts; au reserves to be sufficient to a ons to dividends.	nd * Although th	ne dividend j	payout rat	io exceeds th	ne 100 percent	limit, the	-			
		controversies concer	Vote FOR is warranted beca ning the annual accounts; an reserves to be sufficient to a ons to dividends.	nd * Although th	ne dividend j	payout rat	io exceeds th	e 100 percent	limit, the	tory			
4		Approve Remunerat	ion Report	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		non-financial metrics shareholders to asse	ale: A vote AGAINST is warra s is not provided and the con ss the stringency of the pay sessment for the LTIP.	pany does not	provide perf	ormance t	argets which	does not allov	v				
		non-financial metrics shareholders to asse	Vote AGAINST is warranted is is not provided and the con ss the stringency of the pay sessment for the LTIP.	pany does not	provide perf	ormance t	argets which	does not allov	v	nce			

#### **VGP SA**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
5	Approve Discharge of Directo	rs	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot controversies that the board i			of any inform	nation abo	ut significan	t and compelli	ng				
	Blended Rationale: A vote FO that the board is not fulfilling			ny informatio	n about sig	gnificant and	l compelling co	ontroversie	5			
6	Approve Discharge of Auditor	S	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot controversies that the auditor			of any inform	nation abo	ut significan	t and compelli	ng				
	Blended Rationale: A vote FO that the auditor is not fulfilling		he absence of an	ny informatio	n about sig	gnificant and	t compelling co	ontroversie	5			
7.1	Authorize Implementation of Approved Resolutions		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot the implementation of items a				routine le	gal procedu	re and will auti	horize only	,		-	
	Blended Rationale: A vote FO implementation of items appr	-		ncerns a rout	tine legal p	rocedure an	d will authorize	e only the			-	
7.2	Authorize Filing of Required Documents/Formalities at Trade Registry		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot the implementation of items a				routine le	gal procedu	re and will auti	horize only				
	Blended Rationale: A vote FO. implementation of items appr	,	, ,	ncerns a rout	tine legal p	rocedure an	d will authorize	e only the				
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	ihares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Approv	red			987		98	37
sastamable bynamic, andssigned			04/15/2024		04/15/2024							
								Total Shares	. 987	7	98	7

## **VGP SA**

	Date: 05/10/2 ate: 04/26/20		Country: Belgium Meeting Type: Extrac	ordinary	-	icker: VG leeting II	P <b>D:</b> 1846976			Proxy Level	: N/A		
Primary S	Security ID:	B9738D109	Shareholders Primary CUSIP: B973	38D109	P	rimary IS	SIN: BE0003	878957		Primary SEI	DOL: B29L8	81	
Earliest Cu	liest Cutoff Date: 05/01/2024		Total Ballots: 1		v	oting Polic	<b>:y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Sh	nares: 987		*Shares on Loan: 0		s	hares Inst	ructed: 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 Shar	eholders'	Mgmt	No								

Meeting Agenda

#### **VGP SA**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1.1	Approve Change-of-Control Clause Re: Finance Contract		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote considered to be routine. Belgi the underlying contract is not	an law requires shai					,		h			
	Blended Rationale: A vote FOR be routine. Belgian law require contract is not valid.						,					
2.1	Authorize Implementation of Approved Resolutions		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote the implementation of items ap	,	, ,		a routine le	egal procedui	re and will auth	norize only				
	Blended Rationale: A vote FOR implementation of items appro			ncerns a roui	tine legal µ	procedure an	d will authorize	e only the				
2.2	Authorize Filing of Required Documents/Formalities at Trade Registry		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote the implementation of items ap				a routine le	egal procedui	re and will auth	norize only	,		-	
	Blended Rationale: A vote FOR implementation of items appro			ncerns a roui	tine legal µ	procedure an	d will authorize	e only the			-	
Ballot Details												
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001 1	Confirmed	Auto-Instructed		Auto-Appro	ved			987		98	37
			04/15/2024		04/15/2024							

## **Aedifica SA**

Record D	Date: 05/14/2 Date: 04/30/20	)24	Country: Belgium Meeting Type: Annual		M	•	<b>):</b> 1822064			Proxy Level			
Primary S	Security ID:	B0130A108	Primary CUSIP: B0130A1	108	P	rimary IS	SIN: BE00038	351681		Primary SEI	<b>DOL:</b> B1G5>	KP1	
Earliest Cu	utoff Date: 05/0	06/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabilit	.y		Additional Po	licy:		
Votable Sh	table Shares: 3,207		*Shares on Loan: 0		S	hares Inst	ructed: 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
		Annual Meeting Agen	da	Mgmt	No								
1		Receive Directors' Re (Non-Voting)	ports	Mgmt	No								
	Voting Policy Rational		e: No vote is required.									-	
												-	

Total Shares:

987

987

Blended Rationale: No vote is required.

	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
2		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.										
4.1		Approve Financial Statements and Allocation of Income	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted controversies concerning the annual accounts; ar board considers the reserves to be sufficient to a of excessive allocations to dividends.	nd * Although tl	he dividend j	payout rat	io exceeds th	e 100 percent	limit, the	-			
		Blended Rationale: A vote FOR is warranted beca controversies concerning the annual accounts; ar board considers the reserves to be sufficient to a of excessive allocations to dividends.	nd * Although tl	he dividend j	payout rat	io exceeds th	e 100 percent	limit, the	tory			
4.2		Approve Dividends of EUR 3.80 Per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted controversies concerning the annual accounts; ar board considers the reserves to be sufficient to a of excessive allocations to dividends.	nd * Although tl	he dividend j	payout rat	io exceeds th	e 100 percent	limit, the	-			
		Blended Rationale: A vote FOR is warranted beca controversies concerning the annual accounts; ar board considers the reserves to be sufficient to a of excessive allocations to dividends.	nd * Although tl	he dividend j	payout rat	io exceeds th	e 100 percent	limit, the	tory		-	
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted, practice, regarding both actual content and discle not without some level of concern for the absence this concern is mitigated by the fact that the com- they will increase transparency with regards to ful-	osure. The comp te of full retrosp apany provided i	pany provide ective disclo responsivent	ed compell sure on th ess to last	ing information ne non-financion year vote wh	on on the STI, ial targets. How	even if thi vever, part	t of			
		Blended Rationale: A vote FOR is warranted, beck regarding both actual content and disclosure. The without some level of concern for the absence of concern is mitigated by the fact that the company will increase transparency with regards to full ret	e company prov full retrospectiv y provided resp	vided compet ve disclosure onsiveness t	lling inform on the no o last year	nation on the on-financial ta	STI, even if ti argets. Howeve	his is not er, part of	this			
6.1		Approve Discharge of Serge Wibaut as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted controversies that the management board memb		,		out significan	t and compelli	ng				
		Blended Rationale: A vote FOR is warranted in th that the management board member is not fulfill		-	on about si	ignificant and	l compelling co	ontroversie	5			
6.2		Approve Discharge of Stefaan Gielens as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted controversies that the management board memb		,		out significan	t and compelli	ng				
		Blended Rationale: A vote FOR is warranted in th that the management board member is not fulfill		,	on about si	ignificant and	l compelling co	ontroversie	5			

-	ignificant /ote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
6.3		Approve Discharge of Ingrid Daerden as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted in controversies that the management board member				ut significan	t and compellir	ng				
		Blended Rationale: A vote FOR is warranted in the that the management board member is not fulfillin			n about si <u>e</u>	gnificant and	l compelling co	ntroversie	5			
6.4		Approve Discharge of Sven Bogaerts as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted in controversies that the management board member				ut significan	t and compellii	ng				
		Blended Rationale: A vote FOR is warranted in the that the management board member is not fulfillin			n about sig	gnificant and	l compelling co	ntroversie	5			
6.5		Approve Discharge of Katrien Kesteloot as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted in controversies that the management board member		-		ut significan	t and compellin	ng				
		Blended Rationale: A vote FOR is warranted in the that the management board member is not fulfillin			n about sig	gnificant and	l compelling co	ntroversie	5			
5.6		Approve Discharge of Elisabeth May-Roberti as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted is controversies that the management board member		,		ut significan	t and compellir	ng				
		Blended Rationale: A vote FOR is warranted in the that the management board member is not fulfillin			n about sig	gnificant and	l compelling co	ntroversie	5			
6.7		Approve Discharge of Luc Plasman as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted in controversies that the management board member		-		ut significan	t and compellin	ng				
		Blended Rationale: A vote FOR is warranted in the that the management board member is not fulfillin			n about sig	gnificant and	l compelling co	ntroversie	5			
5.8		Approve Discharge of Marleen Willekens as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted in controversies that the management board member		,		ut significan	t and compellii	ng				
		Blended Rationale: A vote FOR is warranted in the that the management board member is not fulfillin		•	n about sig	gnificant and	l compelling co	ntroversie	5			
6.9		Approve Discharge of Charles-Antoine van Aelst as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted in controversies that the management board member		-		ut significan	t and compellir	ng				
		Blended Rationale: A vote FOR is warranted in the that the management board member is not fulfillin			n about sig	gnificant and	l compelling co	ntroversie	5			
6.10		Approve Discharge of Pertti Huuskonen as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted in controversies that the management board member		-		ut significan	t and compellii	ng				
		Blended Rationale: A vote FOR is warranted in the that the management board member is not fulfilling			n about si <u>e</u>	gnificant and	l compelling co	ntroversie	5			

oposal mber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
5.11		Approve Discharge of Henrike Waldburg as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted controversies that the management board member		,		ut significan	t and compellir	ng				
		Blended Rationale: A vote FOR is warranted in the that the management board member is not fulfilli			n about sig	gnificant and	l compelling co	ntroversie	5			
.12		Approve Discharge of Raoul Thomassen as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted controversies that the management board member		,		ut significan	t and compellir	ng				
		Blended Rationale: A vote FOR is warranted in the that the management board member is not fulfilli			n about si	gnificant and	l compelling co	ntroversie	5			
.13		Approve Discharge of Jean Franken as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted controversies that the management board member		,		ut significan	t and compellir	ng				
		Blended Rationale: A vote FOR is warranted in the that the management board member is not fulfilli			n about sig	gnificant and	l compelling co	ntroversie	5			
		Approve Discharge of EY BV/SRL, Represented by Joeri Klaykens, as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warranted controversies that the auditor is not fulfilling its d		of any inform	nation abc	ut significan	t and compellin	ng				
		Blended Rationale: A vote FOR is warranted in the that the auditor is not fulfilling its duties.	e absence of an	y informatio	n about si	gnificant and	l compelling co	ntroversie	5			
.1a		Reelect Serge Wibaut as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these election exceeding four years; * The candidates appear to no known controversy concerning the candidates							s			
		Blended Rationale: A vote FOR these elections is four years; * The candidates appear to possess th controversy concerning the candidates					,	5				
.1b		Reelect Katrien Kesteloot as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these election exceeding four years; * The candidates appear to no known controversy concerning the candidates					,		's			
		Blended Rationale: A vote FOR these elections is four years; * The candidates appear to possess th controversy concerning the candidates					,	-				
1c		Reelect Elisabeth May-Roberti as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR these election exceeding four years; * The candidates appear to no known controversy concerning the candidates							5			
		Blended Rationale: A vote FOR these elections is four years; * The candidates appear to possess th controversy concerning the candidates						-				

roposal Significant umber Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
8.1d	Reelect Stefaan Gielens as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these elect exceeding four years; * The candidates appea no known controversy concerning the candida	r to possess the ne				,		's			
	Blended Rationale: A vote FOR these elections four years; * The candidates appear to posses controversy concerning the candidates					-	-				
3.2	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
	Voting Policy Rationale: A vote FOR is warrant	ed in the absence	of concerns	regarding	the proposal						
	Blended Rationale: A vote FOR is warranted in	the absence of co	ncerns regal	rding the p	proposal.						
9.1	Elect Kari Pitkin as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these elec exceeding four years; * The candidates appea no known controversy concerning the candida	r to possess the ne				,		is			
	Blended Rationale: A vote FOR these elections four years; * The candidates appear to posses controversy concerning the candidates						-				
9.2	Approve Remuneration of Non-Executive Directors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warrant	ed in the absence	of concerns	regarding	the proposal						
	Blended Rationale: A vote FOR is warranted in	the absence of co	ncerns regal	rding the p	proposal.						
10.1	Ratify Ernst & Young BV SRL, Represented by Christophe Boschmans, as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warrant	ed because there a	are no conce	rns regard	ling this prop	osal.					
	Blended Rationale: A vote FOR is warranted be	ecause there are n	o concerns r	egarding t	his proposal.						
10.2	Approve Auditors' Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warrant	ed because there a	are no conce	rns regard	ling this prop	osal.					
	Blended Rationale: A vote FOR is warranted be	ecause there are n	o concerns r	egarding t	his proposal.						
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
	Voting Policy Rationale: A vote FOR this propo considered to be routine. Belgian law requires the underlying contract is not valid.					,		h			
	Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder a contract is not valid.					-					

Approve Change-of-Control Clause Re: Credit Agreement with Societe Generale dated 8 June 2023 <i>Voting Policy Rationale: A vote FOR this propo</i> <i>considered to be routine. Belgian law requires</i> <i>the underlying contract is not valid.</i> <i>Blended Rationale: A vote FOR this proposal is</i> <i>be routine. Belgian law requires shareholder a</i> <i>contract is not valid.</i> Approve Change-of-Control Clause Re: Credit Agreement with BNP Paribas Fortis NV/SA dated 15 June 2023	shareholder appro	oval for all ch se this clause	hange-of-co e is related	ontrol clause	s, in the absen		For	No	No	No
considered to be routine. Belgian law requires the underlying contract is not valid. Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder a contract is not valid. Approve Change-of-Control Clause Re: Credit Agreement with BNP Paribas Fortis NV/SA	shareholder appro swarranted becaus pproval for all chai	oval for all ch se this clause	hange-of-co e is related	ontrol clause	s, in the absen		ch			
be routine. Belgian law requires shareholder a contract is not valid. Approve Change-of-Control Clause Re: Credit Agreement with BNP Paribas Fortis NV/SA	pproval for all chai			to a credit	facility and is a					
Clause Re: Credit Agreement with BNP Paribas Fortis NV/SA	Mgmt			in the abser	-					
		Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this propo considered to be routine. Belgian law requires the underlying contract is not valid.					,		ch			
					-					
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
					-		ch			
					-				No	
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
					-		ch			
					-					
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
					,		ch			
	<ul> <li>the underlying contract is not valid.</li> <li>Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder a contract is not valid.</li> <li>Approve Change-of-Control Clause Re: Credit Agreement with ABN Amro Bank NV/SA dated 15 June 2023</li> <li>Voting Policy Rationale: A vote FOR this proposal is be routine. Belgian law requires the underlying contract is not valid.</li> <li>Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder a contract is not valid.</li> <li>Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder a contract is not valid.</li> <li>Approve Change-of-Control Clause Re: Credit Agreement with Banque Europeenne du Credit Mutuel SAS (BECM) dated 25 July 2023</li> <li>Voting Policy Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder a considered to be routine. Belgian law requires the underlying contract is not valid.</li> <li>Blended Rationale: A vote FOR this proposal is be routine. Selgian law requires the underlying contract is not valid.</li> <li>Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires the underlying contract is not valid.</li> <li>Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder a contract is not valid.</li> <li>Approve Change-of-Control Clause Re: Credit Agreement with ING Belgium NV/SA dated 29 August 2023</li> <li>Voting Policy Rationale: A vote FOR this proposal is be routine. Belgian law requires the underlying contract is not valid.</li> <li>Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires the underlying contract is not valid.</li> <li>Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires the underlying contract is not valid.</li> <li>Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires the underlying contract is not valid.</li> </ul>	the underlying contract is not valid.         Blended Rationale: A vote FOR this proposal is warranted because be routine. Belgian law requires shareholder approval for all char contract is not valid.         Approve Change-of-Control       Mgmt         Clause Re: Credit Agreement       With ABN Amro Bank NV/SA         dated 15 June 2023       Voting Policy Rationale: A vote FOR this proposal is warranted because be routine. Belgian law requires shareholder approval the underlying contract is not valid.         Blended Rationale: A vote FOR this proposal is warranted because be routine. Belgian law requires shareholder approval for all char contract is not valid.         Approve Change-of-Control       Mgmt         Clause Re: Credit Agreement       With Banque Europeenne du         Credit Mutuel SAS (BECM)       Mated 25 July 2023         Voting Policy Rationale: A vote FOR this proposal is warranted because be routine. Belgian law requires shareholder approval for all char considered to be routine. Belgian law requires shareholder approval the underlying contract is not valid.         Blended Rationale: A vote FOR this proposal is warranted because be routine. Belgian law requires shareholder approval for all char contract is not valid.         Approve Change-of-Control       Mgmt         Clause Re: Credit Agreement       With ING Belgium NV/SA dated         29 August 2023       Voting Policy Rationale: A vote FOR this proposal is warranted because be routine. Belgian law requires shareholder approval for all char considered to be routine. Belgian law requires sharehol	the underlying contract is not valid.         Blended Rationale: A vote FOR this proposal is warranted because this clause be routine. Belgian law requires shareholder approval for all change-of-control contract is not valid.         Approve Change-of-Control       Mgmt       Yes         Clause Re: Credit Agreement       with ABN Amro Bank NV/SA         dated 15 June 2023       Voting Policy Rationale: A vote FOR this proposal is warranted because this clause be considered to be routine. Belgian law requires shareholder approval for all change-of-control the underlying contract is not valid.         Blended Rationale: A vote FOR this proposal is warranted because this clause be routine. Belgian law requires shareholder approval for all change-of-controc contract is not valid.         Blended Rationale: A vote FOR this proposal is warranted because this clause be routine. Belgian law requires shareholder approval for all change-of-controc contract is not valid.         Approve Change-of-Control       Mgmt       Yes         Clause Re: Credit Agreement       With Banque Europeenne du       Credit Mutuel SAS (BECM)         dated 25 July 2023       Voting Policy Rationale: A vote FOR this proposal is warranted because this clause be routine. Belgian law requires shareholder approval for all change-of-contro contract is not valid.         Blended Rationale: A vote FOR this proposal is warranted because this clause be routine. Belgian law requires shareholder approval for all change-of-contro contract is not valid.         Blended Rationale: A vote FOR this proposal is warranted because this clause be routine. Belgian law requi	the underlying contract is not valid.         Blended Rationale: A vote FOR this proposal is warranted because this clause is related be routine. Belgian law requires shareholder approval for all change-of-control clauses, contract is not valid.         Approve Change-of-Control       Mgmt       Yes       For         Clause Re: Credit Agreement       With ABN Amro Bank NV/SA         dated 15 June 2023       Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is re considered to be routine. Belgian law requires shareholder approval for all change-of-control the underlying contract is not valid.         Blended Rationale: A vote FOR this proposal is warranted because this clause is related be routine. Belgian law requires shareholder approval for all change-of-control clauses, contract is not valid.         Blended Rationale: A vote FOR this proposal is warranted because this clause is related be routine. Belgian law requires shareholder approval for all change-of-control clauses, contract is not valid.         Approve Change-of-Control       Mgmt       Yes       For         Clause Re: Credit Agreement       With Banque Europeenne du       Credit Mutuel SAS (BECM)         dated 25 July 2023       Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related be routine. Belgian law requires shareholder approval for all change-of-control the underlying contract is not valid.         Blended Rationale: A vote FOR this proposal is warranted because this clause is related be routine. Belgian law requires shareholder approval for all change-of-control the underlying contract	the underlying contract is not valid. Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit is be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absert contract is not valid. Approve Change-of-Control Mgmt Yes For For Clause Re: Credit Agreement with ABN Amro Bank NV/SA dated 15 June 2023 Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit is be nutline. Belgian law requires shareholder approval for all change-of-control clauses, in the absert considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses the underlying contract is not valid. Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit is be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absert contract is not valid. Approve Change-of-Control Mgmt Yes For For Clause Re: Credit Agreement with Banque Europeenne du Credit Mutuel SAS (BECM) dated 25 July 2023 Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit is be routine. Belgian law requires shareholder approval for all change-of-control clauses the underlying contract is not valid. Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit is be routine. Belgian law requires shareholder approval for all change-of-control clauses the underlying contract is not valid. Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit is be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absert contract is not valid. Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit is be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absert contract is not valid. Approve Change-of-Co	the underlying contract is not valid. Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is or be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the contract is not valid. Approve Change-of-Control Mgmt Yes For For Clause et credit facility and the text of the proposal is warranted because this clause is related to a credit facility and considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the contract is not valid. Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the contract is not valid. Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is or be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the contract is not valid. Approve Change-of-Control Mgmt Yes For For Clause Re: Credit Agreement with Banque Europeenne du Credit Mutuel SAS (BECM) dated 25 July 2023 Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the contract is not valid. Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the contract is not valid. Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in th	the underlying contract is not valid. Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underly contract is not valid. Approve Change-of-Control Mgmt Yes For For For For Clause Re: Credit Agreement with ABN Amro Bank NN/SA dated 15 June 2023 Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underly contract is not valid. Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underly contract is not valid. Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underly contract is not valid. Approve Change-of-Control Mgmt Yes For For For For Clause Re: Credit Agreement with Banque Europeenne du Credit Mutuel SAS (BECM) dated 25 July 2023 Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underly contract is not valid. Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to e routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underly contract is not valid. Approve Change-of-Control Mgmt Yes For For For For Clause Re: Credit Agr	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.         Approve Change-of-Control       Mgmt       Yes       For       For </td <td>the underlying contract is not valid.         Biended Rationaie: 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.         Approve Change-of-Control       Mgmt       Yes       For       For       For       No         Clause Re: Credit Agreement       with ABN more Bank NV/SA       dated 15 June 2023       No       clause, in the absence of which the underlying contract is not valid.         Biended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.         Biended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.         Approve Change-of-Control       Mgmt       Yes       For       For       For       For       No         Clause Re: Credit Agreement       With BBanque Europeenne du       Credit Mubule SAS (BECN)       dated 25 July 2023       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 a</td> <td>the underlying contract is not valid.         Biended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Beginan law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.         Approve Change-of-Control       Mgmt       Yes       For       For       For       No       No         Clause Re: Credit Agreement       with ABN Amro Bank NV/SA       abaed 15 June 2023       No       No         Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Begina law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.         Biended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Begina law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.         Biended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Begina law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.         Biended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Begina law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.         Bi</td>	the underlying contract is not valid.         Biended Rationaie: 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.         Approve Change-of-Control       Mgmt       Yes       For       For       For       No         Clause Re: Credit Agreement       with ABN more Bank NV/SA       dated 15 June 2023       No       clause, in the absence of which the underlying contract is not valid.         Biended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.         Biended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.         Approve Change-of-Control       Mgmt       Yes       For       For       For       For       No         Clause Re: Credit Agreement       With BBanque Europeenne du       Credit Mubule SAS (BECN)       dated 25 July 2023       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 a	the underlying contract is not valid.         Biended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Beginan law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.         Approve Change-of-Control       Mgmt       Yes       For       For       For       No       No         Clause Re: Credit Agreement       with ABN Amro Bank NV/SA       abaed 15 June 2023       No       No         Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Begina law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.         Biended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Begina law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.         Biended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Begina law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.         Biended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Begina law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.         Bi

Proposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	vote Against Policy	Vote Agaiı 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
		Voting Policy Rationale: A vote FOR this proposi considered to be routine. Belgian law requires s the underlying contract is not valid.					-		ch			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder ap contract is not valid.					,					
.1.8		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
		Voting Policy Rationale: A vote FOR this proposi considered to be routine. Belgian law requires s the underlying contract is not valid.					-		ch			
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder approximate contract is not valid.										
.1.9		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
		Voting Policy Rationale: A vote FOR this proposi considered to be routine. Belgian law requires s the underlying contract is not valid.					-		ch		Policy No No	
		Blended Rationale: A vote FOR this proposal is be routine. Belgian law requires shareholder app contract is not valid.					-					
.2.1		Adopt Financial Statements of J.R.C.I. NV/SA	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: This proposal warrants procedures or its auditors.	a vote FOR becau	ise of the al	bsence of a	concern with	the company's	s audit				
		Blended Rationale: This proposal warrants a vol or its auditors.	te FOR because o	f the absend	e of conce	ern with the o	company's aud	lit procedu	ires			
.2.2		Adopt Financial Statements of Melot BV/SRL	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: This proposal warrants procedures or its auditors.	a vote FOR becal	ise of the al	bsence of a	concern with	the company's	s audit				
		Blended Rationale: This proposal warrants a voi or its auditors.	te FOR because o	f the absend	ce of conce	ern with the o	company's aud	lit procedu	ires			
3.1		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
		Voting Policy Rationale: A vote FOR is warranted controversies that the management board memory of the second second memory of the second seco		-		out significan	t and compelli	ng				
		Blended Rationale: A vote FOR is warranted in a	the absence of an	v informatio	n about si	ionificant and	d compellina co	ontroversie	s		No No No No	

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.

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Against Policy	Vote Agair 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
		Voting Policy Rationale: A vote FOR is warrant controversies that the management board me		-		ut significan	t and compellir	ng			Policy	
		Blended Rationale: A vote FOR is warranted in that the management board member is not ful	,		n about sig	gnificant and	l compelling co	ntroversie.	5			
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
		Voting Policy Rationale: A vote FOR is warrant controversies that the management board me		-		ut significan	t and compellir	ıg				
		Blended Rationale: A vote FOR is warranted in that the management board member is not ful			n about sig	gnificant and	l compelling co	ntroversie.	5			
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
		Voting Policy Rationale: A vote FOR is warrant controversies that the management board men		-		ut significan	t and compellir	ng				
		Blended Rationale: A vote FOR is warranted in that the management board member is not fur			n about sig	gnificant and	l compelling co	ntroversie.	5			
13.5		Approve Discharge of Raoul Mgmt Yes For For For For No Thomassen as Director of J.R.C.I. NV/SA										
		Voting Policy Rationale: A vote FOR is warrant controversies that the management board me		-		ut significan	t and compellir	ng				
		Blended Rationale: A vote FOR is warranted in that the management board member is not ful			n about sig	gnificant and	l compelling co	ntroversie	5			
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
		Voting Policy Rationale: A vote FOR is warrant controversies that the management board me		,		ut significan	t and compellir	ng				
		Blended Rationale: A vote FOR is warranted in that the management board member is not fu			n about sig	gnificant and	l compelling co	ntroversie.	5			
13.7		Approve Discharge of Stefaan Gielens as Director Melot BV/SRL	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warrant controversies that the management board men		,		ut significan	t and compellir	ng				
		Blended Rationale: A vote FOR is warranted in that the management board member is not ful			n about sig	gnificant and	l compelling co	ntroversie.	5			
13.8		Approve Discharge of Ingrid Daerden as Director Melot BV/SRL	Mgmt	Yes	For	For		For	For	No	No	No
											No No No	

that the management board member is not fulfilling its fiduciary duties.

	ignificant ote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains 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 controversies that the manage			,		ut significan	t and compelli	ng			-	
		Blended Rationale: A vote FOI that the management board n		,		n about sig	gnificant and	l compelling co	ontroversies	5			
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 controversies that the manage			,		ut significar	t and compelli	ng				
		Blended Rationale: A vote FOI that the management board n				n about sig	gnificant and	t compelling co	ontroversie	5		-	
14.1		Approve Discharge of EY BV/SRL, Represented by Joer Klaykens, as Auditors of J.R.C.I. NV/SA	i	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: This p procedures or its auditors.	proposal warrants a	a vote FOR becau	ise of the al	bsence of c	concern with	the company's	s audit			-	
		Blended Rationale: This propo or its auditors.	sal warrants a vote	e FOR because of	f the absend	ce of conce	ern with the	company's aud	lit procedui	res		-	
14.2		Approve Discharge of EY BV/SRL, Represented by Joer Klaykens, as Auditors of Melo BV/SRL		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: This p procedures or its auditors.	proposal warrants a	a vote FOR becau	ise of the al	bsence of c	concern with	the company's	s audit			-	
		Blended Rationale: This propo or its auditors.	sal warrants a vote	e FOR because of	f the absend	ce of conce	ern with the	company's aud	lit procedui	res		-	
Ballot Details													
nstitutional Acc IA Name, IA Nu		Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable	Shares	Shares	Voted
rotea Fund - Orca ustainable Dynar		283964.001	Confirmed	Auto-Instructed		Auto-Approv	ved			3,20	)7	3,2	207
				04/18/2024		04/18/2024			Total Shares:				
								1	iotai shares:	3,2	17	3,2	:07

#### **Aedifica SA**

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

Earliest Cu	utoff Date: 05/0	06/2024 <b>Total Ballots:</b> 1		v	oting Polic	<b>:y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Si	nares: 3,207	*Shares on Loan: 0		s	hares Inst	ructed: 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
		Extraordinary Shareholders' Meeting Agenda	Mgmt	No								
1.1		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 warrar not excessive.	nted because the du	ration of the	e authoriza	tion and the	volume of the	program i	5			
		Blended Rationale: A vote FOR is warranted a excessive.	because the duration	n of the auti	horization a	and the volui	me of the prog	nram is not	•			
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 either preemptive rights or priority allocation capital; A vote FOR Item 2.2.2 is warranted a purpose of stock dividend; and A vote FOR It capital increases without pre-emptive rights.	rights, while the au as no concerns were	thorization d identified w	loes not ex with regard	cceed 50 per to the possi	cent of the issu bility to issue s	ued share shares for t	the		No 	
		Blended Rationale: A vote FOR Item 2.2.1 is preemptive rights or priority allocation rights, vote FOR Item 2.2.2 is warranted as no conc of stock dividend; and A vote FOR Item 2.2.3 increases without pre-emptive rights.	while the authoriza erns were identified	tion does no with regard	ot exceed . I to the po	50 percent of ssibility to iss	f the issued sh sue shares for	are capital the purpos	; A			
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 either preemptive rights or priority allocation capital; A vote FOR Item 2.2.2 is warranted a purpose of stock dividend; and A vote FOR It capital increases without pre-emptive rights.	rights, while the au as no concerns were	thorization d identified w	does not ex vith regard	cceed 50 per to the possi	cent of the issu bility to issue s	ued share shares for t	the		-	
		Blended Rationale: A vote FOR Item 2.2.1 is preemptive rights or priority allocation rights, vote FOR Item 2.2.2 is warranted as no conc of stock dividend; and A vote FOR Item 2.2.3	while the authoriza erns were identified	tion does no with regard	ot exceed . I to the po	50 percent of ssibility to iss	f the issued sh sue shares for	are capital the purpos	; A		-	

increases without pre-emptive rights.

Proposal Significant Number Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
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
	Voting Policy Rationale: A vote FC either preemptive rights or priorit capital; A vote FOR Item 2.2.2 is purpose of stock dividend; and A capital increases without pre-emp	y allocation rights, while the au warranted as no concerns were vote FOR Item 2.2.3 is warran	ithorization d identified w	loes not ext vith regard	ceed 50 perc to the possib	ent of the issu wility to issue si	ied share hares for t	he			
	Blended Rationale: A vote FOR It preemptive rights or priority alloc vote FOR Item 2.2.2 is warranted of stock dividend; and A vote FOI increases without pre-emptive rig	ation rights, while the authoriza l as no concerns were identified R Item 2.2.3 is warranted as it :	, ation does no d with regard	ot exceed 5 to the pos	0 percent of sibility to issu	the issued sha ue shares for t	are capital, he purpos	A			
3	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 FC the implementation of items appr	, , ,		a routine leg	gal procedure	e and will auth	orize only				
	Blended Rationale: A vote FOR is implementation of items approved		ncerns a roui	tine legal pl	rocedure and	d will authorize	only the				
Ballot Details											
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigner	283964.001	Confirmed Auto-Instructed	1	Auto-Approv	ed			3,201	7	3,2	07
	-	04/18/2024		04/18/2024							

**Centene Corporation** 

Meeting	Date: 05/14/2	2024	Country: USA		т	icker: CN	C			Proxy Level	: 3		
Record D	ate: 03/15/20	)24	Meeting Type: Annual		N	leeting II	<b>):</b> 1841559						
Primary S	Security ID:	15135B101	Primary CUSIP: 15135B10	)1	P	rimary IS	SIN: US1513	5B1017		Primary SEI	<b>DOL:</b> 28070	61	
Earliest Cu	utoff Date: 05/1	13/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Si	1,412 ares: 1,412		*Shares on Loan: 0		s	hares Inst	r <b>ucted:</b> 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	a L. Blume	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director ne	ominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomina	ees is warrante	ed.								
1b		Elect Director Kenne Burdick	th A.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR the director no	ominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomin	ees is warrante	ed.								

Total Shares:

3,207

3,207

# **Centene Corporation**

-	Significant /ote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Against Policy	Vote Again ISS
1c		Elect Director Christopher J. Coughlin	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	anted.							Policy	
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
1d		Elect Director H. James Dallas	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	anted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
1e		Elect Director Wayne S. DeVeydt	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	anted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
lf		Elect Director Frederick H. Eppinger	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	anted.							-	
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
lg		Elect Director Monte E. Ford	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	anted.							Against Policy       No	
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
.h		Elect Director Sarah M. London	Mgmt	Yes	For	For		For	For	No	Against Policy         No         No <td>No</td>	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	anted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
.i		Elect Director Lori J. Robinson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	anted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
1j		Elect Director Theodore R. Samuels	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	anted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
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 proportion of the proportion of the policy absolute TSR and strategic objective reasonably in line with performance, with ann incentives predominantly performance conditional preformance conditional prefor	s represent a relativ ual incentives majo	ely high pol rity based o	rtion of an n a pre-sei	nual incentiv t financial me	es. Neverthele	ss, pay is				
		Blended Rationale: A vote FOR this proposal is absolute TSR and strategic objectives represe line with performance, with annual incentives predominantly performance conditioned with	nt a relatively high p majority based on a	portion of a pre-set fin	nnual incei ancial met	ntives. Never	theless, pay is	reasonabi			-	
3		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No

# **Centene Corporation**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4	Adopt Near and Long-Term Science-Based GHG Emission Reduction Targets Aligned w Paris Agreement Goal	-	SH	Yes	Against	For		For	For	Yes	No	No
	Voting Policy Rationale: A vo reduction targets and climate transition to a low-carbon ec	transition plan wou	uld help sharehol	ders better	evaluate th	ne company's						
	Blended Rationale: A vote FC targets and climate transition low-carbon economy and its	plan would help sh	areholders bette	r evaluate ti		, ,						
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ed			1,41	2	1,4	12
			04/25/2024		04/25/2024							
							ı	otal Shares	1,41	2	1,4	12

## **Prudential Financial, Inc.**

Meeting	Date: 05/14/2	2024	Country: USA		т	icker: PR	J			Proxy Level	: 3		
Record D	ate: 03/15/20	)24	Meeting Type: Annua	ıl	Ν	leeting I	<b>D:</b> 1841721						
Primary S	Security ID:	744320102	Primary CUSIP: 7443	320102	P	rimary IS	SIN: US7443	201022		Primary SEI	<b>DOL:</b> 28191	18	
Earliest Cu	itoff Date: 05/1	13/2024	Total Ballots: 1		v	oting Polic	<b>:y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Sh	nares: 1,078		*Shares on Loan: 0		s	hares Inst	ructed: 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 Casellas	t F.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	nle: A vote FOR the direc	tor nominees is war	rranted.								
		Blended Rationale: A	vote FOR the director n	ominees is warrante	ed.								
1.2		Elect Director Rober	t M. Falzon	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	nle: A vote FOR the direct	tor nominees is war	rranted.								
		Blended Rationale: A	vote FOR the director n	ominees is warrante	ed.								
1.3		Elect Director Martin Hund-Mejean	a	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	nle: A vote FOR the direc	tor nominees is war	rranted.								
		Blended Rationale: A	vote FOR the director n	ominees is warrante	ed.								
1.4		Elect Director Wendy	y E. Jones	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	nle: A vote FOR the direc	tor nominees is war	rranted.								
		Blended Rationale: A	vote FOR the director n	ominees is warrante	ed.								

# **Prudential Financial, Inc.**

-	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
1.5		Elect Director Charles F. Lowrey	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
1.6		Elect Director Kathleen A. Murphy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
1.7		Elect Director Sandra Pianalto	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
1.8		Elect Director Christine A. Poon	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is wari	ranted.								
		Blended Rationale: A vote FOR the director ne	ominees is warrante	d.								
1.9		Elect Director Douglas A. Scovanner	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.								
1.10		Elect Director Michael A. Todman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director ne	ominees is warrante	ed.								
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this prop	osal to ratify the aud	ditor is warr	anted.							
		Blended Rationale: A vote FOR this proposal i	o ratify the auditor	is warrantee	d.							
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Annual incentives we based on performance measured over a multi time. However, a vote AGAINST this proposal PSUs. While disclosure surrounding the adjus ultimately resulted in a significant increase in outstanding cycles. The committee's rationale	-year period. Addition is warranted in ligh tments is robust and the vesting result fo	onally, pay a at of problem d certain ves or closing-cy	and perform natic adjust sting caps v rcle awards	mance are re tments to the were implements and will me	asonably align e terms of out ented, the adj aningfully imp	ed at this standing ustments act other	nre			
		Blended Rationale: Annual incentives were en based on performance measured over a mult time. However, a vote AGAINST this proposa PSUs. While disclosure surrounding the adjus ultimately resulted in a significant increase in outstanding cycles. The committee's rationale	year period. Addition is warranted in ligh struents is robust and the vesting result for	onally, pay a nt of problem d certain ves or closing-cy	and perforr natic adjus sting caps v vcle awards	mance are re tments to the were implements and will me	asonably align e terms of out ented, the adj aningfully imp	ed at this standing ustments act other				
4		Require Independent Board Chair	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this prop			, ,	h i i						

# **Prudential Financial, 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		1,078	1,078
Sustainable bynamic, anassigned			04/30/2024	04/30/2024			
					Total Shares:	1,078	1,078

#### **Bayerische Motoren Werke AG**

Record D	Date: 05/15/2 Pate: 04/23/20 Security ID: 1	)24	Country: Germany Meeting Type: Annual Primary CUSIP: D12090	6109	Ν	•	W D: 1820348 SIN: DE0005	190003		Proxy Level Primary SEI	-	129	
Earliest Cu	itoff Date: 05/0	03/2024	Total Ballots: 1		v	oting Poli	<b>cy:</b> Sustainabili	ty		Additional Po	licy:		
Votable Sl	nares: 6,491		*Shares on Loan: 0		s	hares Inst	ructed: 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 Sta and Statutory Repor Fiscal Year 2023 (No	ts for	Mgmt	No								
		Voting Policy Rationa	nle: This is a non-voting iter	n.									
		Blended Rationale: T	his is a non-voting item.										
2		Approve Allocation of and Dividends of EU Ordinary Share and per Preferred Share	R 6.00 per	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	nle: A vote FOR the allocatio	on of income resc	olution is wa	rranted du	ie to a lack of	f concerns.					
		Blended Rationale: A	vote FOR the allocation of	income resolution	n is warrant	ed due to	a lack of con	cerns.					
3		Approve Discharge o Management Board Year 2023		Mgmt	Yes	For	For		For	For	No	No	No
		discharge of supervis Mohabeer, and Chris BMW vehicles built b German automakers devices were delibera carmakers have been 'defeat device' tactice	le: Votes FOR the discharg sory board members Norber tiane Benner are highlighte etween 2010-2014 containe resulted in the so-called 'di ately built into the cars in o n fined or even have gone t is in its diesel engines, the r opany directors who served	rt Reithofer, Stefa d for shareholder ed so-called 'defe esel emissions sc rder to skirt emis to prison. While B newest findings do	an Quandt, S attention ir at devices.' andal,' in wi sions regula MW has not o raise issue	Susanne K n light of n Similar all hich it was hicns, crin tyet been ts of legitii	latten, Stefan ew informatio egations (stan proven that nes for which accused of ir	n Schmid, Dom on implicating rting in 2015) these types o executives of ntentionally fra	ninique that certai against oti f illegal said audulent	her		-	
		of supervisory board Christiane Benner are built between 2010-2 automakers resulted deliberately built into fined or even have g diesel engines, the n	otes FOR the discharge of it members Norbert Reithofe e highlighted for shareholde 2014 contained so-called 'de in the so-called 'diesel emis o the cars in order to skirt e one to prison. While BMW I ewest findings do raise issu during 2010-2014 are high	r, Stefan Quandt, er attention in ligi efeat devices.' Sin ssions scandal,' ir missions regulati has not yet been les of legitimate o	Susanne K ht of new in milar allegat n which it w ons, crimes accused of	latten, Ste formation ions (start as proven for which intentional	fan Schmid, I implicating tl ing in 2015) d that these ty, executives of ly fraudulent	Dominique Mo. hat certain BM against other ( pes of illegal c said carmake 'defeat device	habeer, an W vehicles German levices wei rs have be r' tactics in	re en its		-	

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
4.1		Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the dis discharge of supervisory board members I Mohabeer, and Christiane Benner are high BMW vehicles built between 2010-2014 cc German automakers resulted in the so-cal devices were deliberately built into the cal carmakers have been fined or even have g 'defeat device' tactics in its diesel engines, the discharge of company directors who so	Vorbert Reithofer, Stefa lighted for shareholder Intained so-called 'defe led 'diesel emissions sc is in order to skirt emis gone to prison. While B the newest findings do	an Quandt, S attention in at devices.' . andal,' in wi sions regula MW has not o raise issue	Susanne Kli light of ne Similar alle hich it was tions, crim yet been o s of legitin	atten, Stefar ew informatio egations (stan proven that es for which accused of ir	n Schmid, Dom on implicating rting in 2015) these types of executives of ntentionally fra	iinique that certai against otl f illegal said vudulent	ner			
		Blended Rationale: Votes FOR the discharg of supervisory board members Norbert Re Christiane Benner are highlighted for shar built between 2010-2014 contained so-cal automakers resulted in the so-called 'diese deliberately built into the cars in order to fined or even have gone to prison. While I diesel engines, the newest findings do rais directors who served during 2010-2014 ar	ithofer, Stefan Quandt, eholder attention in ligi led 'defeat devices.' Sir, el emissions scandal,' ir skirt emissions regulati BMW has not yet been se issues of legitimate o	Susanne Kl ht of new ini milar allegati n which it wa ons, crimes i accused of i	atten, Stef formation i ons (starti as proven t for which e ntentionall	fan Schmid, I implicating tł ng in 2015) d that these tyj executives of ly fraudulent	Dominique Moi hat certain BM against other ( pes of illegal a <sup>c</sup> said carmakei 'defeat device	habeer, an W vehicles German levices wei rs have bei ' tactics in	d re en its			
4.2		Approve Discharge of Supervisory Board Member Martin Kimmich for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the dis discharge of supervisory board members I Mohabeer, and Christiane Benner are high BMW vehicles built between 2010-2014 cc German automakers resulted in the so-cal devices were deliberately built into the cal carmakers have been fined or even have g 'defeat device' tactics in its diesel engines, the discharge of company directors who so	Vorbert Reithofer, Stefa lighted for shareholder Intained so-called 'defe led 'diesel emissions sc is in order to skirt emis gone to prison. While B the newest findings do	an Quandt, S attention in at devices.' . andal,' in wi sions regula MW has not o raise issue	Susanne Kl light of ne Similar alle hich it was tions, crim yet been o s of legitin	atten, Stefar ew informatio egations (stau proven that res for which accused of ir	n Schmid, Dom on implicating rting in 2015) these types of executives of atentionally fra	iinique that certai against oth f illegal said vudulent	ner		-	
		Blended Rationale: Votes FOR the discharg of supervisory board members Norbert Re Christiane Benner are highlighted for shar built between 2010-2014 contained so-cal automakers resulted in the so-called 'diese deliberately built into the cars in order to s fined or even have gone to prison. While b diesel engines, the newest findings do rais directors who served during 2010-2014 ar	ithofer, Stefan Quandt, eholder attention in ligi led 'defeat devices.' Sir. el emissions scandal,' ir skirt emissions regulatio BMW has not yet been	Susanne Kl ht of new ini milar allegati n which it wa ons, crimes i accused of i	atten, Stef formation I ons (starti as proven t for which e ntentionall	fan Schmid, L implicating th ng in 2015) d that these ty executives of ly fraudulent	Dominique Moi hat certain BM against other ( pes of illegal a said carmaken 'defeat device	habeer, an W vehicles German levices wer rs have beo ' tactics in	d e en its		m	

Proposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
4.3		Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the disc discharge of supervisory board members M Mohabeer, and Christiane Benner are high BMW vehicles built between 2010-2014 co. German automakers resulted in the so-call devices were deliberately built into the cars carmakers have been fined or even have g 'defeat device' tactics in its diesel engines, the discharge of company directors who see	lorbert Reithofer, Stefa lighted for shareholder ntained so-called 'defe ed 'diesel emissions sc s in order to skirt emis one to prison. While B the newest findings do	n Quandt, S attention in at devices.' . andal,' in wi sions regula MW has not o raise issue	Susanne Kl hight of no Similar alle hich it was tions, crim yet been s of legitin	latten, Stefan ew informatio egations (stan proven that pes for which accused of ir	n Schmid, Dom on implicating rting in 2015) these types of executives of ntentionally fra	iinique that certai against otl f illegal said vudulent	her		-	
		Blended Rationale: Votes FOR the discharg of supervisory board members Norbert Rei Christiane Benner are highlighted for share built between 2010-2014 contained so-call automakers resulted in the so-called 'diese deliberately built into the cars in order to s fined or even have gone to prison. While B diesel engines, the newest findings do raiss directors who served during 2010-2014 are	thofer, Stefan Quandt, cholder attention in ligh ed 'defeat devices.' Sin I emissions scandal,' in kirt emissions regulatio MW has not yet been e issues of legitimate c	Susanne Kl ht of new ini nilar allegati n which it wa pons, crimes i accused of i	latten, Stel formation ions (starti as proven t for which e intentionali	fan Schmid, I implicating tł ing in 2015) d that these tyj executives of ly fraudulent	Dominique Moi hat certain BM against other ( pes of illegal d said carmaked 'defeat device	habeer, an W vehicles German levices wei rs have bei ' tactics in	d re en its			
4.4		Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the disc discharge of supervisory board members N Mohabeer, and Christiane Benner are high BMW vehicles built between 2010-2014 co German automakers resulted in the so-call devices were deliberately built into the car carmakers have been fined or even have g 'defeat device' tactics in its diesel engines, the discharge of company directors who se	lorbert Reithofer, Stefa lighted for shareholder ntained so-called 'defe ed 'diesel emissions sc s in order to skirt emis one to prison. While B the newest findings do	n Quandt, S attention in at devices.'. andal,' in wi sions regula MW has not o raise issue	Susanne Kl hight of no Similar alle hich it was tions, crim yet been his of legitin	latten, Stefar ew informatio egations (stan proven that pes for which accused of ir	n Schmid, Dom on implicating rting in 2015) these types of executives of ntentionally fra	iinique that certai against otl f illegal said vudulent	her		-	
		Blended Rationale: Votes FOR the discharg of supervisory board members Norbert Rei Christiane Benner are highlighted for share built between 2010-2014 contained so-call automakers resulted in the so-called 'diese deliberately built into the cars in order to s fined or even have gone to prison. While B diesel engines, the newest findings do raiss directors who served during 2010-2014 are	thofer, Stefan Quandt, cholder attention in ligh ed 'defeat devices.' Sin I emissions scandal,' ir kirt emissions regulatic MW has not yet been e issues of legitimate c	Susanne Kl ht of new ini nilar allegati n which it wa ons, crimes i accused of i	latten, Stel formation ions (starti as proven t for which e intentionali	fan Schmid, I implicating tł ing in 2015) d that these ty executives of ly fraudulent	Dominique Moi hat certain BM against other ( pes of illegal d <sup>c</sup> said carmaked 'defeat device	habeer, an W vehicles German levices wer rs have beo ' tactics in	d re en its			

Proposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
4.5		Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the discha discharge of supervisory board members Nor Mohabeer, and Christiane Benner are highlig BMW vehicles built between 2010-2014 conta German automakers resulted in the so-called devices were deliberately built into the cars in carmakers have been fined or even have gor 'defeat device' tactics in its diesel engines, the the discharge of company directors who serve	bert Reithofer, Stefa hted for shareholder ained so-called 'defe, ' 'diesel emissions sc n order to skirt emis ne to prison. While B ne newest findings do	an Quandt, S attention in at devices.' andal,' in wh sions regula MW has not o raise issue	Susanne Kl light of ne Similar alle hich it was tions, crim yet been a s of legitin	atten, Stefan ew informatio gations (star proven that es for which accused of in	n Schmid, Dom on implicating rting in 2015) these types of executives of atentionally fra	ninique that certai against oti f illegal said pudulent	her		-	
		Blended Rationale: Votes FOR the discharge of supervisory board members Norbert Reith Christiane Benner are highlighted for shareho built between 2010-2014 contained so-called automakers resulted in the so-called 'diesel e deliberately built into the cars in order to skii fined or even have gone to prison. While BM diesel engines, the newest findings do raise i directors who served during 2010-2014 are fi	ofer, Stefan Quandt, older attention in ligh ' 'defeat devices.' Sin emissions scandal,' in et emissions regulatic W has not yet been issues of legitimate c	Susanne Kl ht of new inf nilar allegati n which it wa pons, crimes i accused of i	atten, Stef formation i ions (startii as proven t for which e intentionall	fan Schmid, L implicating th ng in 2015) a that these typ executives of ly fraudulent	Dominique Moi hat certain BM against other ( bes of illegal d said carmaked 'defeat device	habeer, an W vehicles German levices wei rs have be ' tactics in	re en its			
4.6		Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the disch discharge of supervisory board members Nor Mohabeer, and Christiane Benner are highlig BMW vehicles built between 2010-2014 conta German automakers resulted in the so-called devices were deliberately built into the cars in carmakers have been fined or even have gor 'defeat device' tactics in its diesel engines, the the discharge of company directors who serve	bert Reithofer, Stefa hted for shareholder ained so-called 'defe, ' 'diesel emissions sc n order to skirt emis ne to prison. While B ne newest findings do	n Quandt, S attention in at devices.' andal,' in wl sions regula MW has not o raise issue	Susanne Klo light of ne Similar alle hich it was tions, crim yet been a s of legitin	atten, Stefan ew informatio gations (star proven that es for which accused of in	n Schmid, Dom on implicating rting in 2015) these types of executives of atentionally fra	ninique that certai against oti f illegal said pudulent	her		-	
		Blended Rationale: Votes FOR the discharge of supervisory board members Norbert Reith Christiane Benner are highlighted for shareho built between 2010-2014 contained so-called automakers resulted in the so-called 'diesel e deliberately built into the cars in order to skil fined or even have gone to prison. While BM diesel engines, the newest findings do raise i	ofer, Stefan Quandt, older attention in ligh l'defeat devices.' Sin emissions scandal,' in rt emissions regulatic W has not yet been d	Susanne Kl ht of new inf nilar allegati n which it wa ons, crimes i accused of il	atten, Stef formation i ions (startii as proven t for which e intentionall,	fan Schmid, L implicating th ng in 2015) a that these typ executives of ly fraudulent	Dominique Mon hat certain BM against other ( pes of illegal d said carmaken 'defeat device	habeer, an W vehicles German levices wei rs have be ' tactics in	d re en its		a	

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
4.7		Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the disc discharge of supervisory board members N Mohabeer, and Christiane Benner are highl BMW vehicles built between 2010-2014 cor German automakers resulted in the so-calle devices were deliberately built into the cars carmakers have been fined or even have go 'defeat device' tactics in its diesel engines, the discharge of company directors who see	orbert Reithofer, Stefa ighted for shareholder ntained so-called 'defe ed 'diesel emissions sc in order to skirt emis one to prison. While B the newest findings do	n Quandt, S attention in at devices.' . andal,' in wi sions regula MW has not o raise issue	Susanne Kl hight of no Similar alle hich it was tions, crim yet been o s of legitin	atten, Stefan ew informatio egations (stau proven that es for which accused of ir	Schmid, Dom on implicating rting in 2015) these types of executives of atentionally fra	iinique that certai against oth f illegal said vudulent	ner			
		Blended Rationale: Votes FOR the discharge of supervisory board members Norbert Reit Christiane Benner are highlighted for share built between 2010-2014 contained so-calle automakers resulted in the so-called 'diesel deliberately built into the cars in order to si fined or even have gone to prison. While Bi diesel engines, the newest findings do raise directors who served during 2010-2014 are	hofer, Stefan Quandt, holder attention in ligi ed 'defeat devices.' Sir emissions scandal,' ir kirt emissions regulatic MW has not yet been a issues of legitimate c	Susanne Kl ht of new ini nilar allegati n which it wa pons, crimes i accused of i	latten, Stef formation I ions (starti ias proven t for which e intentionall	fan Schmid, I implicating tł ng in 2015) d that these tyj executives of ly fraudulent	Dominique Mon hat certain BM against other ( pes of illegal d said carmaken 'defeat device	habeer, an W vehicles German levices wei rs have bei ' tactics in	d re en its			
4.8		Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the disc discharge of supervisory board members N Mohabeer, and Christiane Benner are highl BMW vehicles built between 2010-2014 cor German automakers resulted in the so-calle devices were deliberately built into the cars carmakers have been fined or even have go 'defeat device' tactics in its diesel engines, the discharge of company directors who see	orbert Reithofer, Stefa ighted for shareholder ntained so-called 'defe ed 'diesel emissions sc in order to skirt emis one to prison. While B the newest findings do	n Quandt, S attention in at devices.'. andal,' in wi sions regula MW has not o raise issue	Susanne Kl hight of ne Similar alle hich it was tions, crim yet been o s of legitin	atten, Stefar ew informatio gations (stan proven that es for which accused of ir	n Schmid, Dom on implicating rting in 2015) these types of executives of atentionally fra	iinique that certai against otl f illegal said vudulent	ner		-	
		Blended Rationale: Votes FOR the discharge of supervisory board members Norbert Reit Christiane Benner are highlighted for share. built between 2010-2014 contained so-calle automakers resulted in the so-called 'diesel deliberately built into the cars in order to si fined or even have gone to prison. While Bi diesel engines, the newest findings do raise directors who served during 2010-2014 are	hofer, Stefan Quandt, holder attention in ligi ed 'defeat devices.' Sir emissions scandal,' ir kirt emissions regulatic MW has not yet been e issues of legitimate o	Susanne Kl ht of new ini nilar allegati n which it wa ons, crimes i accused of i	latten, Stef formation I ions (starti ions proven t for which e intentionall	fan Schmid, I implicating tł ng in 2015) d that these tyj executives of ly fraudulent	Dominique Moi hat certain BM against other ( bes of illegal d said carmaked 'defeat device	habeer, an W vehicles German levices wer rs have beo ' tactics in	d re en its			

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
4.9		Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the disc discharge of supervisory board members N Mohabeer, and Christiane Benner are highl BMW vehicles built between 2010-2014 cor German automakers resulted in the so-calle devices were deliberately built into the cars carmakers have been fined or even have gu 'defeat device' tactics in its diesel engines, the discharge of company directors who se	orbert Reithofer, Stefa ighted for shareholder tained so-called 'defe d'diesel emissions so in order to skirt emis one to prison. While B the newest findings d	an Quandt, S attention in at devices.' andal,' in wi sions regula MW has not o raise issue	Susanne Kla light of ne Similar alle hich it was tions, crimu yet been a s of legitim	atten, Stefan ew informatio gations (star proven that es for which accused of in	Schmid, Dom on implicating ting in 2015) these types of executives of tentionally fra	inique that certai against oth f illegal said vudulent	ner		-	
4.10		Blended Rationale: Votes FOR the discharg of supervisory board members Norbert Reit Christiane Benner are highlighted for share built between 2010-2014 contained so-calle automakers resulted in the so-called 'diese deliberately built into the cars in order to si fined or even have gone to prison. While B diesel engines, the newest findings do raise directors who served during 2010-2014 are	hofer, Stefan Quandt, holder attention in lig d'defeat devices.' Sir emissions scandal,' ir kirt emissions regulati MW has not yet been e issues of legitimate d	Susanne Kl ht of new ini milar allegati n which it wa ons, crimes i accused of i	atten, Stef formation il ions (startii as proven t for which e intentionall)	an Schmid, L implicating th ing in 2015) a that these type executives of a fraudulent	Dominique Moi pat certain BM against other ( pes of illegal a said carmakei 'defeat device	habeer, an W vehicles German levices wer rs have beo ' tactics in	d e en its		-	
4.10		Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the disc discharge of supervisory board members N Mohabeer, and Christiane Benner are highl BMW vehicles built between 2010-2014 cor German automakers resulted in the so-calle devices were deliberately built into the cars carmakers have been fined or even have gu 'defeat device' tactics in its diesel engines, the discharge of company directors who se	orbert Reithofer, Stefa ighted for shareholder tained so-called 'defe ad 'diesel emissions so in order to skirt emis one to prison. While B the newest findings do	an Quandt, S attention in at devices.' . andal,' in wi sions regula MW has not o raise issue	Susanne Kla light of ne Similar alle hich it was tions, crime yet been a s of legitim	atten, Stefan ew informatio gations (star proven that es for which accused of in	Schmid, Dom on implicating ting in 2015) these types of executives of tentionally fra	inique that certai against oth f illegal said vudulent	ner		-	
		Blended Rationale: Votes FOR the discharg of supervisory board members Norbert Reit Christiane Benner are highlighted for share built between 2010-2014 contained so-calle automakers resulted in the so-called 'diese deliberately built into the cars in order to su fined or even have gone to prison. While B diesel engines, the newest findings do raiss directors who served during 2010-2014 are	hofer, Stefan Quandt, holder attention in lig d 'defeat devices.' Sir emissions scandal,' ir kirt emissions regulati MW has not yet been e issues of legitimate o	Susanne Kl ht of new ini milar allegati n which it wa ons, crimes i accused of i	atten, Stef formation il ions (startii as proven t for which e intentionall,	an Schmid, L implicating th ing in 2015) a that these type executives of by fraudulent	Dominique Moi nat certain BM against other ( pes of illegal a said carmakei 'defeat device	habeer, an W vehicles German levices wer rs have beo ' tactics in	d e en its		-	

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
4.11		Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the disc discharge of supervisory board members N Mohabeer, and Christiane Benner are high BMW vehicles built between 2010-2014 co German automakers resulted in the so-call devices were deliberately built into the cars carmakers have been fined or even have g 'defeat device' tactics in its diesel engines, the discharge of company directors who se	forbert Reithofer, Stefa lighted for shareholder ntained so-called 'defe ed 'diesel emissions so s in order to skirt emis one to prison. While B the newest findings do	n Quandt, S attention in at devices.' . andal,' in wh sions regula MW has not o raise issue.	Susanne Kla light of ne Similar alle hich it was tions, crimu yet been a s of legitim	atten, Stefan ew informatio gations (stai proven that es for which accused of in	Schmid, Dom on implicating ting in 2015) of these types of executives of tentionally fra	inique that certai against oth f illegal said udulent	ner			
		Blended Rationale: Votes FOR the discharg of supervisory board members Norbert Rei Christiane Benner are highlighted for share built between 2010-2014 contained so-call automakers resulted in the so-called 'diese deliberately built into the cars in order to s fined or even have gone to prison. While B diesel engines, the newest findings do raiss directors who served during 2010-2014 are	thofer, Stefan Quandt, holder attention in lig ed 'defeat devices.' Sir l emissions scandal,' ir kirt emissions regulati MW has not yet been e issues of legitimate o	Susanne Kl ht of new inf nilar allegati n which it wa pons, crimes i accused of i	atten, Stef formation i ions (startii as proven t for which e intentionall	an Schmid, L implicating th ng in 2015) a that these type executives of ty fraudulent	Dominique Mol Dat certain BMI Degainst other ( Des of illegal d said carmaker 'defeat device	habeer, an W vehicles German levices wer rs have bee ' tactics in	d e en its		-	
4.12		Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the disc discharge of supervisory board members N Mohabeer, and Christiane Benner are highl BMW vehicles built between 2010-2014 con German automakers resulted in the so-call devices were deliberately built into the cars carmakers have been fined or even have g 'defeat device' tactics in its diesel engines, the discharge of company directors who see	torbert Reithofer, Stefa lighted for shareholder ntained so-called 'defe ed 'diesel emissions so 5 in order to skirt emis one to prison. While B the newest findings do	n Quandt, S attention in at devices.' . andal,' in wh sions regulat MW has not o raise issue.	Susanne Kla light of ne Similar alle hich it was tions, crime yet been a s of legitim	atten, Stefan ew informatio gations (stai proven that es for which accused of in	Schmid, Dom on implicating ting in 2015) of these types of executives of tentionally fra	inique that certai against oth f illegal said udulent	ner		-	
		Blended Rationale: Votes FOR the discharg of supervisory board members Norbert Rei Christiane Benner are highlighted for share built between 2010-2014 contained so-call automakers resulted in the so-called 'diese deliberately built into the cars in order to s fined or even have gone to prison. While B diesel engines, the newest findings do raise	thofer, Stefan Quandt, holder attention in lig ed 'defeat devices.' Sir I emissions scandal,' ir kirt emissions regulati MW has not yet been	Susanne Kla ht of new inf nilar allegati n which it wa ons, crimes i accused of i	atten, Stef formation il ions (startii as proven t for which e intentionall,	an Schmid, L implicating th ing in 2015) a that these type executives of by fraudulent	Dominique Mol pat certain BMI ogainst other C pes of illegal d said carmaker 'defeat device	habeer, an W vehicles German levices wer rs have bee ' tactics in	d e en its		-	

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
4.13		Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the disc discharge of supervisory board members N Mohabeer, and Christiane Benner are high BMW vehicles built between 2010-2014 co German automakers resulted in the so-call devices were deliberately built into the cars carmakers have been fined or even have g 'defeat device' tactics in its diesel engines, the discharge of company directors who see	orbert Reithofer, Stefa ighted for shareholder ntained so-called 'defe ed 'diesel emissions so in order to skirt emis one to prison. While B the newest findings do	n Quandt, S attention in at devices.' andal,' in wi sions regula MW has not o raise issue	Susanne Kla light of ne Similar alle hich it was tions, crimu yet been a s of legitim	atten, Stefan ew informatio gations (star proven that es for which accused of in	Schmid, Dom on implicating ting in 2015) these types of executives of tentionally fra	inique that certai against oth f illegal said udulent	ner		-	
		Blended Rationale: Votes FOR the discharg of supervisory board members Norbert Rei Christiane Benner are highlighted for share built between 2010-2014 contained so-call automakers resulted in the so-called 'diese deliberately built into the cars in order to s fined or even have gone to prison. While B diesel engines, the newest findings do raise directors who served during 2010-2014 are	thofer, Stefan Quandt, holder attention in lig ed 'defeat devices.' Sir l emissions scandal,' ir kirt emissions regulati MW has not yet been e issues of legitimate o	Susanne Kl ht of new ini nilar allegati n which it wa ons, crimes i accused of i	atten, Stef formation i ions (startii as proven t for which e intentionall	an Schmid, L mplicating th ng in 2015) a hat these typ executives of y fraudulent	Dominique Mon pat certain BM ngainst other ( pes of illegal a said carmaken 'defeat device	habeer, an W vehicles German levices wer rs have bee ' tactics in	d e en its			
4.14		Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the disc discharge of supervisory board members M Mohabeer, and Christiane Benner are high BMW vehicles built between 2010-2014 co German automakers resulted in the so-call devices were deliberately built into the cars carmakers have been fined or even have g 'defeat device' tactics in its diesel engines, the discharge of company directors who se	orbert Reithofer, Stefa ighted for shareholder ntained so-called 'defe ed 'diesel emissions so a in order to skirt emis one to prison. While B the newest findings do	n Quandt, S attention in at devices.' . andal,' in wi sions regula MW has not o raise issue	Susanne Kla light of ne Similar alle hich it was tions, crime yet been a s of legitim	atten, Stefan ew informatic gations (star proven that es for which accused of in	Schmid, Dom on implicating ting in 2015) these types of executives of tentionally fra	inique that certai against oth f illegal said udulent	ner		-	
		Blended Rationale: Votes FOR the discharg of supervisory board members Norbert Rei Christiane Benner are highlighted for share built between 2010-2014 contained so-call automakers resulted in the so-called diese deliberately built into the cars in order to s fined or even have gone to prison. While B diesel engines, the newest findings do raise	thofer, Stefan Quandt, holder attention in lig ed 'defeat devices.' Sir l emissions scandal,' ir kirt emissions regulati MW has not yet been	Susanne Kl ht of new ini nilar allegati n which it wa ons, crimes i accused of i	atten, Stef formation il ions (startii as proven t for which e intentionall,	an Schmid, L mplicating th ng in 2015) a hat these typ executives of y fraudulent	Dominique Moi pat certain BM ogainst other ( pes of illegal a said carmakei 'defeat device	habeer, an W vehicles German levices wer rs have bee ' tactics in	d e en its		-	

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
4.15		Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the disc discharge of supervisory board members N Mohabeer, and Christiane Benner are highl BMW vehicles built between 2010-2014 co German automakers resulted in the so-calk devices were deliberately built into the cars carmakers have been fined or even have g 'defeat device' tactics in its diesel engines, the discharge of company directors who see	orbert Reithofer, Stefa ighted for shareholder ntained so-called 'defe ed 'diesel emissions sc in order to skirt emis one to prison. While B the newest findings do	an Quandt, S attention in at devices.' andal,' in wi sions regula MW has not o raise issue	Susanne Klo light of ne Similar alle hich it was tions, crim yet been a s of legitin	atten, Stefan ew informatio gations (stai proven that es for which accused of in	Schmid, Dom on implicating rting in 2015) these types of executives of atentionally fra	ninique that certai against oth f illegal said pudulent	ner		m	
4.16		Blended Rationale: Votes FOR the discharg of supervisory board members Norbert Rei Christiane Benner are highlighted for share built between 2010-2014 contained so-calle automakers resulted in the so-called 'diese deliberately built into the cars in order to si fined or even have gone to prison. While B diesel engines, the newest findings do raise directors who served during 2010-2014 are	hofer, Stefan Quandt, holder attention in ligi ed 'defeat devices.' Sir emissions scandal,' ir kirt emissions regulatic MW has not yet been a issues of legitimate o	Susanne Kl ht of new ini milar allegati n which it wa ons, crimes i accused of i	atten, Stef formation i ions (starti ias proven t for which e intentionall	an Schmid, L implicating th ng in 2015) a that these typ executives of ly fraudulent	Dominique Mon hat certain BM against other ( pes of illegal d said carmaked 'defeat device	habeer, an W vehicles German levices wer rs have beo ' tactics in	d e en its		-	
4.16		Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the disc discharge of supervisory board members N Mohabeer, and Christiane Benner are high BMW vehicles built between 2010-2014 co German automakers resulted in the so-calk devices were deliberately built into the cars carmakers have been fined or even have g 'defeat device' tactics in its diesel engines, the discharge of company directors who se	orbert Reithofer, Stefa ighted for shareholder ntained so-called 'defe ed 'diesel emissions sc in order to skirt emis one to prison. While B the newest findings de	an Quandt, S attention in at devices.' . andal,' in wi sions regula MW has not o raise issue	Susanne Klo light of ne Similar alle hich it was tions, crim yet been a s of legitin	atten, Stefan ew informatio gations (stai proven that es for which accused of in	Schmid, Dom on implicating rting in 2015) these types of executives of atentionally fra	ninique that certai against oth f illegal said pudulent	ner		-	
		Blended Rationale: Votes FOR the discharg of supervisory board members Norbert Rei Christiane Benner are highlighted for share built between 2010-2014 contained so-calle automakers resulted in the so-called 'diese deliberately built into the cars in order to so fined or even have gone to prison. While B diesel engines, the newest findings do raise directors who served during 2010-2014 are	thofer, Stefan Quandt, holder attention in ligi ed 'defeat devices.' Sir emissions scandal,' ir kirt emissions regulatic MW has not yet been e issues of legitimate o	Susanne Kl ht of new ini milar allegati n which it wa ons, crimes i accused of i	atten, Stef formation i ions (startii as proven t for which e intentionall,	an Schmid, L implicating th ing in 2015) a that these typ executives of ly fraudulent	Dominique Mon hat certain BM against other ( pes of illegal d said carmaked 'defeat device	habeer, an W vehicles German levices wer rs have beo ' tactics in	d e en its		-	

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS	
4.17		Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: Votes FOR the disc discharge of supervisory board members N Mohabeer, and Christiane Benner are highl BMW vehicles built between 2010-2014 cor German automakers resulted in the so-calle devices were deliberately built into the cars carmakers have been fined or even have gu 'defeat device' tactics in its diesel engines, the discharge of company directors who see	orbert Reithofer, Stefa ghted for shareholder tained so-called 'defe d 'diesel emissions sc in order to skirt emis one to prison. While B the newest findings do	n Quandt, S attention in at devices.' . andal,' in wh sions regula MW has not o raise issue	Susanne Kla light of ne Similar alle hich it was tions, crime yet been a s of legitim	atten, Stefan ew informatio gations (star proven that es for which accused of in	Schmid, Dom on implicating ting in 2015) these types of executives of tentionally fra	inique that certai against oth f illegal said udulent	ner		-		
		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 'defeat devices.' Similar allegations (starting in 2015) against other German 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.Approve Discharge ofMgmtYesForForForForForNo											
4.18		Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No	
	7.10	Year 2023 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 supervisory board members Norbert Reit Christiane Benner are highlighted for share built between 2010-2014 contained so-calle automakers resulted in the so-called 'diesel deliberately built into the cars in order to si fined or even have gone to prison. While Bi diesel engines, the newest findings do raise directors who served during 2010-2014 are	hofer, Stefan Quandt, holder attention in ligi d 'defeat devices.' Sir. emissions scandal,' ir irt emissions regulati YW has not yet been b issues of legitimate o	Susanne Kl ht of new inf nilar allegati n which it wa ons, crimes i accused of i	atten, Stef formation il ions (startii as proven t for which e intentionall,	an Schmid, L mplicating th ng in 2015) a hat these typ executives of y fraudulent	Dominique Moi at certain BM ogainst other ( bes of illegal a said carmakei 'defeat device	habeer, an W vehicles German levices wer rs have bee ' tactics in	d e en its				

roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
4.19		Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the disc discharge of supervisory board members M Mohabeer, and Christiane Benner are highl BMW vehicles built between 2010-2014 cor German automakers resulted in the so-calle devices were deliberately built into the cars carmakers have been fined or even have gu 'defeat device' tactics in its diesel engines, the discharge of company directors who se Blended Rationale: Votes FOR the discharg of supervisory board members Norbert Reit Christiane Benner are highlighted for share built between 2010-2014 contained so-calle automakers resulted in the so-called 'diesel deliberately built into the cars in order to st fined or even have gone to prison. While Bu diesel engines, the newest findings do raise	orbert Reithofer, Stefa ighted for shareholder nained so-called 'defe ed 'diesel emissions sc in order to skirt emis one to prison. While B the newest findings do rved during 2010-201- e of the management thofer, Stefan Quandt, holder attention in ligh ed 'defeat devices.' Sin emissions scandal,' in kirt emissions regulation MW has not yet been	n Quandt, S attention in at devices.' ' andal,' in wh sions regulat MW has not o raise issue. A are highlig and supervit. Susanne Kl and supervit. Susanne Kl and f new inf milar allegati o which it wa ons, crimes f accused of ii	Usanne Kli light of ne Similar alle ich it was tions, crim yet been s of legitin hted. sory board atten, Stel formation I ons (starti is proven t for which e ntentionall	atten, Stefan ew informatic gations (star proven that es for which accused of in nate concern s are warran fan Schmid, L implicating th ng in 2015) a that these typ executives of y fraudulent	Schmid, Dom on implicating ting in 2015) of these types of executives of tentionally fra for sharehold ted. However, Dominique Mol pat certain BM against other C pes of illegal d said carmaker 'defeat device	inique that certai against otf fillegal said udulent ers. As suc the discha habeer, an W vehicles German levices wer 's have bee ' tactics in	h, arge d e en its		-	
4.20		directors who served during 2010-2014 are Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2023	<i>nignligntea.</i> 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.										
5		Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal	Mgmt	Yes	For	For		For	For	No	No	No
		Year 2024										

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

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
6.1	Elect Susanne Klatten to the Supervisory Board		Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
	Voting Policy Rationale: A vote warranted for lack of diversity warranted because the compa Sikka is warranted.	on the board. A ve	ote AGAINST the	non-indepe	endent non	ninee, Stefar	n Quandt, is fu	rther	al			
	Blended Rationale: A vote AGA warranted for lack of diversity warranted because the compa Sikka is warranted.	on the board. A ve	ote AGAINST the	non-indepe	endent non	ninee, Stefan	n Quandt, is fu	rther	al			
6.2	Elect Stefan Quandt to the Supervisory Board		Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: A vote warranted for lack of diversity warranted because the compa Sikka is warranted.	on the board. A ve	ote AGAINST the	non-indepe	endent non	ninee, Stefan	n Quandt, is fu	rther	al			
	Blended Rationale: A vote AGA warranted for lack of diversity warranted because the compa Sikka is warranted.	on the board. A ve	ote AGAINST the	non-indepe	endent non	ninee, Stefar	n Quandt, is fu	rther	al			
6.3	Elect Vishal Sikka to the Supervisory Board		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote warranted for lack of diversity warranted because the compa Sikka is warranted.	on the board. A ve	ote AGAINST the	non-indepe	endent non	ninee, Stefar	n Quandt, is fu	rther	al		-	
	Blended Rationale: A vote AGA warranted for lack of diversity warranted because the compa Sikka is warranted.	on the board. A ve	ote AGAINST the	non-indepe	endent non	ninee, Stefan	n Quandt, is fu	rther	al			
7	Approve Remuneration Repor	t	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote with, and even exceed in man						on report is br	oadly in line	2		-	
	Blended Rationale: A vote FOF and even exceed in many resp				,		port is broadly	r in line witi	h,		-	
Ballot Details												
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	ihares	Shares	Voted
rotea Fund - Orcadia Global	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ved			6,49	1	6,4	191
ustainable Dynamic, unassigned			04/22/2024		04/22/2024							
								Total Shares:	6,49	1	6,4	91

#### 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

## BlackRock, Inc.

	itoff Date: 05/1	.4/2024	Total Ballots: 1				y: Sustainabili	ty		Additional Po	-		
/otable Sh	ares: /21		*Shares on Loan: 0		S	hares Instr	ucted: 721			Shares Voted			
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1a		Elect Director Pamela	a Daley	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational	le: A vote FOR the director	nominees is war	ranted at th	is time.							
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed at this tim	e.							
1b		Elect Director Lauren	ice D. Fink	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational	le: A vote FOR the director	nominees is war	ranted at th	is time.							
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed at this tim	e.							
1c		Elect Director William	n E. Ford	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational	le: A vote FOR the director	nominees is war	ranted at th	is time.							
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed at this tim	e.							
1d		Elect Director Fabrizi	o Freda	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational	le: A vote FOR the director	nominees is war	ranted at th	is time.							
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed at this tim	e.							
1e		Elect Director Murry	S. Gerber	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational	le: A vote FOR the director	nominees is war	ranted at th	is time.							
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed at this tim	e.							
1f		Elect Director Margar "Peggy" L. Johnson	ret	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational	le: A vote FOR the director	nominees is war	ranted at th	is time.							
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed at this tim	e.							
1g		Elect Director Robert	S. Kapito	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational	le: A vote FOR the director	nominees is war	ranted at th	is time.							
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed at this tim	e.							
1h		Elect Director Cheryl	D. Mills	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational	le: A vote FOR the director	nominees is war	ranted at th	is time.							
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed at this tim	e.							
1i		Elect Director Amin H	I. Nasser	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational	le: A vote FOR the director	nominees is war	ranted at th	is time.							
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed at this tim	e.							
1j		Elect Director Gordor	n M. Nixon	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational	le: A vote FOR the director	nominees is war	ranted at th	is time.							
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed at this tim	e.							
1k		Elect Director Kristin	C. Peck	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rational		nominoon in wor	ranted at th	ic time							

## BlackRock, Inc.

	ignificant ote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agai ISS
11		Elect Director Charles H. Robbins	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted at thi	is time.						-	
		Blended Rationale: A vote FOR the director	nominees is warrante	ed at this tim	e.							
1m		Elect Director Marco Antonio Slim Domit	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted at thi	is time.						-	
		Blended Rationale: A vote FOR the director	nominees is warrante	ed at this tim	e.							
1n		Elect Director Hans E. Vestberg	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted at thi	is time.							
		Blended Rationale: A vote FOR the director	nominees is warrante	ed at this tim	e.						-	
10		Elect Director Susan L. Wagner	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted at thi	is time.							
		Blended Rationale: A vote FOR the director	nominees is warrante	ed at this tim	e.						-	
1p		Elect Director Mark Wilson	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted at thi	is time.							
		Blended Rationale: A vote FOR the director	nominees is warrante	ed at this tim	e.						-	
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		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.										
		reasonably rigorous, there are significant co Although annual cash incentive determination evaluated, payouts are ultimately discretionary goals and individual metric weightings, which discretionary determinations have contribute	ncerns regarding the ons are guided by per arily determined. The h are important in as ed to a pay-for-perfor	process use formance as proxy lacks sessing pay- rmance misa	d to deter sessments several ke for-perfor lignment.	mine annual s and consiste y disclosures mance linkag In light of the	cash incentive ent financial n s, including qu re, particularly ese concerns,	awards. netrics were antified tar when			_	
		reasonably rigorous, there are significant co Although annual cash incentive determination evaluated, payouts are ultimately discretionary goals and individual metric weightings, which discretionary determinations have contribute	ncerns regarding the ons are guided by per- arily determined. The h are important in as ed to a pay-for-perfor- ent is not mitigated a uity awards are based rding the process us performance assess e proxy lacks several ortant in assessing pa r-performance misali	process use formance as proxy lacks sessing pay- mance misa and a vote A d on clearly- ed to determ ments and c l key disclosu y-for-perfon gnment. In I	d to deter sessments several ke for-perfor lignment. GAINST th disclosed I disclosed I disclosed I disclosed I nes, includ mance link light of the	mine annual s and consists y disclosures mance linkag In light of the is proposal is multi-year go l cash incent financial metri ding quantifie age, particul se concerns,	cash incentive ent financial n o, including qu e, particularly ese concerns, warranted. als that appea ive awards. Al rics were evalu ed target goals arly when disc	awards. netrics were antified tar when the r reasonable though anni lated, payo and retionary	get ly ual		-	
3		reasonably rigorous, there are significant co Although annual cash incentive determination evaluated, payouts are ultimately discretionary goals and individual metric weightings, which discretionary determinations have contribute quantitative pay-for-performance misalignm Blended Rationale: While the majority of equ- rigorous, there are significant concerns rega- cash incentive determinations are guided by are ultimately discretionarily determined. The individual metric weightings, which are impo- determinations have contributed to a pay-for-	ncerns regarding the ons are guided by per- arily determined. The h are important in as ed to a pay-for-perfor- ent is not mitigated a uity awards are based rding the process us performance assess e proxy lacks several ortant in assessing pa r-performance misali	process use formance as proxy lacks sessing pay- mance misa and a vote A d on clearly- ed to determ ments and c l key disclosu y-for-perfon gnment. In I	d to deter sessments several ke for-perfor lignment. GAINST th disclosed I disclosed I disclosed I disclosed I nes, includ mance link light of the	mine annual s and consists y disclosures mance linkag In light of the is proposal is multi-year go l cash incent financial metri ding quantifie age, particul se concerns,	cash incentive ent financial n o, including qu e, particularly ese concerns, warranted. als that appea ive awards. Al rics were evalu ed target goals arly when disc	awards. netrics were antified tar when the r reasonable though anni lated, payo and retionary	get ly ual	No	No	No
3		reasonably rigorous, there are significant co Although annual cash incentive determination evaluated, payouts are ultimately discretionary goals and individual metric weightings, which discretionary determinations have contribute quantitative pay-for-performance misalignme Blended Rationale: While the majority of equi- rigorous, there are significant concerns rega- cash incentive determinations are guided by are ultimately discretionarily determined. Th- individual metric weightings, which are impo- determinations have contributed to a pay-fo- pay-for-performance misalignment is not mi-	ncerns regarding the ons are guided by per- arily determined. The h are important in as ad to a pay-for-perfor- ent is not mitigated a uity awards are base rding the process us performance assess e proxy lacks several rtant in assessing par r-performance misalit tigated and a vote Ad Mgmt	process use formance as proxy lacks sessing pay- mance misa and a vote A d on clearly- ed to determ ments and c key disclose yy-for-perfor gnment. In I GAINST this Yes	d to deter sessments several ke for-perfor lignment. GAINST th disclosed I nine annua onsistent I ures, inclui mance link ight of the proposal is For	mine annual s and consists y disclosures mance linkag In light of the is proposal is multi-year go I cash incent financial metri ding quantific age, particul se concerns, s warranted. For	cash incentive ent financial n s, including qu e, particularly ese concerns, warranted. als that appea ive awards. Al ics were evalu ed target goals arly when disc the quantitati	awards. netrics were antified targ when the r reasonabl though ann vated, payo and retionary ve For	get ly ual uts	No	No	No
3		reasonably rigorous, there are significant co Although annual cash incentive determination evaluated, payouts are ultimately discretionary goals and individual metric weightings, which discretionary determinations have contributed quantitative pay-for-performance misalignme Blended Rationale: While the majority of equ- rigorous, there are significant concerns rega- cash incentive determinations are guided by are ultimately discretionarily determined. The individual metric weightings, which are impo- determinations have contributed to a pay-for pay-for-performance misalignment is not mit Amend Omnibus Stock Plan	ncerns regarding the ons are guided by per arily determined. The h are important in as ed to a pay-for-perfor ent is not mitigated a uity awards are based rding the process use performance assess e proxy lacks severa ortant in assessing pa r-performance misali tigated and a vote Ad Mgmt Plan Scorecard eval	process use formance as proxy lacks sessing pay- mance misa and a vote Av d on clearly ed to determ ments and c key disclose y-for-perfor gnment. In I GAINST this Yes vation (EPSC	d to deter sessments several ke for-perfor lignment. GAINST th disclosed I disclosed I disclosed I disclosed I ine annua onsistent I ures, incluu mance link light of the proposal is For (), a vote I	mine annual s and consists y disclosures mance linkag In light of the is proposal is nulti-year goo l cash incenti financial metri ding quantifie age, particul se concerns, s warranted. For FOR this prop	cash incentive ent financial n s, including qu ee, particularly ese concerns, s warranted. als that appea ve awards. Al ics were evalu d target goals arly when disc the quantitation posal is warran	awards. netrics were antified targ when the r reasonabl though ann vated, payo and retionary ve For	get ly ual uts	No	No	No
3		reasonably rigorous, there are significant co Although annual cash incentive determination evaluated, payouts are ultimately discretionary goals and individual metric weightings, which discretionary determinations have contributed quantitative pay-for-performance misalignm. Blended Rationale: While the majority of equ- rigorous, there are significant concerns rega- cash incentive determinations are guided by are ultimately discretionarily determined. The individual metric weightings, which are impo- determinations have contributed to a pay-for pay-for-performance misalignment is not mit Amend Omnibus Stock Plan Voting Policy Rationale: Based on the Equity	ncerns regarding the ons are guided by per arily determined. The h are important in as ed to a pay-for-perfor ent is not mitigated a uity awards are based rding the process use performance assess e proxy lacks severa ortant in assessing pa r-performance misali tigated and a vote Ad Mgmt Plan Scorecard eval	process use formance as proxy lacks sessing pay- mance misa and a vote Av d on clearly ed to determ ments and c key disclose y-for-perfor gnment. In I GAINST this Yes vation (EPSC	d to deter sessments several ke for-perfor lignment. GAINST th disclosed I disclosed I disclosed I disclosed I ine annua onsistent I ures, incluu mance link light of the proposal is For (), a vote I	mine annual s and consists y disclosures mance linkag In light of the is proposal is nulti-year goo l cash incenti financial metri ding quantifie age, particul se concerns, s warranted. For FOR this prop	cash incentive ent financial n s, including qu ee, particularly ese concerns, s warranted. als that appea ve awards. Al ics were evalu d target goals arly when disc the quantitation posal is warran	awards. netrics were antified targ when the r reasonabl though ann vated, payo and retionary ve For	get ly ual uts	No	No	No

## 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 reso disclosures provide sufficient information for shar EEO Policy.							<i>'S</i>		-	
		Blended Rationale: A vote AGAINST this resolution disclosures provide sufficient information for share EEO Policy.			,				ts			
6		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this proposal	' is warranted gi	iven the imp	ortance of	having an ind	dependent boa	ard chair.			-	
		Blended Rationale: A vote FOR this proposal is w	arranted given t	the importan	nce of havin	g an indepe	ndent board c	hair.			-	
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 them to assess the company's policies and proxy better understanding of the company's policy pos misalignment between the company's proxy voti those issues would further complement the comp	voting practices sitions on such t ng policies and p	s on climate opics. Additi practices as i	change-rel ional inform	ated issues, nation regard	as well as pro ling the poten	viding a tial risks of			-	
		Blended Rationale: A vote FOR this proposal is w to assess the company's policies and proxy voting understanding of the company's policy positions misalignment between the company's proxy votin those issues would further complement the comp	g practices on cl on such topics. / ng policies and p	limate chang Additional in practices as l	ne-related is formation i	ssues, as we regarding the	ll as providing e potential risk	a better ks of	n			
Ballot Detai	ils	those issues would further complement the comp	pany's commitme	ents.								

#### **Ballot Details**

Institutional Account 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
Sustainuble Dynamic, unassigned			04/30/2024	04/30/2024			
					Total Shares:	721	721

#### **Elevance Health, Inc.**

Record D	Date: 05/15/2 ate: 03/18/20 Security ID: 0	)24	Country: USA Meeting Type: Annual Primary CUSIP: 03675	2103	M	•	/ D: 1842448 SIN: US0367	521038		Proxy Level Primary SEE		51.4	
, Earliest Cu	arliest Cutoff Date: 05/14/2024 Dtable Shares: 217		•			oting Polic	ry: Sustainabili		Additional Po	licy:			
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1.1		Elect Director Lewis	Hay, III	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ting Policy Rationale: A vote FOR the director nomin										

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

## **Elevance Health, Inc.**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
1.2	Elect Director Antonio F. Neri		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote F	OR the director no	ominees is war	rranted.								
	Blended Rationale: A vote FOR t	he director nomine	ees is warrante	ed.								
1.3	Elect Director Ramiro G. Peru		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote F	OR the director no	ominees is war	ranted.								
	Blended Rationale: A vote FOR t	he director nomine	ees is warrante	ed.								
2	Advisory Vote to Ratify Named Executive Officers' Compensation		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote F in review. Although a concern is of the CEO's pay remains based	noted about the la	ack of disclosu	re of forward	•			,				
	Blended Rationale: A vote FOR t review. Although a concern is no the CEO's pay remains based on	ted about the lack	of disclosure	of forward-l				,			-	
3	Ratify Ernst & Young LLP as Auditors		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote F	OR this proposal t	o ratify the au	ditor is warr	anted.							
	Blended Rationale: A vote FOR t	his proposal to rat	ify the auditor	is warrantee	1.							
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 A oversee and manage any potent	, ,		,			cision of the Bo	ard to				
	Blended Rationale: A vote AGAII and manage any potential risks		-			ate decision	of the Board t	o oversee				
Ballot Details												
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
rotea Fund - Orcadia Global	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ed			217		21	.7
Sustainable Dynamic, unassigned			04/25/2024		04/25/2024							

## Fiserv, Inc.

•	Date: 05/15/2 pate: 03/18/20		Country: USA Meeting Type: Annual		-	icker: FI leeting II	<b>):</b> 1844491			Proxy Level	: 3		
Primary S	Security ID:	337738108	Primary CUSIP: 33773810	8	P	rimary IS	SIN: US3377	381088		Primary SEI	<b>DOL:</b> 23420	34	
	rliest Cutoff Date: 05/14/2024 table Shares: 808		Total Ballots: 1 *Shares on Loan: 0			Voting Policy: Sustainability Shares Instructed: 808					licy: : 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	l.	Mgmt	Yes	For	For		For	For	No	No	No

Total Shares:

217

217

## Fiserv, Inc.

oposal Sig umber Vo	nificant te	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agaiı ISS
		Voting Policy Rationale: A vote FOR the director	nominees is war	ranted. No s	significant i	issues are hig	ghlighted at th	is time.				
		Blended Rationale: A vote FOR the director nom	inees is warrante	ed. No signif	icant issues	s are highligi	hted at this tim	ie.				
1.2		Elect Director Henrique de Castro	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	nominees is war	ranted. No s	significant i	issues are hig	ghlighted at thi	is time.				
		Blended Rationale: A vote FOR the director nom	inees is warrante	ed. No signif	icant issues	s are highligi	hted at this tim	ie.				
1.3		Elect Director Harry F. DiSimone	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	nominees is war	ranted. No s	significant i	issues are hig	ghlighted at thi	is time.				
		Blended Rationale: A vote FOR the director nom	inees is warrante	ed. No signif	icant issues	s are highligi	hted at this tim	ne.				
1.4		Elect Director Lance M. Fritz	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	nominees is war	ranted. No s	significant i	issues are hig	ghlighted at thi	is time.				
		Blended Rationale: A vote FOR the director nom	inees is warrante	ed. No signif	icant issue	s are highligi	hted at this tim	ie.				
1.5		Elect Director Ajei S. Gopal	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	nominees is war	ranted. No s	significant i	issues are hig	ghlighted at thi	is time.				
		Blended Rationale: A vote FOR the director nom	inees is warrante	ed. No signif	icant issues	s are highligi	hted at this tim	ie.				
1.6		Elect Director Wafaa Mamilli	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	-				ahliahted at th					
		Blended Rationale: A vote FOR the director nom			-							
17				-					For	No	No	No
1.7		Elect Director Heidi G. Miller	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director										
		Blended Rationale: A vote FOR the director nom	inees is warrante	ed. No signif	icant issue:	s are highligi	hted at this tim	ie.				
1.8		Elect Director Doyle R. Simons	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	nominees is war	ranted. No s	significant i	issues are hig	ghlighted at thi	is time.				
		Blended Rationale: A vote FOR the director nom	inees is warrante	ed. No signif	icant issues	s are highligi	hted at this tim	ie.				
1.9		Elect Director Kevin M. Warren	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	nominees is war	ranted. No s	significant i	issues are hig	ghlighted at thi	is time.				
		Blended Rationale: A vote FOR the director nom	inees is warrante	ed. No signif	icant issues	s are highligi	hted at this tim	ne.				
1.10		Elect Director Charlotte B. Yarkoni	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	nominees is war	ranted. No s	significant i	issues are hig	ghlighted at thi	is time.				
		Blended Rationale: A vote FOR the director nom	inees is warrante	ed. No signif	icant issues	s are highligi	hted at this tim	ne.				
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the proposal based on pre-set financial goals, and the CEO's of period.		-		-		,	vear			

### Fiserv, Inc.

Sustainable Dynamic, unassigned

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3	Ratify Deloitte & Touche LLP a Auditors	as	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote	FOR this proposal	to ratify the aud	ditor is warr	anted.							
	Blended Rationale: A vote FOR	this proposal to ra	atify the auditor	is warranted	d.							
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global	283964.001	Confirmed	Auto-Instructed		Auto-Appro	ved			808		80	18

04/21/2024

04/21/2024

Total Shares:

808

808

Hilton Worldwide Holdings Inc.

-	Date: 05/15/2 Date: 03/22/20		Country: USA Meeting Type: Annual			icker: HL leeting II	T <b>D:</b> 1845719			Proxy Level	: 3		
Primary S	Security ID:	43300A203	Primary CUSIP: 43300	DA203	P	rimary IS	SIN: US4330	0A2033		Primary SE	DOL: BYVM	W06	
Earliest Cu	utoff Date: 05/2	14/2024	Total Ballots: 1		v	oting Polic	<b>:y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Si	nares: 616		*Shares on Loan: 0		s	hares Inst	ructed: 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 Agains ISS
1a		Elect Director Chri Nassetta	stopher J.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ratio	nale: A vote FOR the directo	or nominees is war	ranted.							-	
		Blended Rationale:	A vote FOR the director noi	minees is warrante	ed.							-	
1b		Elect Director Jona	athan D. Gray	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ratio	nale: A vote FOR the directo	or nominees is war	ranted.							-	
		Blended Rationale:	A vote FOR the director noi	minees is warrante	ed.							-	
1c		Elect Director Cha Begley	rlene T.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ratio	nale: A vote FOR the directo	or nominees is war	ranted.							-	
		Blended Rationale:	A vote FOR the director noi	minees is warrante	ed.							-	
1d		Elect Director Chri	s Carr	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ratio	nale: A vote FOR the directo	or nominees is war	ranted.								
		Blended Rationale:	A vote FOR the director noi	minees is warrante	ed.							-	
1e		Elect Director Mela Healey	anie L.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ratio	nale: A vote FOR the directo	or nominees is war	ranted.								
		Rlandad Pationala	A vote FOR the director no	minooc ic warrante	d							-	

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

# Hilton Worldwide Holdings Inc.

	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f		Elect Director Raymond E. Mabus, Jr.		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote	FOR the director n	ominees is wan	ranted.								
		Blended Rationale: A vote FOR	the director nomin	ees is warrante	ed.								
1g		Elect Director Judith A. McHale		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote	FOR the director n	ominees is war	ranted.								
		Blended Rationale: A vote FOR	the director nomin	ees is warrante	d.								
1h		Elect Director Elizabeth A. Smith		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote	FOR the director n	ominees is wari	ranted.								
		Blended Rationale: A vote FOR	the director nomin	ees is warrante	ed.								
1i		Elect Director Douglas M. Steenland		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote	FOR the director n	ominees is war	ranted.								
		Blended Rationale: A vote FOR	the director nomin	ees is warrante	ed.								
2		Ratify Ernst & Young LLP as Auditors		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote	FOR this proposal i	to ratify the aud	ditor is warr	anted.							
		Blended Rationale: A vote FOR	this proposal to rat	tify the auditor	is warranted	d.							
3		Advisory Vote to Ratify Named Executive Officers' Compensation		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote Annual incentives are entirely b objective performance condition	ased on pre-set pe										
		Blended Rationale: A vote FOR incentives are entirely based on performance conditions.					,	-		al			
Ballot Detai	ils												
Institutional / (IA Name, IA	Account Detail Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable Si	nares	Shares	Voted
Protea Fund - C Sustainable Dvr	Drcadia Global namic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ed			616		61	6
Sustainable Dyl	anassiyileu			04/22/2024		04/22/2024							
								1	otal Shares:	616		61	6

**Old Dominion Freight Line, Inc.** 

Record Date: 03/07/2024	Meeting Type: Annual	Meeting ID: 1850626	
Primary Security ID: 679580100	Primary CUSIP: 679580100	Primary ISIN: US6795801009	Primary SEDOL: 2656423

# Old Dominion Freight Line, Inc.

	itoff Date: 05/1	14/2024   Total Ballots: 1     *Shares on Loan: 0				<b>y:</b> Sustainabili r <b>ucted:</b> 266	ty		Additional Po Shares Voted	-		
roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1.1		Elect Director Sherry A. Aaholm	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is war	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.								
1.2		Elect Director David S. Congdon	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is war	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.								
1.3		Elect Director John R. Congdon, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is war	ranted.							-	
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.								
1.4		Elect Director Andrew S. Davis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is war	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.								
1.5		Elect Director Kevin M. Freeman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is war	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.								
1.6		Elect Director Bradley R. Gabosch	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is war	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.								
1.7		Elect Director Greg C. Gantt	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is war	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.							-	
1.8		Elect Director John D. Kasarda	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is war	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.								
1.9		Elect Director Cheryl S. Miller	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is war	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.								
1.10		Elect Director Wendy T. Stallings	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is war	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.								

# Old Dominion Freight Line, Inc.

Proposal Significant Number Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains 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 dire	ctor nominees is war	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
1.12	Elect Director Leo H. Suggs	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted.								
	Blended Rationale: A vote FOR the director	nominees is warrante	ed.								
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 pro review. Annual incentives and equity awards				were reasor	nably aligned f	or the yeal	r in		-	
	Blended Rationale: A vote FOR this proposa review. Annual incentives and equity awards				reasonably	aligned for th	e year in				
3	Increase Authorized Common Stock	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this pro authorized shares of common stock is reaso										
	Blended Rationale: A vote FOR this proposa authorized shares of common stock is reaso	-	that the size	of the prop	oosed increa	se in the num	ber of				
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this pro	posal to ratify the au	ditor is warr	anted.							
	Blended Rationale: A vote FOR this proposa	l to ratify the auditor	is warrantee	d.						-	
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 pro somewhat difficult to assess the company's disclosed climate transition plan. Adopting b changes in consumer sentiment. In addition the company's efforts and strategies to addi	strategy in reducing oth could better posi , the requested prop	GHG emissic ition the con osal would p	ons given ti npany to ac	he lack of qu dress regula	iantifiable targ atory requirem	ets or a ents and	nd		-	
	Blended Rationale: A vote FOR this proposal difficult to assess the company's strategy in climate transition plan. Adopting both could consumer sentiment. In addition, the reques company's efforts and strategies to address										
allot Details	· -										
nstitutional Account Detail	Custodian					Ballot Voting S		Votable S		Shares	

(IA Name, IA Number)	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

## . ....

Record D	Date: 05/15/2 Pate: 03/20/20 Security ID:	)24	Country: USA Meeting Type: Annual Primary CUSIP: 71854610	04	M	-	( <b>):</b> 1844507 <b>SIN:</b> US7185	461040		Proxy Level Primary SE		4Y8	
	itoff Date: 05/1	4/2024	Total Ballots: 1				<b>y:</b> Sustainabili	ty		Additional Po	-		
Votable Sh	1ares: 873		*Shares on Loan: 0		S	hares Inst	ructed: 873			Shares Voted			
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1a		Elect Director Julie L	Bushman	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		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. Blended Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, Mark										_	
		Lashier, Julie Bushma expectations on Net . severe ESG controve against, manage and public reports or info social performance. I shoulders the most re	an, Lisa Davis, and Douglas To Zero by 2050 targets and con prsies have been identified at t 1 mitigate material environmen prmation on its website about Votes AGAINST CEO/Chair Ma responsibility amongst all boar reholders, and should therefo	Terreson, is warn nmitments. Sign the company, w ntal, social and its sustainabilit, ark Lashier are v rd members for	rranted beca nificant risks which reflect governance ty strategy o warranted g r failing to el	use the co s to shareh s a failure e risks. In a or commun viven that t ffectively s	mpany is no olders stem by the board addition, the ications rega he CEO and upervise the	t aligned with a ning from mod t to proficiently company does rding its enviro chair of the bo management	investor lerate to guard not have onmental a pard ultimation of risks to t	nd tely			
1b		Elect Director Lisa A	. Davis	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Lashier, Julie Bushma expectations on Net . severe ESG controve against, manage and public reports or info social performance. I shoulders the most re	ale: A vote AGAINST the incum an, Lisa Davis, and Douglas To Zero by 2050 targets and com risies have been identified at t i mitigate material environmen ormation on its website about Votes AGAINST CEO/Chair Ma responsibility amongst all boar reholders, and should therefor n.	Terreson, is warn mmitments. Sign the company, w ntal, social and its sustainabilit, ark Lashier are v rd members for	ranted beca nificant risks which reflect governance ty strategy o warranted g r failing to el	use the co s to shareh s a failure e risks. In a or commun viven that t ffectively s	mpany is no olders stem by the board addition, the ications rega he CEO and upervise the	t aligned with . ning from moc 1 to proficiently company does rding its enviro chair of the bo management	investor derate to guard not have o ponmental a pard ultimation of risks to u	any nd tely		_	
		Lashier, Julie Bushma expectations on Net J severe ESG controve against, manage and	Vote AGAINST the incumben an, Lisa Davis, and Douglas To Zero by 2050 targets and con rsies have been identified at t I mitigate material environme ormation on its website about .	Ferreson, is war mmitments. Sigi the company, w ntal, social and	rranted beca nificant risks which reflect governance	ouse the co s to shareh s a failure e risks. In a	mpany is no olders stemi by the board addition, the	t aligned with ming from mod to proficiently company does	investor lerate to guard not have a	-		-	

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.

# Phillips 66

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agai ISS
1c		Elect Director Mark E. Lashier	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST the Lashier, Julie Bushman, Lisa Davis, and Dou expectations on Net Zero by 2050 targets an severe ESG controversies have been identifi against, manage and mitigate material envir public reports or information on its website a social performance. Votes AGAINST CEO/Ch shoulders the most responsibility amongst a company and its shareholders, and should th exposures at the firm.	glas Terreson, is war nd commitments. Sigu ed at the company, w onmental, social and about its sustainabilit, air Mark Lashier are Il board members for	ranted becan nificant risks vhich reflects governance v strategy of varranted gi failing to ef	use the co to sharef s a failure r risks. In r commun iven that t ffectively s	, pmpany is not holders stem by the board addition, the nications rega the CEO and supervise the	t aligned with i ming from mod I to proficiently company does ording its envirc chair of the bo management (	investor lerate to guard not have onmental a ard ultimat of risks to	any nd tely		-	
		Blended Rationale: A vote AGAINST the incu- Lashier, Julie Bushman, Lisa Davis, and Dou expectations on Net Zero by 2050 targets and severe ESG controversies have been identifi- against, manage and mitigate material envir public reports or information on its website of social performance. Votes AGAINST CEO/Ch- shoulders the most responsibility amongst a company and its shareholders, and should the exposures at the firm.	glas Terreson, is war nd commitments. Sig ed at the company, w onmental, social and about its sustainabilit air Mark Lashier are Il board members for	ranted becan nificant risks vhich reflects governance v strategy of varranted gi failing to ef	use the co to shareh s a failure r risks. In r commun iven that t ffectively s	ompany is not holders stem by the board addition, the hications rega the CEO and supervise the	t aligned with i ming from mod I to proficiently company does ording its enviro chair of the bo management (	investor lerate to guard not have onmental a ard ultimat of risks to a	nd tely		-	
1d		Elect Director Douglas T. Terreson	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		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 schoulders 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. Blended Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, Mark										
			glas Terreson, is war nd commitments. Sig ed at the company, w onmental, social and about its sustainabilit air Mark Lashier are Il board members for	ranted becan nificant risks vhich reflects governance v strategy of varranted gi failing to ef	use the co to shareh s a failure risks. In r commun iven that t ffectively s	ompany is not holders stem by the board addition, the hications rega the CEO and supervise the	t aligned with i ming from mod I to proficiently company does ording its envirc chair of the bo management (	investor lerate to guard not have onmental a ard ultimat of risks to i	nd tely			
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 pro- under review and annual and long-term ince	entives are sufficiently	tied to peri	formance.							
		Blended Rationale: A vote FOR this proposal review and annual and long-term incentives				l with perforn	mance for the y	ear under				
			<b>.</b> .	Vee	_	-		<b>F</b>	-		N	
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No

# Phillips 66

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4	Report on Impacts of a Significant Reduction in Virgi Plastic Demand	n	SH	Yes	Against	Against		For	For	Yes	No	Yes
	Voting Policy Rationale: A vot to ability of the company to t management of associated fil	ransition from virgin	n polymer produc	ction would								
	Blended Rationale: A vote FO ability of the company to tran management of associated fil	sition from virgin p	olymer productio	on would allo							-	
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigner	283964.001 d	Confirmed	Auto-Instructed		Auto-Approv	ed			873		87	'3
			04/26/2024		04/26/2024							
							1	otal Shares	873		87	3

## The Travelers Companies, Inc.

Meeting I	Date: 05/15/2	024	Country: USA		т	icker: TR	/			Proxy Level	: 3			
Record D	ate: 03/18/20	24	Meeting Type: Annua	l	M	leeting II	<b>):</b> 1843851							
Primary S	Security ID: 8	39417E109	Primary CUSIP: 894	I7E109	Р	rimary IS	SIN: US8941	.7E1091		Primary SEI	<b>DOL:</b> 27695	03		
Earliest Cu	toff Date: 05/1	4/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabili	ity		Additional Po	licy:			
Votable Sh	ares: 583		*Shares on Loan: 0		S	hares Inst	ructed: 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 Russel Golden	l G.	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rational	le: A vote FOR the direc	tor nominees is warr	ranted.									
		Blended Rationale: A	vote FOR the director n	ominees is warrante	d.									
1b		Elect Director William	n J. Kane	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rational	le: A vote FOR the direc	tor nominees is warr	ranted.									
		Blended Rationale: A	vote FOR the director n	ominees is warrante	d.									
1c		Elect Director Thoma Leonardi	as B.	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rational	le: A vote FOR the direc	tor nominees is warr	ranted.									
		Blended Rationale: A	vote FOR the director n	ominees is warrante	d.									
1d		Elect Director Claren	ce Otis, Jr.	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rational	oting Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale: A	vote FOR the director n	ominees is warrante	d.									

# The Travelers Companies, Inc.

	gnificant ote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS	
1e		Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is war	ranted.							-		
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.									
1f		Elect Director Rafael Santana	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is war	ranted.							-		
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.									
1g		Elect Director Todd C. Schermerhorn	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is war	ranted.							-		
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.							-		
1h		Elect Director Alan D. Schnitzer	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is war	ranted.									
		Blended Rationale: A vote FOR the director no	minees is warrante	ed.							-		
1i		Elect Director Laurie J. Thomsen	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is war	ranted.							-		
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.							-		
1j		Elect Director Bridget van Kralingen	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the directo	or nominees is war	ranted.									
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.							-		
1k		Elect Director David S. Williams	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR the director	or nominees is war	ranted.									
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.							-		
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR this propo	osal to ratify the au	ditor is warr	anted.								
		Blended Rationale: A vote FOR this proposal to	o ratify the auditor	is warrante	d.						-		
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against		Against	Against	Yes	No	No	
		Compensation 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. Blended Rationale: A vote AGAINST the proposal is warranted. While the majority of long-term incentives are based on clearly											
		Blended Rationale: A vote AGAINST the propo disclosed multi-year goals, significant concerns certain key disclosures. While certain financial opportunities, individual metric weightings, the and maximum goals. The lack of these key dis company performance, which is particularly ini-	s are noted regardi target goals are di e impact of individu sclosures impedes a	ing the discr isclosed, oth ial performa fully-inform	retionary n per key disc nce on pa ned assess	ature of the closures are y outcomes, ment of pay	STI program a lacking, includi and quantified outcomes rela	nd the lack ing target I threshold tive to	-				

company performance, which is particularly important in years in which a quantitative pay-for-performance misalignment is identified.

# The Travelers Companies, Inc.

Proposal Significan Number Vote	t Proposal Text	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 p company and shareholders alike to appro			,	,	e emissions wil	ll permit th	е		-	
	Blended Rationale: A vote FOR this propo company and shareholders alike to appro					issions will per	mit the			-	
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 p evaluate the company s management of a	•					ders better	-		-	
	Blended Rationale: A vote FOR this propo evaluate the company s management of a	-					better				
6	Report on Human Rights Risk in Underwriting	SH	Yes	Against	Against		For	For	Yes	No	Yes
	Voting Policy Rationale: A vote FOR this p how the company is managing its reputat underwriting.	, ,	,	,	,			nd		-	
	Blended Rationale: A vote FOR this propo the company is managing its reputational	-								-	
7	Consider Pay Disparity Between CEO and Other Employees	SH	Yes	Against	Against		Against	Against	No	No	No
	Voting Policy Rationale: A vote AGAINST not clear that the request to include the C program.				,					-	
	Blended Rationale: A vote AGAINST this p clear that the request to include the CEO program.						-	ot		-	
Ballot Details											
Institutional Account Deta (IA Name, IA Number)	ail Custodian Account Number Ballot Sta	itus Instructed		Approved		Ballot Voting Si		Votable S		Shares	

(IA Name, IA Number)	Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Sha
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed	Auto-Approved		583
			05/02/2024	05/02/2024		

## **Valero Energy Corporation**

Record D	Date: 05/15/2 ate: 03/18/20	)24	Country: USA Meeting Type: Annual	0	Ν	-	<b>):</b> 1839588	2)/1001		Proxy Level		64	
Earliest Cu	rliest Cutoff Date: 05/14/2024 Total		Primary CUSIP: 91913Y10 Total Ballots: 1 *Shares on Loan: 0	0	v		<ul> <li>IN: US9191</li> <li>y: Sustainabilit</li> <li>ructed: 803</li> </ul>			Primary SEI Additional Po Shares Voted	licy:	04	
Proposal Number	Significant Vote	Proposal Text		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	1. Diaz	Mgmt	Yes	For	For		For	For	No	No	No

583

583

Total Shares:

583

# Valero Energy Corporation

-	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agaiı ISS
		Voting Policy Rationale: A vote AGAINST the Majoras, is warranted because the company is commitments. A vote FOR the remaining dire	is not aligned with in	nvestor expe	-		-		h			
		Blended Rationale: A vote AGAINST the incur Majoras, is warranted because the company of commitments. A vote FOR the remaining dire	is not aligned with ir	nvestor expe	-		-				-	
lb		Elect Director H. Paulett Eberhart	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the Majoras, is warranted because the company of commitments. A vote FOR the remaining dire	is not aligned with ir	nvestor expe	-		-		h			
		Blended Rationale: A vote AGAINST the incur Majoras, is warranted because the company of commitments. A vote FOR the remaining dire	is not aligned with ir	nvestor expe								
c		Elect Director Marie A. Ffolkes	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the Majoras, is warranted because the company of commitments. A vote FOR the remaining dire	is not aligned with ir	nvestor expe	-		-		h		-	
		Blended Rationale: A vote AGAINST the incur Majoras, is warranted because the company commitments. A vote FOR the remaining dire	is not aligned with in	nvestor expe	•							
đ		Elect Director Joseph W. Gorder	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the Majoras, is warranted because the company is commitments. A vote FOR the remaining dire	is not aligned with ir	nvestor expe	,		-	-	h		-	
		Blended Rationale: A vote AGAINST the incur Majoras, is warranted because the company of commitments. A vote FOR the remaining dire	is not aligned with ir	nvestor expe	-							
e		Elect Director Kimberly S. Greene	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the Majoras, is warranted because the company of commitments. A vote FOR the remaining dire	is not aligned with ir	nvestor expe	-		-		h		-	
		Blended Rationale: A vote AGAINST the incur Majoras, is warranted because the company of commitments. A vote FOR the remaining direct	is not aligned with in	nvestor expe	,		5,					
f		Elect Director Deborah P. Majoras	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST the Majoras, is warranted because the company of commitments. A vote FOR the remaining direct	is not aligned with in	nvestor expe	-		-		h		-	
		Blended Rationale: A vote AGAINST the incur Majoras, is warranted because the company commitments. A vote FOR the remaining dire	is not aligned with in	nvestor expe	-		-					
g		Elect Director Eric D. Mullins	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the Majoras, is warranted because the company of commitments. A vote FOR the remaining dire	is not aligned with in	nvestor expe	-		-		h		-	
		Blended Rationale: A vote AGAINST the incur Majoras, is warranted because the company of commitments. A vote FOR the remaining dire	is not aligned with in	nvestor expe	-						-	

# Valero Energy Corporation

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
1h	Elect Director Robert A. Profusek		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote Majoras, is warranted because commitments. A vote FOR the	e the company is n	ot aligned with in	nvestor expe			-		ah			
	Blended Rationale: A vote AG Majoras, is warranted because commitments. A vote FOR the	e the company is n	ot aligned with in	vestor expe	-							
1i	Elect Director R. Lane Riggs		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote Majoras, is warranted because commitments. A vote FOR the	e the company is n	ot aligned with in	vestor expe	-		-		ah			
	Blended Rationale: A vote AG Majoras, is warranted because commitments. A vote FOR the	e the company is n	ot aligned with in	vestor expe								
1j	Elect Director Randall J. Weisenburger		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote Majoras, is warranted because commitments. A vote FOR the	e the company is n	ot aligned with in	vestor expe	-		-		ah			
	Blended Rationale: A vote AG Majoras, is warranted because commitments. A vote FOR the	e the company is n	ot aligned with in	vestor expe								
1k	Elect Director Rayford Wilkins Jr.	, ,	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote Majoras, is warranted because commitments. A vote FOR the	e the company is n	ot aligned with in	vestor expe	-		-		ah			
	Blended Rationale: A vote AG Majoras, is warranted because commitments. A vote FOR the	e the company is n	ot aligned with in	vestor expe								
2	Advisory Vote to Ratify Name Executive Officers' Compensation	d	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote annual incentives and half of targets above the median and	long-term incentive	es are based on p	ore-set objec	ctive target	s. Beginning						
	Blended Rationale: A vote FOI incentives and half of long-ter above the median and payout	m incentives are b	ased on pre-set o	objective tar	gets. Begii		-		a/			
3	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote	e FOR this proposa	l to ratify the aud	ditor is warra	anted.							
	Blended Rationale: A vote FOI	R this proposal to r	atify the auditor	is warranted	1.							
allot Details												
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	hares	Shares	Voted
rotea Fund - Orcadia Global ustainable Dynamic, unassigned	283964.001 1	Confirmed	Auto-Instructed		Auto-Approv	ed			803		80	)3
			04/25/2024		04/25/2024							

# Valero Energy Corporation

### adidas AG

Record D	Date: 05/16/2 Pate: 05/09/20 Security ID: 1	)24	Country: Germany Meeting Type: Annual Primary CUSIP: D0066E	3185	Ν		95 <b>D:</b> 1820855 <b>SIN:</b> DE000A	1FWWW0		Proxy Level Primary SEI		176	
			-	,105		-						70	
	<pre>itoff Date: 05/0 nares: 1,175</pre>	10/2024	Total Ballots: 1 *Shares on Loan: 0				<b>cy:</b> Sustainabilit	Lý		Additional Po Shares Voted			
votable Si	iares. 1,175				3	1101 CS 11150	<b>Increa.</b> 1,175			Shares Voteu			
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1		Receive Financial St and Statutory Repo Fiscal Year 2023 (N	rts for	Mgmt	No								
		Voting Policy Ration	ale: This is a non-voting iten	7.									
			This is a non-voting item.										
2		Approve Allocation of and Dividends of EL Share		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the allocatio	n of income resc	olution is wa	rranted du	ie to a lack of	f concerns.					
		Blended Rationale: A	A vote FOR the allocation of	income resolutio	n is warrant	ed due to	a lack of con	cerns.					
3		Approve Discharge Management Board Year 2023		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration their fiduciary duties	ale: Votes FOR these propos 5.	als are warrante	d as there is	s no evidel	nce that the b	ooards have no	ot fulfilled				
		Blended Rationale: \ fiduciary duties.	Votes FOR these proposals a	re warranted as	there is no e	evidence t	hat the board	ls have not fuli	filled their				
4		Approve Discharge Supervisory Board f Year 2023		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration their fiduciary duties	ale: Votes FOR these propos 5.	als are warrante	d as there is	s no evidel	nce that the t	ooards have no	ot fulfilled				
		Blended Rationale: \ fiduciary duties.	Votes FOR these proposals a	re warranted as	there is no e	evidence t	hat the board	ls have not fuli	filled their				
5		Approve Remunerat	tion Report	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		disclosure of financia underdeveloped in t Nevertheless, we do connection with his 50 percent of fixed i	ale: A vote AGAINST this res al achievements, disclosure o he context of market practico note that actual attainment appointment, but it is not co remuneration, which represe bject to accelerated vesting v cutives.	of strategic and i e. * The new CE exceeded this n nfirmed if this w nts a high level i	non-financia O's STI was ninimum. * T as made on in the contex	l achieven subject to The new C a like-for- xt of mark	nents under th o a minimum EO received a like basis. * P et practice. *	he STI remains level of guarar a replacement Pension payme A former exec	s nteed vesti award in ents remain cutive's	at at			
		financial achievemen context of market pr note that actual atta appointment, but it remuneration, which	A vote AGAINST this resolution ints, disclosure of strategic ar ractice. * The new CEO's ST inment exceeded this minim is not confirmed if this was r in represents a high level in the rag without a detailed and con	nd non-financial d ! was subject to um. * The new d nade on a like-fo he context of ma	achievement a minimum CEO received or-like basis. rket practice	ts under ti level of gu d a replace * Pension e. * A form	he STI remain laranteed ves ement award payments re ner executive	ns underdevelo ting. Neverthe in connection emain at 50 pe 's variable pay	oped in the eless, we do with his rcent of fix was subje	o red			

## adidas AG

roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
5		Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolutio proposed to introduce a relative TSR metric whice Under both the STI and LTI plans, it is proposed over-performance, although it is not disclosed if to remain at 50 percent of fixed remuneration for co number of improvements, including: an increased utilized, a multi-year assessment period within the executive appointments. * The overall policy is bo	h will allow for p to amend the ve this will be count urrent executive d weighting for f e LTI plan, as w	partial vestin esting curve terbalanced s. The main financial met vell as a deci	g at below s to allow by more r reasons fo trics and th reased leve	r peer mediar for greater un igorous targe for support are the option for	n performance nder- and ts. * Pension I e: * The policy broader ESG I	levels. * benefits w contains metrics to a	а		×	
		Blended Rationale: A vote FOR this resolution is a introduce a relative TSR metric which will allow for STI and LTI plans, it is proposed to amend the vo- not disclosed if this will be counterbalanced by me remuneration for current executives. The main re- including: an increased weighting for financial me assessment period within the LTI plan, as well as The overall policy is broadly in line with market p	or partial vesting esting curves to ore rigorous tan easons for suppo etrics and the op s a decreased lev	g at below po allow for gro gets. * Pens ort are: * Th otion for bro	eer medial eater unde ion benefi e policy co ader ESG l	n performanc er- and over-µ ts will remain ontains a num metrics to be	e levels. * Un performance, a at 50 percent ober of improv utilized, a mu	der both ti although it of fixed ements, lti-year	he is			
7.1		Reelect Ian Gallienne to the Supervisory Board Until 2026 AGM	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the incu diversity on the board. A vote AGAINST Rabe is f companies, considering his position as supervisor to note that Rabe is proposed for a one-year term is warranted.	further warranted ry board chair ar	d because h nd outside C	e holds an EO positio	excessive nu n. Neverthele	imber of mand ss, shareholde	lates at lis ers may wi	ted ish			
		Blended Rationale: A vote AGAINST the incumber diversity on the board. A vote AGAINST Rabe is f companies, considering his position as supervisor to note that Rabe is proposed for a one-year terr is warranted.	further warranted ry board chair ar	d because h nd outside C	e holds an EO positio	excessive nu n. Neverthele	imber of mand ss, shareholde	lates at lis ers may wi	ish		×	
7.2		Reelect Jackie Joyner-Kersee to the Supervisory Board Until 2028 AGM	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the incu diversity on the board. A vote AGAINST Rabe is f companies, considering his position as supervisor to note that Rabe is proposed for a one-year terr is warranted.	further warranted ry board chair ar	d because h nd outside C	e holds an EO positio	excessive nu n. Neverthele	imber of mand ss, shareholde	lates at lis ers may wi	ted ish			
		Blended Rationale: A vote AGAINST the incumber diversity on the board. A vote AGAINST Rabe is f companies, considering his position as supervisor to note that Rabe is proposed for a one-year terr is warranted.	further warranted ry board chair ar	d because h nd outside C	e holds an EO positio	excessive nu n. Neverthele	imber of mand ss, shareholde	lates at lis ers may wi	ish			
7.3		Reelect Christian Klein to the Supervisory Board Until 2028 AGM	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the incu diversity on the board. A vote AGAINST Rabe is f companies, considering his position as supervisor to note that Rabe is proposed for a one-year term is warranted.	further warranted ry board chair ar	d because h nd outside C	e holds an EO positio	excessive nu n. Neverthele	imber of mand ss, shareholde	lates at lis ers may wi	ted ish			
		Blended Rationale: A vote AGAINST the incumber diversity on the board. A vote AGAINST Rabe is f companies, considering his position as supervisor to note that Rabe is proposed for a one-year term is warranted.	further warranted ry board chair ar	d because h nd outside C	e holds an EO positio	excessive nu n. Neverthele	imber of mand ss, shareholde	lates at lis ers may wi	ish		-	

### adidas AG

-	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
7.4		Reelect Thomas Rabe to the Supervisory Board Until 2025 AGM	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST the inco diversity on the board. A vote AGAINST Rabe is companies, considering his position as superviso to note that Rabe is proposed for a one-year ten is warranted.	further warranted ory board chair ar	d because h nd outside Cl	e holds an EO positiol	excessive n n. Neverthel	umber of mand less, shareholdd	dates at list ers may wi	ted sh			
		Blended Rationale: A vote AGAINST the incumbe diversity on the board. A vote AGAINST Rabe is companies, considering his position as superviso to note that Rabe is proposed for a one-year ten is warranted.	further warranted ory board chair an	d because h nd outside Cl	e holds an EO positiol	excessive n n. Neverthel	umber of mand less, shareholdd	dates at list ers may wi	sh		-	
7.5		Reelect Nassef Sawiris to the Supervisory Board Until 2026 AGM	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the inco diversity on the board. A vote AGAINST Rabe is companies, considering his position as superviso to note that Rabe is proposed for a one-year ten- is warranted.	further warranted ory board chair ar	d because h nd outside Cl	e holds an EO positiol	excessive n n. Neverthel	umber of mand less, shareholdd	dates at list ers may wi	ted sh		a	
		Blended Rationale: A vote AGAINST the incumbe diversity on the board. A vote AGAINST Rabe is companies, considering his position as superviso to note that Rabe is proposed for a one-year ten is warranted.	further warranted ory board chair an	d because h nd outside Cl	e holds an EO positiol	excessive n n. Neverthel	umber of mand less, shareholdd	dates at list ers may wi	sh		a	
7.6		Reelect Bodo Uebber to the Supervisory Board Until 2027 AGM	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the inco diversity on the board. A vote AGAINST Rabe is companies, considering his position as superviso to note that Rabe is proposed for a one-year ten is warranted.	further warranted ory board chair ar	d because h nd outside Cl	e holds an EO positiol	excessive n n. Neverthel	umber of mand less, shareholdd	dates at list ers may wi	ted sh		-	
		Blended Rationale: A vote AGAINST the incumbe diversity on the board. A vote AGAINST Rabe is companies, considering his position as superviso to note that Rabe is proposed for a one-year ter- is warranted.	further warranted bry board chair an	d because h nd outside Cl	e holds an EO positiol	excessive n n. Neverthel	umber of mand ess, shareholdd	dates at list ers may wi	sh			
7.7		Reelect Jing Ulrich to the Supervisory Board Until 2027 AGM	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the inco diversity on the board. A vote AGAINST Rabe is companies, considering his position as superviso to note that Rabe is proposed for a one-year ten is warranted.	further warranted ory board chair ar	d because h nd outside Cl	e holds an EO positiol	excessive n n. Neverthel	umber of mand less, shareholdd	dates at list ers may wi	ted sh			
		Blended Rationale: A vote AGAINST the incumbe diversity on the board. A vote AGAINST Rabe is companies, considering his position as superviso to note that Rabe is proposed for a one-year ten is warranted.	further warranted ory board chair ar	d because h nd outside Cl	e holds an EO positiol	excessive n n. Neverthel	umber of mand less, shareholdd	dates at list ers may wi	sh			

## adidas AG

Proposal Significant Number Vote	Proposal Text	Ρ	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	Ν	1gmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote A diversity on the board. A vote A companies, considering his posit to note that Rabe is proposed fo is warranted.	GAINST Rabe is furthe ion as supervisory boa	er warranted ard chair and	l because he d outside Cl	e holds an EO position	excessive nu n. Neverthele	imber of mand ss, shareholde	lates at list ers may wi	ted sh		-	
	Blended Rationale: A vote AGAII diversity on the board. A vote AC companies, considering his posit to note that Rabe is proposed fo is warranted.	GAINST Rabe is furthe ion as supervisory boa	er warranted ard chair and	l because he d outside Cl	e holds an EO position	excessive nu n. Neverthele	mber of mand ss, shareholde	lates at list ers may wi	sh		×	
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	Ν	1gmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote F				5	5 7 7	osal.					
	Blended Rationale: A vote FOR is	s warranted because t	there are no	concerns r	egarding th	his proposal.						
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status II	nstructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001		uto-Instructed		Auto-Approv	ed			1,17	5	1,1	75

04/24/2024

Total Shares:

1,175

1,175

04/24/2024

### **Chubb Limited**

-	Date: 05/16/2 ate: 03/22/20		Country: Switzerland Meeting Type: Annual			i <b>cker:</b> CB <b>leeting IE</b>	<b>):</b> 1842913			Proxy Level	: N/A		
Primary S	Security ID:	H1467J104	Primary CUSIP: H1467J10	)4	P	rimary IS	IN: CH0044	328745		Primary SEI	DOL: B3BQI	MF6	
Earliest Cu Votable Sh	toff Date: 05/1	4/2024	Total Ballots: 1 *Shares on Loan: 0			oting Polic	<b>y:</b> Sustainabilit	Ŋ		Additional Po Shares Voted	-		
Proposal Number	Significant Vote	Proposal Text		Proponent	S Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Stat and Statutory Repor		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR this routine ite	em is warranted	d due to a la	ack of conc	erns.						
		Blended Rationale: A	vote FOR this routine item is	e to a lack o	f concerns.								
2.1		Allocate Disposable I	Profit	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: Votes FOR these proposals	s are warranted	d due to a la	ack of conc	erns.						
		Blended Rationale: V	otes FOR these proposals are	warranted due	e to a lack o	f concerns.							

2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount <i>Voting Policy Rationale: Votes FOR these proposal</i> <i>Blended Rationale: Votes FOR these proposal</i> Approve Discharge of Board of Directors <i>Voting Policy Rationale: A vote FOR this item</i>						For	For	No	No	No
	Blended Rationale: Votes FOR these proposal Approve Discharge of Board of Directors Voting Policy Rationale: A vote FOR this item	s are warranted due									
	Approve Discharge of Board of Directors <i>Voting Policy Rationale: A vote FOR this item</i>		e to a lack o	f concerns							
	Directors Voting Policy Rationale: A vote FOR this item	Mgmt									
4 1			Yes	For	For		For	For	No	No	No
4 1	fiduciary duties.	is warranted, as the	ere is no evi	dence that	the board h	as not fulfilled	their				
4 1	Blended Rationale: A vote FOR this item is wa duties.	arranted, as there is	s no evidenci	e that the	board has no	ot fulfilled their	fiduciary				
	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this prop	osal to ratify the au	ditor is warr	anted.							
	Blended Rationale: A vote FOR this proposal	to ratify the auditor	is warranted	d.							
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this prop	osal to ratify the au	ditor is warr	anted.							
	Blended Rationale: A vote FOR this proposal	to ratify the auditor	is warranted	d.							
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this prop	osal to ratify the spo	ecial auditor	is warrant	ted.						
	Blended Rationale: A vote FOR this proposal	to ratify the special	auditor is w	arranted.							
5.1	Elect Director Evan G. Greenberg	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the direct	tor nominees is war	ranted.								
	Blended Rationale: A vote FOR the director n	ominees is warrante	ed.								
5.2	Elect Director Michael P. Connors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the direct	tor nominees is war	ranted.								
	Blended Rationale: A vote FOR the director n	ominees is warrante	ed.								
5.3	Elect Director Michael G. Atieh	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the direct	tor nominees is war	ranted.								
	Blended Rationale: A vote FOR the director n	ominees is warrante	ed.								
5.4	Elect Director Nancy K. Buese	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the direct	tor nominees is war	ranted.								

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
5.5		Elect Director Sheila P. Burke	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direc	tor nominees is war	ranted.							-	
		Blended Rationale: A vote FOR the director n	ominees is warrante	ed.								
5.6		Elect Director Nelson J. Chai	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direc	tor nominees is war	ranted.							-	
		Blended Rationale: A vote FOR the director n	ominees is warrante	ed.								
5.7		Elect Director Michael L. Corbat	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direc	tor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director n	ominees is warrante	ed.							-	
5.8		Elect Director Robert J. Hugin	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direc	tor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director n	ominees is warrante	ed.							-	
5.9		Elect Director Robert W. Scully	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direc	tor nominees is war	ranted.							-	
		Blended Rationale: A vote FOR the director n	ominees is warrante	ed.								
5.10		Elect Director Theodore E. Shasta	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direc	tor nominees is war	ranted.							-	
		Blended Rationale: A vote FOR the director n	ominees is warrante	ed.							-	
5.11		Elect Director David H. Sidwell	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direc	tor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director n	ominees is warrante	ed.							-	
5.12		Elect Director Olivier Steimer	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direc	tor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director n	ominees is warrante	ed.							-	
5.13		Elect Director Frances F. Townsend	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direc	tor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director n	ominees is warrante	ed.							-	
6		Elect Evan G. Greenberg as Board Chairman	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST Eva CEO/chair.	n G. Greenberg as b	oard chair is	s warrante	d because he	e serves as col	mbined				
											-	

Blended Rationale: A vote AGAINST Evan G. Greenberg as board chair is warranted because he serves as combined CEO/chair.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
7.1		Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the pro controversy surrounding the board of direc				-		and				
		Blended Rationale: Votes FOR the propose surrounding the board of directors (other t				-	e concerns and	controver	57			
7.2		Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the pro controversy surrounding the board of direc				-		and				
		Blended Rationale: Votes FOR the propose surrounding the board of directors (other t				-	e concerns and	controvers	sy			
7.3		Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR the pro controversy surrounding the board of direc				-		and			-	
		Blended Rationale: Votes FOR the propose surrounding the board of directors (other t				-	concerns and	controvers	5 <i>Y</i>			
8		Designate Homburger AG as Independent Proxy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this pr	roposal is warranted du	ie to a lack o	of concern	15.						
		Blended Rationale: A vote FOR this propos	al is warranted due to	a lack of co	ncerns.							
9		Cancel Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the pr	oposed share capital re	eduction is v	arranted	due to a lack	of concerns.					
		Blended Rationale: A vote FOR the propos	ed share capital reduct	tion is warra	nted due t	to a lack of c	oncerns.					
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
		Voting Policy Rationale: A vote FOR this pr shares reserved is reasonable; and * The o Code.			-							
		Blended Rationale: A vote FOR this propos shares reserved is reasonable; and * The o Code.	-						ue			
12.1		Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this pr practice.	roposal is warranted be	ecause the re	equested a	amount is bro	oadly in line wi	ith market			-	
		Blended Rationale: A vote FOR this propos	al is warranted becaus	e the reaue	sted amou	int is broadly	in line with m	arket prac	tice.			

oposal Significa umber Vote	nt Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
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
	Voting Policy Rationale: As the company is o top executive pay, the recommendation for proposal is warranted.			-							
	Blended Rationale: As the company is classi executive pay, the recommendation for this proposal is warranted.										
12.3	Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: As the company is r top executive pay, the recommendation for is warranted.			-		-	-				
	Blended Rationale: As the company is report executive pay, the recommendation for this warranted.	-		-			-				
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: On balance, a vote paired with certain lacking key disclosures ra quantitative pay-for-performance misalignm subject to multi-year goals.	aises some concern.	Nevertheless	s, these iss	ues have no	t contributed t	o a				
	Blended Rationale: On balance, a vote FOR with certain lacking key disclosures raises so pay-for-performance misalignment. Addition multi-year goals.	ome concern. Neverth	heless, these	e issues ha	ve not contri	ibuted to a qua	antitative				
14	Approve Sustainability Report	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the app qualified considering the lack of broader ext greenhouse gas emissions metrics have bee	ernal assurance that	would confil								
	Blended Rationale: A vote FOR the approval qualified considering the lack of broader ext greenhouse gas emissions metrics have bee	ernal assurance that	would confil	-			-	the			
15	Report on GHG Emissions Associated with Underwriting	SH	Yes	Against	For		For	For	Yes	No	No
	Voting Policy Rationale: A vote FOR this pro company's climate-related risks from its un					better understa	and the				
	Blended Rationale: A vote FOR this proposa climate-related risks from its underwriting, i			-	olders better	r understand ti	he compan	ny's			
16	Report on Median Gender/Racial Pay Gap	SH	Yes	Against	For		For	For	Yes	No	No
	Voting Policy Rationale: A vote FOR this pro allowing them to better measure the progre non-discriminatory treatment.						rmation				
	Blended Rationale: A vote FOR this proposa them to better measure the progress of the							g			

them to better measure the progress of the company's initiatives to encourage diversity, inclusion, and non-discriminatory treatment.

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
А	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 AG arise without shareholders ha		-				to shareholder	value may				
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ed			458		45	8
	-		05/06/2024		05/06/2024							
							ı	otal Shares:	458		45	8

# Marsh & McLennan Companies, Inc.

Record D	Date: 05/16/2 Date: 03/18/20	)24	Country: USA Meeting Type: Annual	102	Ν	-	<b>D:</b> 1841977	401022		Proxy Level		741	
	Security ID:		Primary CUSIP: 571748	102			SIN: US5717			Primary SE		/41	
	utoff Date: 05/1	15/2024	Total Ballots: 1 *Shares on Loan: 0				<b>:y:</b> Sustainabili <b>ructed:</b> 522	ty		Additional Po	-		
votable S	1 <b>8785:</b> 522		*Shares on Loan: 0		3	nares Inst	ructed: 522			Shares voted	-		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Antho Anderson	ony K.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director	nominees is war	ranted.							-	
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.							-	
1b		Elect Director John	Q. Doyle	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director	nominees is war	ranted.							-	
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.							-	
1c		Elect Director Oscar	r Fanjul	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director	nominees is war	ranted.							-	
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.							-	
1d		Elect Director H. Ed Hanway	lward	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director	nominees is war	ranted.							-	
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.							-	
1e		Elect Director Judit	h Hartmann	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director	nominees is war	ranted.							-	
		Blended Rationale: A	A vote FOR the director nom	inees is warrante	ed.							-	

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

# Marsh & McLennan Companies, Inc.

roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agai ISS
1f		Elect Director Deborah C. Hopkins	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.								
1g		Elect Director Tamara Ingram	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
1h		Elect Director Jane H. Lute	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.								
Li		Elect Director Steven A. Mills	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.								
1j		Elect Director Morton O. Schapiro	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	d.								
1k		Elect Director Lloyd M. Yates	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director no	ominees is warrante	ed.								
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 proport following last year's low say-on-pay vote result program is predominantly based on quantified awards vest based on clearly-disclosed multi-y reasonably aligned for the year in review.	lt. Certain disclosure 1 objective goals tha	e under the at require ye	STI progra ear-over-ye	m could be i ar growth. A	improved. Hov dditionally, ha	vever, the lf of LTI				
		Blended Rationale: A vote FOR this proposal is last year's low say-on-pay vote result. Certain is predominantly based on quantified objective based on clearly-disclosed multi-year goals an aligned for the year in review.	disclosure under th e goals that require	ne STI progr year-over-y	am could b ear growth	e improved. n. Additionall	However, the ly, half of LTI a	STI progr awards ves	st			
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo	osal to ratify the aud	ditor is warr	anted.							
		Blended Rationale: A vote FOR this proposal t	to ratify the auditor	is warranted	<i>d.</i>							
4		Provide Right to Act by Written Consent	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propo	osal is warranted giv	ven that the	ability to a	oct by writter	n consent wou	ld enhance	9			

# 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	522

### The Home Depot, Inc.

Record D	Date: 05/16/2 Date: 03/18/20 Security ID:	024	Country: USA Meeting Type: Ann Primary CUSIP: 43		r	-	<b>D:</b> 1842737 <b>SIN:</b> US4370	1761029		Proxy Leve Primary SE		209	
-	utoff Date: 05/2		Total Ballots: 1				<b>:y:</b> Sustainabil			Additional Po			
	hares: 1,168	15/2021	*Shares on Loan: 0			-	ructed: 1,168			Shares Voted	-		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Gera	rd J. Arpey	Mgmt	Yes	For	For		For	For	No	No	No
		Boyd, is warranted	nale: A vote AGAINST the because the company is te FOR the remaining dii	not aligned with inve	estor expect	,		-				-	
		is warranted becaus	A vote AGAINST the incl se the company is not al ining director nominees i	igned with investor e						-			
1b		Elect Director Ari B	ousbib	Mgmt	Yes	For	For		For	For	No	No	No
ID		Boyd, is warranted	nale: A vote AGAINST the because the company is te FOR the remaining dii	not aligned with inve	estor expect	-		-				-	
		is warranted becaus	A vote AGAINST the incl se the company is not al ining director nominees i	igned with investor e		'		5,	, ,	,		-	
1c		Elect Director Jeffe	ry H. Boyd	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Boyd, is warranted	nale: A vote AGAINST the because the company is te FOR the remaining di	not aligned with inve	estor expect			-		,			
		is warranted becaus	A vote AGAINST the incl se the company is not al ining director nominees i	igned with investor e		,							
1d		Elect Director Greg Brenneman	ory D.	Mgmt	Yes	For	For		For	For	No	No	No
		Boyd, is warranted	nale: A vote AGAINST the because the company is te FOR the remaining dii	not aligned with inve	estor expect			-	,				
		is warranted becaus	A vote AGAINST the incl se the company is not all	igned with investor e		-							

vote FOR the remaining director nominees is warranted.

## The Home Depot, Inc.

roposal Significa umber Vote	nt Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
1e	Elect Director J. Frank Brown	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote AGAINST the Boyd, is warranted because the company is r commitments. A vote FOR the remaining direc	not aligned with inve	stor expecta			-		,			
	Blended Rationale: A vote AGAINST the incun is warranted because the company is not alig vote FOR the remaining director nominees is	gned with investor ex						-			
1f	Elect Director Edward P. Decker	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote AGAINST the Boyd, is warranted because the company is r commitments. A vote FOR the remaining dire	not aligned with inve	stor expecta			-		/			
	Blended Rationale: A vote AGAINST the incu is warranted because the company is not alig vote FOR the remaining director nominees is	gned with investor ex		-							
1g	Elect Director Wayne M. Hewett	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote AGAINST the Boyd, is warranted because the company is r commitments. A vote FOR the remaining dire	not aligned with inve	stor expecta	-		-		,			
	Blended Rationale: A vote AGAINST the incu is warranted because the company is not alig vote FOR the remaining director nominees is	gned with investor ex		-							
1h	Elect Director Manuel Kadre	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote AGAINST the Boyd, is warranted because the company is r commitments. A vote FOR the remaining dire	not aligned with inve	stor expecta			-		/			
	Blended Rationale: A vote AGAINST the incu is warranted because the company is not alig vote FOR the remaining director nominees is	gned with investor ex		-							
1i	Elect Director Stephanie C. Linnartz	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote AGAINST the Boyd, is warranted because the company is r commitments. A vote FOR the remaining dire	not aligned with inve	stor expecta			-		/			
	Blended Rationale: A vote AGAINST the incu is warranted because the company is not alig vote FOR the remaining director nominees is	gned with investor ex		-							
1j	Elect Director Paula Santilli	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote AGAINST the Boyd, is warranted because the company is r commitments. A vote FOR the remaining dire	not aligned with inve	stor expecta			-		/			
	Blended Rationale: A vote AGAINST the incu is warranted because the company is not alig vote FOR the remaining director nominees is	gned with investor ex		-							

## The Home Depot, Inc.

-	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1k		Elect Director Caryn Seidman-Becker	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST Boyd, is warranted because the company commitments. A vote FOR the remaining	is not aligned with inve	estor expecta								
		Blended Rationale: A vote AGAINST the ii is warranted because the company is not vote FOR the remaining director nominee	aligned with investor e		-		-					
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this p	proposal to ratify the au	ditor is warr	anted.							
		Blended Rationale: A vote FOR this propo	osal to ratify the auditor	is warrantee	d.							
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 p incentive is entirely based on pre-set fina equity grants use a multi-year performan	ncial metrics and the lo									
		Blended Rationale: A vote FOR this propo incentive is entirely based on pre-set fina equity grants use a multi-year performan	ncial metrics and the lo	,		,	5		of			
4		Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST nominees are not relevant to their respon sufficient policies, procedures, and oversi approval.	nsibility to exercise their	fiduciary du	ty to the c	ompany, an	d the company	discloses				
		Blended Rationale: A vote AGAINST this p not relevant to their responsibility to exer procedures, and oversight to avoid direct	cise their fiduciary duty	to the com	pany, and	the company	v discloses suff					
5		Report on Political Spending Congruency	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this p expenditures with its stated values would company oversees and manages risks reli	enable shareholders to	have a mor								
		Blended Rationale: A vote FOR this propo expenditures with its stated values would company oversees and manages risks rel	enable shareholders to	have a mor	-							
6		Report on Corporate Contributions	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST regarding its corporate contributions, and in determining the company's charitable g	absent self-dealing or		-				7			
		in determining the company's charitable g Blended Rationale: A vote AGAINST this p its corporate contributions, and absent se determining the company's charitable giv	proposal is warranted be elf-dealing or gross negli					-	g			

determining the company's charitable giving strategy.

## 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 its anti-discrimination policies.	ıtion is warran	ted as the c	ompany pr	ovides adequ	uate disclosure	s related t	Ø			
		Blended Rationale: A vote AGAINST this resolution anti-discrimination policies.	is warranted a	as the compa	any provide	es adequate d	disclosures rela	ated to its				
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 company is managing related risks associated with	-						е			
		Blended Rationale: A vote FOR this proposal is war company is managing related risks associated with	-									
9		Clawback of Incentive Payments	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this proposal is the disclosure of the amounts and circumstances su			,	,	, ,		-			
		Blended Rationale: A vote FOR this proposal is war disclosure of the amounts and circumstances surrou										

#### **Ballot Details**

Institutional Account 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	1,168

## **ONEOK, Inc.**

	Date: 05/22/2 ate: 03/25/20		Country: USA Meeting Type: Annual			<b>icker:</b> OK <b>leeting I</b>	E <b>D:</b> 1844257			Proxy Level	: 3		
Primary S	Security ID:	682680103	Primary CUSIP: 6826801	03	P	rimary Is	SIN: US6826	801036		Primary SEI	DOL: 21301	.09	
Earliest Cu	itoff Date: 05/2	21/2024	Total Ballots: 1		v	oting Polic	<b>:y:</b> Sustainabil	ity		Additional Po	licy:		
Votable Sh	ares: 1,538		*Shares on Loan: 0		s	hares Inst	ructed: 1,538	1		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 I	L. Derksen	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	nle: A vote FOR the director n	ominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomin	ees is warrante	ed.							-	
1.2		Elect Director Julie H	l. Edwards	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	nle: A vote FOR the director n	ominees is war	ranted.								
		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 Rationa	nle: A vote FOR the director n	ominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomin	ees is warrante	ed.								

### **ONEOK, Inc.**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again: ISS
1.4	Elect Director Mark W. Helderman		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot	e FOR the director no	ominees is war	ranted.								
	Blended Rationale: A vote FO	R the director nomine	ees is warrante	ed.								
1.5	Elect Director Randall J. Larso	on	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot	e FOR the director no	ominees is war	ranted.								
	Blended Rationale: A vote FO	R the director nomine	ees is warrante	d.								
1.6	Elect Director Pattye L. Moore	e	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot	e FOR the director no	ominees is war	ranted.								
	Blended Rationale: A vote FO	R the director nomine	ees is warrante	ed.								
1.7	Elect Director Pierce H. Norto II	on,	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot	e FOR the director no	ominees is war	ranted.								
	Blended Rationale: A vote FO	R the director nomine	ees is warrante	d.								
1.8	Elect Director Eduardo A. Rodriguez		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot	e FOR the director no	ominees is war	ranted.								
	Blended Rationale: A vote FO	R the director nomine	ees is warrante	ed.								
1.9	Elect Director Gerald D. Smit	h	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot	e FOR the director no	ominees is war	ranted.								
	Blended Rationale: A vote FO	R the director nomine	ees is warrante	d.								
1.10	Elect Director Wayne T. Smit	h	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot	e FOR the director no	ominees is war	ranted.								
	Blended Rationale: A vote FO	R the director nomine	ees is warrante	ed.								
2	Ratify PricewaterhouseCoope LLP as Auditors	rs	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot	e FOR this proposal t	o ratify the au	ditor is warr	anted.							
	Blended Rationale: A vote FO	R this proposal to rat	ify the auditor	is warrante	d.							
3	Advisory Vote to Ratify Name Executive Officers' Compensation	ed	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot review. Annual incentives are performance-conditioned and	e primarily based on t	financial and op	perational n				the year i	'n			
	Blended Rationale: A vote FO. review. Annual incentives are performance-conditioned and	e primarily based on t	financial and op	perational m		-	-	year in				
allot Details												
astitutional Account Detail A Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	hares	Shares	Voted
otea Fund - Orcadia Global stainable Dynamic, unassigne	283964.001 ed	Confirmed	Auto-Instructed		Auto-Approv	ved			1,53	8	1,5	38
unasigne			04/29/2024		04/29/2024							

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

04/29/2024

04/29/2024

### **ONEOK, Inc.**

## Zoetis Inc.

-	Socurity TD.	24	Meeting Type: Annual	102		-	<b>):</b> 1847996	9\/1035		Drimon: CE		1616	
Earliest Cu	Security ID: 9		Primary CUSIP: 98978V	103			SIN: US9897			Primary SE		GID	
	utoff Date: 05/2	1/2024	Total Ballots: 1				y: Sustainabili	ty		Additional Po			
/otable Si	hares: 1,164		*Shares on Loan: 0		S	hares Inst	r <b>ucted:</b> 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	1. Bisaro	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR governance	committee chair	Louise Pare	ent is warra	nted.						
		Blended Rationale: A	vote FOR governance com	mittee chair Loui	se Parent is	warranted						-	
1b		Elect Director Vanes Broadhurst	sa	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR governance	committee chair	Louise Pare	ent is warra	nted.						
		Blended Rationale: A	vote FOR governance com	mittee chair Loui.	se Parent is	warranted						-	
1c		Elect Director Frank D'Amelio	Α.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR governance	committee chair	Louise Pare	ent is warra	nted.						
		Blended Rationale: A	vote FOR governance com	mittee chair Loui	se Parent is	warranted						-	
1d		Elect Director Gavin Hattersley	D.K.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR governance	committee chair	Louise Pare	ent is warra	nted.					-	
		Blended Rationale: A	vote FOR governance com	mittee chair Loui	se Parent is	warranted						-	
1e		Elect Director Sanjay	/ Khosla	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR governance	committee chair	Louise Pare	ent is warra	nted.						
		Blended Rationale: A	vote FOR governance com	mittee chair Loui	se Parent is	warranted						-	
1f		Elect Director Antoin Leatherberry	ette R.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR governance	committee chair	Louise Pare	ent is warra	nted.					-	
		Blended Rationale: A	vote FOR governance com	mittee chair Loui	se Parent is	warranted						-	
1g		Elect Director Michae McCallister	el B.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR governance	committee chair	Louise Pare	ent is warra	nted.						
		Blended Rationale: A	vote FOR governance com	mittee chair Loui	se Parent is	warranted						-	
1h		Elect Director Grego	ry Norden	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR governance	committee chair	Louise Pare	ent is warra	nted.						

### Zoetis Inc.

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agai ISS
1i	Elect Director Louise M. Parent		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote i	FOR governance com	nmittee chair	Louise Pare	nt is warra	nted.						
	Blended Rationale: A vote FOR	governance committe	ee chair Louis	se Parent is	warranted.							
1j	Elect Director Kristin C. Peck		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote i	FOR governance com	nmittee chair	Louise Pare	nt is warra	nted.						
	Blended Rationale: A vote FOR	governance committe	ee chair Louis	se Parent is	warranted.	,						
1k	Elect Director Willie M. Reed		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote i	FOR governance com	nmittee chair	Louise Pare	nt is warra	nted.						
	Blended Rationale: A vote FOR	governance committe	ee chair Louis	se Parent is	warranted.							
11	Elect Director Robert W. Scully		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote i	FOR governance com	nmittee chair	Louise Pare	nt is warra	nted.						
	Blended Rationale: A vote FOR	governance committe	ee chair Louis	se 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 review.	FOR this proposal is I	warranted as	pay and pe	rformance	were reason	ably aligned fo	or the year	in			
	Blended Rationale: A vote FOR a review.	this proposal is warra	anted as pay	and perforn	nance were	e reasonably	aligned for the	e year in				
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 aud	ditor is warr	anted.							
	Blended Rationale: A vote FOR	this proposal to ratify	the auditor	is warranted	<i>d.</i>							
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 is considered to reasonably balance attract and retain qualified exect	ce shareholders' inter					,					
	Blended Rationale: A vote FOR a reasonably balance shareholders retain qualified executives.			-					to			
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 a at Zoetis that suggest the prope	, ,				5	, , ,	pecific facto	ors			
	Blended Rationale: A vote AGAI Zoetis that suggest the propone				-			ic factors a	t			
Ballot Details												
	Custodian				Approved		Ballot Voting St	tatus	Votable S	ihares	Shares	Voted
nstitutional Account Detail IA Name, IA Number)	Account Number	Ballot Status	Instructed		npp: oreu							
	283964.001		Auto-Instructed		Auto-Approv	ed			1,16	4	1,1	

## Zoetis Inc.

## **Cheniere Energy, Inc.**

Record D	Date: 05/23/2 Date: 04/08/20	)24	Country: USA Meeting Type: Annual Primary CUSTP: 16411	D 200	N	-	<b>:</b> 1850278	102005		Proxy Level		264	
	Security ID:		Primary CUSIP: 16411	R208		-	IN: US1641			Primary SEI		64	
	utoff Date: 05/2	22/2024	Total Ballots: 1				y: Sustainabili	ty		Additional Po			
/otable Si	hares: 574		*Shares on Loan: 0		s	hares Insti	ucted: 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 Agains ISS
1a		Elect Director G. An	ndrea Botta	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the directo	r nominees is wari	ranted.								
		Blended Rationale:	A vote FOR the director non	ninees is warrante	d.							-	
1b		Elect Director Jack	A. Fusco	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the directo	r nominees is wari	ranted.							-	
		Blended Rationale:	A vote FOR the director non	ninees is warrante	d.								
1c		Elect Director Patric Collawn	cia K.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director	r nominees is wari	ranted.							-	
		Blended Rationale:	A vote FOR the director non	ninees is warrante	d.								
1d		Elect Director Brian	E. Edwards	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director	r nominees is wari	ranted.							-	
		Blended Rationale:	A vote FOR the director non	ninees is warrante	d.								
1e		Elect Director Denis	se Gray	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director	r nominees is wari	ranted.								
		Blended Rationale:	A vote FOR the director non	ninees is warrante	d.								
1f		Elect Director Lorra Mitchelmore	ine	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director	r nominees is wari	ranted.							_	
		Blended Rationale:	A vote FOR the director non	ninees is warrante	d.							-	
1g		Elect Director Scott	Peak	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the directo	r nominees is wari	ranted.								
		Blended Rationale:	A vote FOR the director non	ninees is warrante	d.								
1h		Elect Director Dona Robillard, Jr.	ıld F.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Ration	ale: A vote FOR the director	r nominees is wari	ranted.								
		Blended Rationale:	A vote FOR the director non	ninees is warrante	d.								
1i		Elect Director Neal	A. Shear	Mgmt	Yes	For	For		For	For	No	No	No

# Cheniere Energy, Inc.

Proposal Signif Number Vote		pposal Text		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	Exe	visory Vote to Ratify Named ecutive Officers' mpensation		Mgmt	Yes	For	For		For	For	No	No	No
		ing Policy Rationale: Althougi sonably aligned at this time.	h a concern is note	d, a vote FOR	this proposa	al is warrai	nted as pay a	and performan	ce are				
		nded Rationale: Although a co ned at this time.	oncern is noted, a	vote FOR this ,	proposal is v	warranted	as pay and p	performance ar	re reasonal	bly			
3	Rat	tify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For	No	No	No
	Vot	ing Policy Rationale: A vote F	OR this proposal to	o ratify the aud	ditor is warra	anted.							
	Blei	nded Rationale: A vote FOR t	his proposal to rati	fy the auditor	is warranted	1.							
4	Am	end Omnibus Stock Plan		Mgmt	Yes	For	For		For	For	No	No	No
	Vot	ing Policy Rationale: Based of	n the Equity Plan S	Corecard evalu	uation (EPSC	C), a vote F	FOR this prop	oosal is warran	ted.				
	Blei	nded Rationale: Based on the	Equity Plan Scored	card evaluation	n (EPSC), a	vote FOR t	this proposal	is warranted.					
5	Inc	end Certificate of orporation to Limit the sonal Liability of Officers		Mgmt	Yes	For	For		For	For	No	No	No
	con	ing Policy Rationale: A vote F sidered to reasonable balanc lified officers to serve the col	e shareholders' inte							,			
	to r	nded Rationale: A vote FOR t easonable balance sharehold cers to serve the company.								pred			
Ballot Details													
Institutional Account (IA Name, IA Numbe		Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia ( Sustainable Dynamic, u		283964.001	Confirmed	Auto-Instructed		Auto-Approv	ved			574		57	'4
Sasamadic Dynamic, u	nasigneu			04/30/2024		04/30/2024							

Total Shares: 574 574

### Schneider Electric SE

Record D	Date: 05/23/2 ate: 05/21/20	)24	Country: France Meeting Type: Annual/S	•	M	•	<b>D:</b> 1839811	121072		Proxy Level		00	
Earliest Cu	Security ID:      toff Date: 05/2		Primary CUSIP: F86921 Total Ballots: 1 *Shares on Loan: 0	.107	v	oting Polic	<ul> <li><b>IN:</b> FR00002</li> <li><b>y:</b> Sustainabilit</li> <li><b>ructed:</b> 1,710</li> </ul>			Primary SEI Additional Po Shares Voted	licy:	08	
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Ordinary Business		Mgmt	No								
1		Approve Financial St and Statutory Repor		Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR is warranted	d in the absence o	of any speci	fic concern	5.						

Blended Rationale: A vote FOR is warranted in the absence of any specific concerns.

## Schneider Electric SE

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR is warran	ted in the absence	of any specil	fic concern	5.						
		Blended Rationale: A vote FOR is warranted i	n the absence of an	y specific co	ncerns.							
3		Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this incor without being excessive.	me allocation propos	sal is warran	ted becaus	se the propos	sed payout rati	io is adequ	iate			
		Blended Rationale: A vote FOR this income an without being excessive.	llocation proposal is	warranted b	pecause the	e proposed p	ayout ratio is a	adequate				
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 warran	ted in the absence	of any specii	fic concern							
		Blended Rationale: A vote FOR is warranted i	n the absence of an	y specific co	oncern.							
5		Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warra	nted in the absence	of any spec	ific conceri	ns.						
		Blended Rationale: Votes FOR are warranted	in the absence of a	ny specific c	oncerns.							
6		Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Votes FOR are warra	nted in the absence	of any spec	ific conceri	ns.						
		Blended Rationale: Votes FOR are warranted	in the absence of a	ny specific c	oncerns.							
7		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remu	ineration report is w	varranted be	cause it do	oes not raise	any significant	concern.				
		Blended Rationale: A vote FOR this remunera	tion report is warra	nted becaus	e it does n	ot raise any .	significant con	cern.				
8		Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this remu	ineration report is w	arranted be	cause it do	oes not raise	any significant	concern.				
		Blended Rationale: A vote FOR this remunera	tion report is warra	nted because	e it does n	ot raise any .	significant con	cern.				
		Approve Compensation of	Mgmt	Yes	For	For		For	For	No	No	No
9		Peter Herweck, CEO since May 4, 2023										

Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.

### Schneider Electric SE

oposal Significar Imber Vote	it Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
10	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remun	eration report is w	arranted be	cause it de	oes not raise	any significan	t concern.				
	Blended Rationale: A vote FOR this remuneration	on report is warrar	nted becaus	e it does n	ot raise any	significant con	cern.				
11	Approve Remuneration Policy of CEO	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remune	eration policy is wa	arranted in a	the absend	ce of any spe	ecific concerns.					
	Blended Rationale: A vote FOR this remuneration	on policy is warran	ted in the a	bsence of	any specific	concerns.					
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remun	eration policy is wa	arranted in a	the absend	ce of specific	concerns.					
	Blended Rationale: A vote FOR this remuneration	on policy is warran	ted in the a	bsence of	specific cond	cerns.					
13	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remun	eration policy is wa	arranted be	cause it do	oes not raise	any significant	t concern.				
	Blended Rationale: A vote FOR this remuneration	on policy is warran	ted because	e it does n	ot raise any :	significant con	cern.				
14	Reelect Fred Kindle as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR the election specific concerns (Items 14 to 17).	and reelections of	f these inde	pendent n	ominees are	warranted in t	he absence	e of			
	Blended Rationale: Votes FOR the election and specific concerns (Items 14 to 17).	reelections of thes	se independ	ent nomin	ees are warr	anted in the al	bsence of				
15	Reelect Cecile Cabanis as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR the election specific concerns (Items 14 to 17).	and reelections of	f these inde <sub>l</sub>	pendent n	ominees are	warranted in t	he absence	e of			
	Blended Rationale: Votes FOR the election and specific concerns (Items 14 to 17).	reelections of thes	se independ	ent nomin	ees are warr	anted in the al	bsence of				
16	Reelect Jill Lee as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR the election specific concerns (Items 14 to 17).	and reelections of	f these inde <sub>l</sub>	pendent n	ominees are	warranted in t	he absence	e of			
	Blended Rationale: Votes FOR the election and specific concerns (Items 14 to 17).	reelections of thes	se independ	ent nomin	ees are warr	anted in the al	bsence of				
17	Elect Philippe Knoche as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR the election specific concerns (Items 14 to 17).	and reelections of	f these inde <sub>l</sub>	pendent n	ominees are	warranted in t	he absence	e of			
	Blended Rationale: Votes FOR the election and specific concerns (Items 14 to 17).	reelections of thes	se independ	ent nomin	ees are warr	anted in the al	bsence of				
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Such share buyback pr	ograms merit a vo	te FOR.								
	Blended Rationale: Such share buyback program	ms merit a vote FC	DR.								
	Extraordinary Business	Mgmt	No								

## Schneider Electric SE

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
19	Authorize Capital Issuances fo Use in Employee Stock Purchase Plans	or	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes	FOR are warrante	d in the absence	of any spec	ific concer	ns.						
	Blended Rationale: Votes FOR	are warranted in a	the absence of a	ny specific c	oncerns.							
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Dr	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes	FOR are warrante	d in the absence	of any spec	ific concer	ns.						
	Blended Rationale: Votes FOR	are warranted in a	the absence of a	ny specific c	oncerns.							
21	Authorize Filing of Required Documents/Other Formalities		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote	e FOR this routine	item is warranted	<i>d.</i>								
	Blended Rationale: A vote FO	R this routine item	is warranted.									
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigne	283964.001	Confirmed	Auto-Instructed		Auto-Appro	ved			1,71	)	1,7	710
	-		05/03/2024		05/03/2024							
							-	rotal Shares	1,71	0	1,7	'10

### **AIA Group Limited**

-	Date: 05/24/2		Country: Hong Kong			icker: 129				Proxy Level	: N/A		
	ate: 05/20/20 Security ID: `		Meeting Type: Annual Primary CUSIP: Y002A110	5		-	D: 1835059	069689		Primary SEI	DOL: B4TX8	3S1	
Earliest Cu	toff Date: 05/1	17/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabilit	ý		Additional Po	licy:		
Votable Sh	ares: 65,700		*Shares on Loan: 0		s	hares Inst	r <b>ucted:</b> 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 Stat and Statutory Repor		Mgmt	Yes	For	For		For	For	No	No	No
		- /	Statutory Reports 9 Policy Rationale: In the absence of any known tatutory reports, a vote FOR this resolution is wa			company's	audited acco	unts, financial	l statemen	ts,			
			Blended Rationale: In the absence of any known issues concerning statutory reports, a vote FOR this resolution is warranted.					financial stat	ements, ar	nd			
2		Approve Final Divide	nd	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	le: A vote FOR this resolution	is warranted b	ecause this	is a routin	e dividend pi	roposal.					
		Blended Rationale: A	vote FOR this resolution is wa	se this is a	routine div	idend propos	al.						

# **AIA Group Limited**

Proposal Significa lumber Vote	ant Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
3	Elect Lee Yuan Siong as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.									
	Blended Rationale: A vote FOR all nominees	is warranted.									
4	Elect Chung-Kong Chow as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.									
	Blended Rationale: A vote FOR all nominees	is warranted.									
5	Elect John Barrie Harrison as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.								-	
	Blended Rationale: A vote FOR all nominees	is warranted.								-	
6	Elect Cesar Velasquez Purisima as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.								-	
	Blended Rationale: A vote FOR all nominees	is warranted.								-	
7	Elect Mari Elka Pangestu as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.								-	
	Blended Rationale: A vote FOR all nominees	is warranted.								-	
8	Elect Ong Chong Tee as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.								_	
	Blended Rationale: A vote FOR all nominees	is warranted.								-	
9	Elect Nor Shamsiah Mohd Yunus as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.								_	
	Blended Rationale: A vote FOR all nominees	is warranted.									
10	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this pro firm, its remuneration, and the way the aud	-	iven the abs	ence of an	v known issu	les concerning	the audit				
	Blended Rationale: A vote FOR this proposa remuneration, and the way the audit was co	-	the absence	of any kno	own issues co	oncerning the	audit firm,	its		-	
11A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the gen limit does not exceed 10 percent of the rele company has specified a discount limit whic	vant class of shares f	for issuance	for cash ai	nd non-cash	consideration.		re		-	
	Blended Rationale: A vote FOR the general a does not exceed 10 percent of the relevant	share issuance mand class of shares for iss	ate is warra suance for c	nted for th rash and no	e following: on-cash cons	* The share is				-	

has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration.

## **AIA Group Limited**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11B	Authorize Repurchase of Issued Share Capital		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vo proposed share repurchase.	te FOR this resolution	on is warranted g	iven the abs	sence of ar	ny known iss	ues concerning	the			-	
	Blended Rationale: A vote Fo share repurchase.	OR this resolution is	warranted given	the absence	e of any kn	nown issues o	concerning the	proposed			-	
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ved			65,70	0	65,	700
Sustainable Dynamic unassigned												
Sustainable Dynamic, unassigned	1		05/10/2024		05/10/2024							

### **NN Group NV**

Meeting Date:       05/24/2024       Country:       Netherlands         Record Date:       04/26/2024       Meeting Type:       Annua			Ticker: NN Meeting ID: 1837440					Proxy Level: N/A					
Primary Security ID: N64038107       Primary CUSIP: N640381         Earliest Cutoff Date: 05/15/2024       Total Ballots: 1         Votable Shares: 17,567       *Shares on Loan: 0			038107	P	Primary ISIN: NL0010773842				Primary SEDOL: BNG8PQ9				
				Voting Policy: Sustainability					Additional Policy:				
			*Shares on Loan: 0		s	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
		Annual Meeting Ag	genda	Mgmt	No								
1		Open Meeting		Mgmt	No								
		Voting Policy Rationale: No vote is required for this item.											
		Blended Rationale:	No vote is required for thi	is 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 Com Corporate Governa Structure		Mgmt	No								
		Voting Policy Rationale: This is a non-voting item.								-			
		Blended Rationale: This is a non-voting item.										-	
4		Approve Remuner	ation 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.

## **NN Group NV**

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

### **NN Group NV**

oposal Significar mber Vote	t Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agai ISS	
).A	Adopt Remuneration Policy for the Executive Board	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR is warran remuneration policy are considered to be in a						f the					
	Blended Rationale: A vote FOR is warranted policy are considered to be in line with mark					tructure of the	remunera	tion				
.В	Adopt Remuneration Policy for the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR is warran board regarding this remuneration proposal.	nted, since there is r	no evidence d	of excessiv	veness on the	e part of the su	Ipervisory					
	Blended Rationale: A vote FOR is warranted, regarding this remuneration proposal.	since there is no ev	idence of ex	cessivenes	ss on the par	t of the superv	visory boar	d				
.0	Grant Board Authority to Issue Shares in the Context of Issuing Contingent Convertible Securities	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these re- the Company were to issue Contingent Conv ordinary shares, this would result in significa Such authorities for issuing convertible debt only intended to apply in extreme circumstar capital ratio to fall to a level which would der minimum regulatory requirements.	ertible Securities and nt dilution to non-pa are common propos nces only; and * The	d a trigger en articipating si als at Dutch conversion	vent were hareholdei insurance into ordina	to occur, cau rs. The main companies a ary shares w	using them to o reasons for su and conversion ould require th	convert int pport are: into equit re Tier 1	о * γ is				
	Blended Rationale: A vote FOR these resolut Company were to issue Contingent Convertil ordinary shares, this would result in significa Such authorities for issuing convertible debt only intended to apply in extreme circumstar capital ratio to fall to a level which would der minimum regulatory requirements.	ble Securities and a t nt dilution to non-pa are common propos nces only; and * The	trigger event articipating si als at Dutch conversion	<sup>t</sup> were to c hareholder insurance into ordina	occur, causing rs. The main companies a ary shares w	g them to conv reasons for su and conversion ould require th	ert into pport are: into equit e Tier 1	* y is		•		
1.A1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this prop volume and duration.	oosal is warranted be	ecause it is ir	n line with	commonly u	ised safeguard	s regarding	7				
	Blended Rationale: A vote FOR this proposal volume and duration.	is warranted becaus	se it is in line	with com	monly used s	safeguards reg	arding					
1.A2	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 prop volume and duration.	oosal is warranted be	ecause it is ir	n line with	commonly u	ised safeguard	s regarding	7				
	Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.											
1.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this prop volume and duration.	oosal is warranted be	ecause it is ir	n line with	commonly u	ised safeguard	s regarding	7				

## **NN Group NV**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains 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 of volume and pricing; * The auth and * The authorization would of the repurchase.	orization would al	low NN Group to	o repurchase	e up to 10.0	00 percent d	of the issued st	nare capita	l;			
	Blended Rationale: A vote FOR volume and pricing; * The auth and * The authorization would a the repurchase.	orization would al	low NN Group to	o repurchase	e up to 10.0	) Do percent d	of the issued sl	nare capita				
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 car	ncellation of	shares is in	n shareholde	ers' interests.					
	Blended Rationale: A vote FOR	is warranted beca	use the cancella	ation of shar	es is in shai	reholders' il	nterests.					
14	Close Meeting		Mgmt	No								
	Voting Policy Rationale: No vote	e is required for th	nis item.									
	Blended Rationale: No vote is re	equired for this ite	em.								-	
allot Details												
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Approve	ed			17,50	57	17,5	567
			04/26/2024		04/26/2024							
							-	otal Shares	17,5		17,5	

## Merck & Co., Inc.

Meeting	Date: 05/28/2	2024	Country: USA		т	icker: MR	K			Proxy Level	l: 3		
Record D	ate: 04/01/20	)24	Meeting Type: Annua	I	N	leeting I	<b>D:</b> 1848979						
Primary 9	Security ID:	58933Y105	Primary CUSIP: 5893	3Y105	P	rimary Is	SIN: US5893	3Y1055		Primary SE	DOL: 27788	344	
Earliest Cu	utoff Date: 05/2	24/2024	Total Ballots: 1		v	oting Polic	<b>:y:</b> Sustainabil	ity		Additional Po	licy:		
Votable Sh	1ares: 4,495		*Shares on Loan: 0		s	hares Inst	ructed: 4,495			Shares Voted	<b>:</b> 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 Again: ISS
1a		Elect Director Doug Baker, Jr.	las M.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the direct	tor nominees is war	ranted.							-	
		Blended Rationale: A	A vote FOR the director no	ominees is warrante	ed.								
1b		Elect Director Mary	Ellen Coe	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	onale: A vote FOR the director nominees is warranted.										
		Blended Rationale: A	A vote FOR the director no	ominees is warrante	ed.							-	

## 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 Agains ISS
1c		Elect Director Pamela J. Craig	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dir	ector nominees is wa	rranted.								
		Blended Rationale: A vote FOR the director	r nominees is warrant	ed.								
1d		Elect Director Robert M. Davis	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dir	ector nominees is wa	rranted.								
		Blended Rationale: A vote FOR the director	r nominees is warrant	ed.								
1e		Elect Director Thomas H. Glocer	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dir	ector nominees is wa	rranted.								
		Blended Rationale: A vote FOR the director	r nominees is warrant	ed.								
1f		Elect Director Risa J. Lavizzo-Mourey	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dir	ector nominees is wa	rranted.								
		Blended Rationale: A vote FOR the director	r nominees is warrant	ed.								
1g	_	Elect Director Stephen L. Mayo	Mgmt	Yes	For	For		For	For	No	No	No
	L	Voting Policy Rationale: A vote FOR the dir	ector nominees is wa	rranted.								
		Blended Rationale: A vote FOR the director	r nominees is warrant	ed.								
1h		Elect Director Paul B. Rothman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dir	ector nominees is wa	rranted.								
		Blended Rationale: A vote FOR the director	r nominees is warrant	ed.								
1i		Elect Director Patricia F. Russo	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dir	ector nominees is wa	rranted.								
		Blended Rationale: A vote FOR the director	r nominees is warrant	ed.								
1j		Elect Director Christine E. Seidman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dir	ector nominees is wa	rranted.								
		Blended Rationale: A vote FOR the director	r nominees is warrant	ed.								
1k		Elect Director Inge G. Thulin	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dir	ector nominees is wa	rranted.								
		Blended Rationale: A vote FOR the director	r nominees is warrant	ed.								
11		Elect Director Kathy J. Warden	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dir	ector nominees is wa	rranted.								
		Blended Rationale: A vote FOR the director	r nominees is warrant	ed.								

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

### Merck & Co., Inc.

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
2	Advisory Vote to Ratify Named Executive Officers' Compensation	I	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote Although there are certain disc measures. Additionally, the LT.	losure concerns with	respect to ST	T program,	the STI is p	primarily base	ed on pre-set,					
	Blended Rationale: A vote FOR Although there are certain disc measures. Additionally, the LT.	losure concerns with	respect to ST	T program,	the STI is p	primarily base	ed on pre-set,					
3	Ratify PricewaterhouseCooper LLP as Auditors	5	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote	FOR this proposal to	o ratify the aud	ditor is warr	anted.							
	Blended Rationale: A vote FOR	this proposal to rati	fy the auditor	is warranted	1.						-	
4	Provide Right to Act by Writte Consent	ı	SH	Yes	Against	For		For	For	Yes	No	No
	Voting Policy Rationale: A vote shareholder rights.	FOR this proposal is	warranted giv	ven that the	ability to a	act by written	n consent woul	ld enhance	,			
	Blended Rationale: A vote FOR shareholder rights.	this proposal is wan	ranted given ti	hat the abili	ty to act b	v written con	sent would en	hance			-	
5	Disclose a Government Censorship Transparency Report		SH	Yes	Against	Against		Against	Against	No	No	No
	Voting Policy Rationale: A vote commitment to transparency; efforts to combat misinformation	* the company has n	ot engaged in	unconstitut					ing		-	
	Blended Rationale: A vote AGA to transparency; * the compar- combat misinformation with un	y has not engaged in	n unconstitutio								-	
6	Report on Civil Rights and Non-Discrimination Audit		SH	Yes	Against	Against		Against	Against	No	No	No
	Voting Policy Rationale: A vote address the risk of discriminati					-	appropriate m	easures to			-	
	Blended Rationale: A vote AGA the risk of discrimination again					e taking appro	opriate measul	res to addi	ress			
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Approv	red			4,49	5	4,4	95
			05/09/2024		05/09/2024							

Total Shares: 4,495 4,495

## **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

#### **NXP Semiconductors N.V.**

	utoff Date: 05/2	18/2024 Total Ballots: 1 *Shares on Loan: 0				<b>:y:</b> Sustainabili ructed: 468	τy		Additional Po Shares Voted			
otable Si	iares. 100				110103 11130	ucteu. 100			Shares Voted			
roposal lumber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1		Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo procedures or its auditors.	sal is warranted be	ecause of the	e absence	of concern w	ith the compa	ny's audit				
		Blended Rationale: A vote FOR this proposal is procedures or its auditors.	warranted becaus	e of the abs	sence of co	oncern with th	he company's a	audit				
2		Approve Discharge of Board Members	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo compelling controversies suggesting that the L				of any inforn	nation about si	ignificant a	and			
		Blended Rationale: A vote FOR this proposal is compelling controversies suggesting that the L				ny information	n about signific	cant and				
3a		Reelect Kurt Sievers as Executive Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	or nominees is war	ranted.								
		Blended Rationale: A vote FOR the director no	minees is warrante	ed.								
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	or nominees is war	ranted.								
		Blended Rationale: A vote FOR the director no	minees is warrante	ed.								
3c		Reelect Anthony Foxx as Non-Executive Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	or nominees is war	ranted.								
		Blended Rationale: A vote FOR the director no	minees is warrante	ed.								
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	or nominees is war	ranted.								
		Blended Rationale: A vote FOR the director no	minees is warrante	ed.								
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	or nominees is war	ranted.								
		Blended Rationale: A vote FOR the director no	minees is warrante	ed.								
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	or nominees is war	ranted.								
		Blended Rationale: A vote FOR the director no	minees is warrante	ed.								
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	or nominees is war	ranted.								
		Blended Rationale: A vote FOR the director no	minees is warrante	ed.								

### **NXP Semiconductors N.V.**

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS		
3h		Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the direc	ctor nominees is war	ranted.										
		Blended Rationale: A vote FOR the director r	nominees is warrante	ed.										
3i		Reelect Gregory Summe as Non-Executive Director	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the direc	ctor nominees is war	ranted.										
		Blended Rationale: A vote FOR the director r	nominees is warrante	ed.										
3j		Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR the direc	ctor nominees is war	ranted.										
		Blended Rationale: A vote FOR the director r	nominees is warrante	ed.										
4		Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR these pro safeguards regarding volume and duration.	oposals is warranted	l because th	e authority	is in line wi	th commonly u	ised						
		Blended Rationale: A vote FOR these propose regarding volume and duration.	als is warranted bec	ause the au	thority is ir	i line with co	ommonly used :	safeguards						
5		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR these proposals is warranted because the authority is in line with commonly used safeguards regarding volume and duration.												
		Blended Rationale: A vote FOR these propose regarding volume and duration.	als is warranted bec	ause the au	thority is ir	n line with co	ommonly used :	safeguards						
6		Authorize Share Repurchase Program	Mgmt	Yes	For	For		For	For	No	No	No		
		Voting Policy Rationale: A vote FOR this prop percent of issued share capital, for up to 110 concerns regarding shareholders' ability to pa authorities.	percent of the shar	e price prior	r to the rep	ourchase. The	ere are no part	ticular						
		Blended Rationale: A vote FOR this proposal percent of issued share capital, for up to 110 concerns regarding shareholders' ability to pa authorities.	percent of the shar	e price prior	r to the rep	ourchase. The	ere are no part	ticular						
		Approve Cancellation of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No		
7		Voting Policy Rationale: A vote FOR this item	is recommended as	the cancell	ation of sh	ares is in sha	areholders' inte	erests.						
7											-			
7		Blended Rationale: A vote FOR this item is re	ecommended as the	cancellation	of shares	is in shareho	olders' interests	5.						
7			<i>ecommended as the</i> Mgmt	<i>cancellation</i> Yes	<i>of shares</i> For	<i>is in sharehc</i> For	olders' interests	For	For	No	No	No		

### **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, board regarding this remuneration proposal.	since there is r	o evidence i	of excessiv	eness on the	e part of the su	upervisory			-		
		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 wa TSR metric targets median performance, the payo		,		,							

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
Sustainable Dynamic, and signed			05/10/2024	05/10/2024			
					Total Shares:	468	468

#### Amgen Inc.

-	Date: 05/31/2		Country: USA		-	icker: AM				Proxy Level	: 3			
	ate: 04/01/20 Security ID: (		Meeting Type: Annual Primary CUSIP: 03116	2100		-	D: 1851838 SIN: US0311	621009		Primary SEI	DOL: 20236	07		
	toff Date: 05/3		Total Ballots: 1							Additional Po				
otable Sh		50/2024	*Shares on Loan: 0			-	<b>:y:</b> Sustainabili ructed: 388	ly		Shares Voted	•			
otable Sil	<b>ares.</b> 500				5	nares inse	<b>ucced</b> . 500	Additional	Voting	Shares Voted	Vote	Vote	Vote	
Proposal lumber	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS	
1a		Elect Director Wan	da 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 nor	ninees is warrante	d.									
1b		Elect Director Robe Bradway	ert A.	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Ration	nale: A vote FOR the directo	r nominees is war	ranted.									
		Blended Rationale:	A vote FOR the director nor	ninees is warrante	ed.									
1c		Elect Director Mich	ael V. Drake	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Ration	ing Policy Rationale: A vote FOR the director nominees is warranted.											
		Blended Rationale:	tionale: A vote FOR the director nominees is warranted,											

## Amgen Inc.

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1d		Elect Director Brian J. Druker	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director i	nominees is warrante	ed.								
1e		Elect Director Robert A. Eckert	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director i	nominees is warrante	ed.							-	
1f		Elect Director Greg C. Garland	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director i	nominees is warrante	ed.								
1g		Elect Director Charles M. Holley, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted.							-	
		Blended Rationale: A vote FOR the director i	nominees is warrante	ed.								
1h		Elect Director S. Omar Ishrak	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director i	nominees is warrante	ed.								
1i		Elect Director Tyler Jacks	Mgmt	Yes	For	For		For	For	No	No	No
	_	Voting Policy Rationale: A vote FOR the dire										
		Blended Rationale: A vote FOR the director i	nominees is warrante	d.								
1j		Elect Director Mary E. Klotman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director i	nominees is warrante	d.								
1k		Elect Director Ellen J. Kullman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	ctor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director i	nominees is warrante	ed.								
11		Elect Director Amy E. Miles	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director i	nominees is warrante	ed.								
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 propreview. Although some concerns are noted,						the year i	7			
		Blended Rationale: A vote FOR this proposal review. Although some concerns are noted,		-		-	-	year in				
3		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Based on the Equity	, Dan Coorcoard aval	untion (EDC)	<sup>(*)</sup> a voto k	OP this prov	nocal ic warrar	tad				

## Amgen Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
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 aud	litor is warr	anted.							
		Blended Rationale: A vote FOR this prop	osal to ratify the auditor	is warranted	1.							
Ballot Det	ails											
Institutiona	l Account Detail	Custodian										

(IA Name, IA Number)	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.

-	ate: 05/31/2 te: 03/25/20		Country: USA Meeting Type: Annual			icker: LO\ leeting II	N <b>):</b> 1852198			Proxy Level	: 3		
Primary Se	ecurity ID:	548661107	Primary CUSIP: 54866	1107	P	rimary IS	SIN: US5486	611073		Primary SEI	DOL: 25367	'63	
Earliest Cuto	off Date: 05/3	0/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Sha	res: 515		*Shares on Loan: 0		s	hares Inst	ructed: 515			Shares Voted	: 515		
-	Significant Vote	Proposal Text		Proponent	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 A	Alvarez	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	r nominees is wai	rranted.							-	
		Blended Rationale: A	vote FOR the director non	ninees is warrante	ed.								
1.2		Elect Director David Batchelder	Н.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	r nominees is wai	rranted.								
		Blended Rationale: A	Vote FOR the director non	ninees is warrante	ed.								
1.3		Elect Director Scott	H. Baxter	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the directo	r nominees is wai	rranted.								
		Blended Rationale: A	vote FOR the director non	ninees is warrante	ed.								
1.4		Elect Director Sandr Cochran	a B.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	r nominees is wai	rranted.								
		Blended Rationale: A	Vote FOR the director non	ninees is warrante	ed.							-	
1.5		Elect Director Laurie Douglas	e Z.	Mgmt	Yes	For	For		For	For	No	No	No

## Lowe's Companies, Inc.

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
1.6		Elect Director Richard W. Dreiling	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director nor	minees is warrante	d.								
1.7		Elect Director Marvin R. Ellison	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director nor	minees is warrante	d.								
1.8		Elect Director Navdeep Gupta	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director nor	minees is warrante	d.								
1.9		Elect Director Brian C. Rogers	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director nor	minees is warrante	d.								
1.10		Elect Director Bertram L. Scott	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director nor	minees is warrante	d.								
1.11		Elect Director Lawrence Simkins	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	or nominees is warr	ranted.							-	
		Blended Rationale: A vote FOR the director nor	minees is warrante	d.								
1.12		Elect Director Colleen Taylor	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director nor	minees is warrante	d.								
1.13		Elect Director Mary Beth West	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the directo	or nominees is warr	ranted.								
		Blended Rationale: A vote FOR the director not	minees is warrante	d.								
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo review. Though concerns exist in the LTI plan, while the STI plan is primarily based on pre-se	equity awards are	performance				-				
		Blended Rationale: A vote FOR this proposal is review. Though concerns exist in the LTI plan, while the STI plan is primarily based on pre-se	equity awards are	performanc		-	-	-	d,		-	
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo	sal to ratify the au	ditor ic warr	antod							

## Lowe's 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		515	515
Sustainable Dynamic, and signed			05/03/2024	05/03/2024			
					Total Shares:	515	515

#### **Booking Holdings Inc.**

Record D	Date: 06/04/2 Date: 04/09/20 Security ID:	)24	Country: USA Meeting Type: Annua Primary CUSIP: 0985		Ν	-	NG D: 1855030 SIN: US0985	57L1089		Proxy Level Primary SEI		DB4	
-	-		-	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		-							
Earliest Ci Votable Sl	utoff Date: 06/0	13/2024	Total Ballots: 1 *Shares on Loan: 0			oting Polic	y: Sustainabili	ity		Additional Po			
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Glenn	D. Fogel	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the direct	or nominees is war	ranted.								
		Blended Rationale: A	N vote FOR the director no	ominees is warrante	ed.								
1.2		Elect Director Mirian Graddick-Weir	n M.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the direct	or nominees is war	ranted.								
		Blended Rationale: A	1 vote FOR the director no	ominees is warrante	ed.								
1.3		Elect Director Kelly	Grier	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the direct	or nominees is war	ranted.								
		Blended Rationale: A	1 vote FOR the director no	ominees is warrante	ed.								
1.4		Elect Director Wei H	lopeman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the direct	or nominees is war	ranted.								
		Blended Rationale: A	1 vote FOR the director no	ominees is warrante	ed.								
1.5		Elect Director Rober Jr.	t J. Mylod,	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the direct	or nominees is war	ranted.								
		Blended Rationale: A	Note FOR the director no	ominees is warrante	ed.								
1.6		Elect Director Charle	es H. Noski	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the direct	or nominees is war	ranted.								
		Blended Rationale: A	Vote FOR the director no	ominees is warrante	ed.								
1.7		Elect Director Larry	Quinlan	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the direct	or nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director no	ominees is warrante	ed.								

## **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 Again ISS
1.8		Elect Director Nicholas J. Read	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direc	ctor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director r	nominees is warrante	ed.								
1.9		Elect Director Thomas E. Rothman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direc	ctor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director r	nominees is warrante	ed.								
L.10		Elect Director Sumit Singh	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	ctor nominees is wai	ranted.								
		Blended Rationale: A vote FOR the director r	nominees is warrante	ed.								
l.11		Elect Director Lynn Vojvodich Radakovich	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direct	ctor nominees is war	ranted.								
		Blended Rationale: A vote FOR the director r	nominees is warrante	ed.								
1.12		Elect Director Vanessa A. Wittman	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the direc	ctor nominees is wai	rranted.								
		Blended Rationale: A vote FOR the director r	nominees is warrante	ed.								
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 prop annual incentive bonus pool is funded based committee discretion. However, an STIP pay majority performance-conditioned, the LTIP target in the event absolute company TSR is the company continues to undergo pay prog	on pre-set financial out cap is expected is measured over a negative. Nonethele	goals, altho to be impler multi-year po ess, continue	ough the pla mented in F eriod, and t ed monitori	an allows for FY24. Furthe the relative T ng of the pa	a significant c r, equity award TSR metric is c y program is v	degree of ds are capped at varranted a			-	
		Blended Rationale: A vote FOR this proposal annual incentive bonus pool is funded based committee discretion. However, an STIP pay majority performance-conditioned, the LTIP target in the event absolute company TSR is the company continues to undergo pay prog	on pre-set financial out cap is expected is measured over a negative. Nonethele	goals, altho to be impler multi-year po ess, continue	ough the pla mented in F eriod, and t ed monitori	an allows for Y24. Further the relative T ng of the pa	a significant c r, equity award TSR metric is c y program is v	degree of ds are capped at varranted a	35			
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this prop	oosal to ratify the au	ditor is warr	ranted.							
		Blended Rationale: A vote FOR this proposal	to ratify the auditor	is warrante	d.							
1		Amend Clawback Policy	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this prop the disclosure of the amounts and circumsta			-			-	r			
											-	

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.

## **Booking Holdings Inc.**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5	Report on Risks Related to Fulfilling Information Reques for Enforcing Laws Criminalizing Abortion Acces		SH	Yes	Against	Against		For	For	Yes	No	Yes
	Voting Policy Rationale: A vo associated with the fulfilmen allow shareholders to assess	t of information requ	uests for the enfo	prcement of								
	Blended Rationale: A vote FC with the fulfilment of informa shareholders to assess how t	ntion requests for the	e enforcement of	f state laws					1			
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigne	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ed			33		3	3
	u .		05/14/2024		05/14/2024							
							т	otal Shares:	33		33	3

## **Shopify Inc.**

Meeting I	Date: 06/04/2	2024	Country: Canada		т	icker: SH	OP			Proxy Level	: 3		
Record D	ate: 04/23/20	)24	Meeting Type: Annual/S	Special	м	leeting I	<b>D:</b> 1838346						
rimary S	Security ID:	82509L107	Primary CUSIP: 825091	_107	Р	rimary I	SIN: CA8250	9L1076		Primary SEI	<b>DOL:</b> BX865	iC7	
arliest Cu	toff Date: 05/3	30/2024	Total Ballots: 2		v	oting Poli	<b>cy:</b> Sustainabili	ty		Additional Po	licy:		
otable Sh	ares: 6,825		*Shares on Loan: 0		S	hares Inst	ructed: 6,825			Shares Voted	<b>:</b> 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 Subordinate Voting a Multiple Voting Shar	and	Mgmt	No								
1A		Elect Director Tobias	s Lutke	Mgmt	Yes	For	For		For	For	No	No	No
		- /	ale: Vote AGAINST the comp pay-for-performance concer inees.		-					R all			
			ote AGAINST the compension formance concerns and prob							itely			
1B		Elect Director Rober	t Ashe	Mgmt	Yes	For	For		For	For	No	No	No
		5 ,	ale: Vote AGAINST the comp pay-for-performance concer inees.		,		,			R all			
			ote AGAINST the compension of the compension of the concerns and prob		,				'	ntely			

## Shopify Inc.

oposal Signific Imber Vote	ant Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
1C	Elect Director Gail Goodman	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: Vote AGAINST the con adequately address pay-for-performance conc other proposed nominees.	•	-		-			R all			
	Blended Rationale: Vote AGAINST the comper- address pay-for-performance concerns and pro- proposed nominees.			-				tely			
.D	Elect Director Colleen Johnston	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote AGAINST the con adequately address pay-for-performance conc other proposed nominees.		-					R all			
	Blended Rationale: Vote AGAINST the comper address pay-for-performance concerns and pro proposed nominees.							tely			
E	Elect Director Jeremy Levine	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote AGAINST the con adequately address pay-for-performance conc other proposed nominees.		-					R all			
	Blended Rationale: Vote AGAINST the comper address pay-for-performance concerns and pro proposed nominees.			-				tely			
F	Elect Director Prashanth Mahendra-Rajah	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote AGAINST the con adequately address pay-for-performance conc other proposed nominees.	-						R all			
	Blended Rationale: Vote AGAINST the comper address pay-for-performance concerns and pro proposed nominees.		-					tely			
G	Elect Director Lulu Cheng Meservey	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote AGAINST the con adequately address pay-for-performance conc other proposed nominees.	,	,		,			R all			
	Blended Rationale: Vote AGAINST the comper address pay-for-performance concerns and pro proposed nominees.		-					tely			
ΙH	Elect Director Toby Shannan	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote AGAINST the con adequately address pay-for-performance conc other proposed nominees.	-						R all			
	Blended Rationale: Vote AGAINST the comper address pay-for-performance concerns and pro proposed nominees.			-				tely			
II	Elect Director Fidji Simo	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Vote AGAINST the con adequately address pay-for-performance conc other proposed nominees.	-						R all			
	Blended Rationale: Vote AGAINST the comper address pay-for-performance concerns and pro proposed nominees.						-	tely			

## **Shopify Inc.**

-	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains 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 ratificatio reasonable relative to total fees paid to the aud		ouseCoopers	: LLP as au	ditor as non-	audit fees (2 µ	percent) we	ere		_	
		Blended Rationale: Vote FOR the ratification of reasonable relative to total fees paid to the aud		Coopers LLP	as auditor	as non-audit	t fees (2 perce	ent) were			-	
3		Approve the Unallocated Options under the Stock Option Plan	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Based on evaluation of factors using the Equity Plan Score Card (EPSC) plan provides for discretionary non-employee di sufficiently limit the board's ability to amend the The company's potential dilution from equity pla and * The CEO's compensation package does n	), vote AGAINST ( irector participation plan without sh ans is excessive;	this stock op ion; * The pla areholder ap * The plan c	tion plan c an's detaile pproval; * contains a	lue to the folled amendmen The plan's est	lowing key fac nt provision do timated cost is	tors: * The pes not s excessive	; *		m	
		Blended Rationale: Based on evaluation of the e using the Equity Plan Score Card (EPSC), vote A provides for discretionary non-employee directo limit the board's ability to amend the plan witho company's potential dilution from equity plans is * The CEO's compensation package does not in	AGAINST this stoo or participation; * out shareholder a s excessive; * Th	ck option pla * The plan's c pproval; * T ne plan conta	n due to ti detailed an the plan's e nins a prob	he following l nendment pro estimated cos	key factors: * ovision does n t is excessive;	The plan ot sufficien * The	tly		-	
4		Approve the Third Amended and Restated Long Term Incentive Plan	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: Based on evaluation of factors using the Equity Plan Score Card (EPSC) The plan provides for discretionary non-employ company's potential dilution from equity plans is * The CEO's compensation package does not in	), vote AGAINST ( ee director partic is excessive; * Th	this full-value ipation; * Th ne plan conta	e award plan ne plan's es nins a prob	an due to the stimated cost	e following key is excessive;	/ factors: * * The			-	
		Blended Rationale: Based on evaluation of the e using the Equity Plan Score Card (EPSC), vote A provides for discretionary non-employee director	AGAINST this full- or participation; *	-value award * The plan's e	l plan due estimated d	to the followi cost is excess	ing key factors	s: * The pla				

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.

## **Shopify Inc.**

Proposal Significant Number Vote	Proposal Text	Proponer	Votable It 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
	has identified a high concern of quantitative pay-for-performan 4-digit GICS group, Composite with those benchmarks. The 2 improved in the last year, som continues to consist of only lan a total of US\$75M in equity gro- performance-vesting condition	AGAINST this non-binding advise fue to RDA. After applying the fi- nce screen exhibited a medium of Index and its own peers while 023 CEO pay remained the sam re significant problematic pay pro- rige stock option grant (US\$20M ants in lieu of his 2024 annual e rs; and * Compensation for othe re company's response to the low	inancial perform concern. The co the three-year e year over yea actices have bo annually over quity award in r NEOs also do	mance asse ompany's c TSR under ar. Althoug een identifi the last thr form of sto pes not incl	ssment (FPA) one- and five- performed or th the compar- ed: * The CE ree years); * . ock options a ude any perfo	) test, the over year TSR outp performed ro ny's TSR perfo O's compensa In 2023, the C nd RSUs, both prmance-base	rall performed i pughly in lir prmance tion COO receive n without au d	its ne ed		-	
	identified a high concern due l pay-for-performance screen es group, Composite Index and it benchmarks. The 2023 CEO pa last year, some significant pro- only large stock option grant ( equity grants in lieu of his 202 conditions; and * Compensatio	NST this non-binding advisory re to RDA. After applying the finan whibited a medium concern. The ts own peers while the three-yea ay remained the same year over blematic pay practices have bee US\$20M annually over the last t 14 annual equity award in form o on for other NEOs also does not v say on pay support from last y	cial performand company's on ar TSR underpe year. Althoug n identified: * three years); * of stock options include any pe	ce assessm e- and five erformed of h the comp The CEO's In 2023, to s and RSUs erformance	ent (FPA) tes -year TSR ou r performed r pany's TSR pe compensatio he COO recei c, both withou -based compo	t, the overall tperformed its roughly in line erformance im n continues to ived a total of ut any perform	quantitative 4-digit GIG with those proved in t consist of US\$75M in pance-vesti	e CS he ng		-	
Ballot Details											
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status Instructed		Approved		Ballot Voting S	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed Auto-Instruc	ted	Auto-Approv	ved			2,42	5	2,4	25
		05/13/2024		05/13/2024							
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed Auto-Instruc	ted	Auto-Approv	ved			4,40	0	4,4	00
		05/13/2024		05/13/2024							

#### **Cofinimmo SA**

Meeting I	Date: 06/05/2	2024	Country: Belgium		т	icker: CO	FΒ			Proxy Level	: N/A			
Record D	ecord Date: 05/22/2024 Meeting Type: Extraord Shareholders mary Security ID: B25654136 Primary CUSIP: B2565				٣	leeting II	<b>):</b> 1845214							
Primary S					P	rimary IS	<b>IN:</b> BE0003	593044		Primary SEI	Primary SEDOL: 4177988			
Earliest Cu	utoff Date: 05/2	28/2024	Total Ballots: 1		v	Voting Policy: Sustainability Additional Policy:								
Votable Sh	1ares: 2,557		*Shares on Loan: 0		s	hares Inst	r <b>ucted:</b> 2,557			Shares Voted	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 Shar	eholders'	Mgmt	No									

Total Shares:

6,825

6,825

Meeting Agenda

## Cofinimmo SA

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agaiı ISS
1.1		Receive Special Board Report Re: Article 7:199 of the Companies and Associations Code	Mgmt	No								
		Voting Policy Rationale: This is a non-voting item										
		Blended Rationale: This is a non-voting item.										
1.2.1		Renew Authorization to Increase Share Capital up to 50 Percent of Authorized Capital With Preemptive Rights by Cash Contributions	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR Item 1.2.1 is either preemptive rights or priority allocation righ capital; A vote FOR Item 1.2.2 is warranted as no purpose of stock dividend; and A vote FOR Item capital increases without pre-emptive rights.	nts, while the au to concerns were	thorization d identified w	loes not ex vith regard	cceed 50 per to the possi	rcent of the issu ibility to issue s	ied share hares for	the			
		Blended Rationale: A vote FOR Item 1.2.1 is warn preemptive rights or priority allocation rights, whi vote FOR Item 1.2.2 is warranted as no concerns of stock dividend; and A vote FOR Item 1.2.3 is w increases without pre-emptive rights.	ile the authoriza were identified	ation does no with regard	ot exceed . to the po	50 percent o ssibility to iss	f the issued sha sue shares for t	are capita the purpos	l; A			
1.2.2		Renew Authorization to Increase Share Capital up to 20 Percent by Distribution of Optional Dividend	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR Item 1.2.1 is either preemptive rights or priority allocation righ capital; A vote FOR Item 1.2.2 is warranted as no purpose of stock dividend; and A vote FOR Item capital increases without pre-emptive rights.	nts, while the au to concerns were	thorization d identified w	loes not ex vith regard	cceed 50 per to the possi	rcent of the issu ibility to issue s	ied share hares for	the			
		Blended Rationale: A vote FOR Item 1.2.1 is wan preemptive rights or priority allocation rights, wh vote FOR Item 1.2.2 is warranted as no concerns of stock dividend; and A vote FOR Item 1.2.3 is w increases without pre-emptive rights.	ile the authoriza were identified	ation does no with regard	ot exceed . to the po	50 percent o ssibility to iss	f the issued sha sue shares for t	are capita the purpos	l; A			
1.2.3		Renew Authorization to Increase Share Capital up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Means	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR Item 1.2.1 is either preemptive rights or priority allocation righ capital; A vote FOR Item 1.2.2 is warranted as no purpose of stock dividend; and A vote FOR Item capital increases without pre-emptive rights.	nts, while the au	thorization d identified w	loes not ex vith regard	xceed 50 per to the possi	rcent of the issu ibility to issue s	ied share hares for	the			
		Blended Rationale: A vote FOR Item 1.2.1 is warn preemptive rights or priority allocation rights, whi vote FOR Item 1.2.2 is warranted as no concerns of stock dividend; and A vote FOR Item 1.2.3 is w increases without pre-emptive rights.	ile the authoriza were identified	ation does no with regard	ot exceed . to the po	50 percent o ssibility to iss	f the issued sha sue shares for t	are capita the purpos	l; A			
			Mgmt	Yes	For	For		For	For	No	No	No
1.3		Amend Article 6.2 to Reflect Changes in Capital	Fight									
1.3		Amend Article 6.2 to Reflect Changes in Capital Voting Policy Rationale: In light of the positive vo articles of association will be amended according	ote recommenda	ations under	items 1.2.		Article 6.2 of the	e company	/'S			

## **Cofinimmo SA**

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS	
2.1		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 warran authorization would allow Cofinimmo to reput					used safeguar	ds; * The					
		Blended Rationale: A vote FOR is warranted b authorization would allow Cofinimmo to reput					l safeguards; *	The					
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	
		Voting Policy Rationale: A vote FOR is warran	ted as the amendm	ent appears	to be rout	tine and non	-contentious.						
		Blended Rationale: A vote FOR is warranted a	is the amendment a	ppears to be	e routine a	and non-cont	tentious.						
4		Amend Article 12 Re: Powers of the Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warran interests.											
		Blended Rationale: A vote FOR is warranted, interests.	because the propose	ed amendmo	ents appea	ar to be neut	tral to sharehol	ders'					
5		Amend Article 13 Re: Executive Mgmt Yes For For For For No Committee									No	No	
		Voting Policy Rationale: A vote FOR is warranted, because the proposed amendments appear to be neutral to shareholders' interests.											
		Blended Rationale: A vote FOR is warranted, interests.	because the propose	ed amendmo	ents appea	ar to be neut	tral to sharehol	ders'					
6		Amend Article 17 Re: Representation of the Company and the Signing of Documents	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warran interests.	ted, because the pro	oposed ame	ndments a	appear to be	neutral to sha	reholders'					
		Blended Rationale: A vote FOR is warranted, a interests.	because the propos	ed amendm	ents appea	ar to be neut	tral to sharehol	ders'					
7		Adopt New Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR is warran interests.	ted, because the pro	oposed ame	ndments a	appear to be	neutral to sha	reholders'					
		Blended Rationale: A vote FOR is warranted, interests.	because the proposi	ed amendmo	ents appea	ar to be neut	tral to sharehol	ders'					
8		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 warran the implementation of items approved by the			routine le	egal procedu	re and will auth	norize only					

Biended Rationale: A vote FUR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.

### **Cofinimmo SA**

#### **Ballot Details**

	s Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Confirmed	Auto-Instructed	Auto-Approved		2,557	2,557
	05/21/2024	05/21/2024			
			Total Shares:	2,557	2,557
	Confirmed			05/21/2024 05/21/2024	05/21/2024

## Fidelity National Information Services, Inc.

Record D	Date: 06/05/2	)24	Country: USA Meeting Type: Annual		Ν	-	<b>):</b> 1858467			Proxy Level			
Primary S	Security ID:	31620M106	Primary CUSIP: 31620M	1106	F	rimary IS	SIN: US3162	20M1062		Primary SEI	<b>DOL:</b> 27697	96	
arliest Cu	utoff Date: 06/0	04/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabili	ity		Additional Po	licy:		
otable Sl	hares: 1,807		*Shares on Loan: 0		s	hares Inst	ructed: 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 A	drean	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	1 vote FOR the director nom	inees is warrante	ed.								
1b		Elect Director Mark Benjamin	D.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	Vote FOR the director nom	inees is warrante	ed.								
1c		Elect Director Steph Ferris	anie L.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	Vote FOR the director nom	inees is warrante	ed.								
1d		Elect Director Jeffre Goldstein	у А.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed.								
1e		Elect Director Lisa A	. Hook	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	Vote FOR the director nom	inees is warrante	ed.								
1f		Elect Director Kenne Lamneck	eth T.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	Vote FOR the director nom	inees is warrante	ed.								
1g		Elect Director Gary I	L. Lauer	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nom	inees is warrante	ed.								

## Fidelity National Information Services, Inc.

Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agaiı ISS
1h	Elect Director James B. Stallings, Jr.		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot	e FOR the director	nominees is wai	rranted.							-	
	Blended Rationale: A vote FO	R the director nomi	inees is warrante	ed.							-	
2	Advisory Vote to Ratify Name Executive Officers' Compensation	ed	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vot majority of the program was continued monitoring. Nevert program is also predominanti Stock options are now premit target if absolute TSR is nega year, as the CEO received a s	based on financial <u>d</u> heless, the STI pro- ly performance-base im-priced, the relat tive over the perfor	goals with target gram was predo ed and incorpora ive LTI metric ta rmance period. 1	ts set lower t minantly bas ates certain p argets outper Investors ma	than the pri red on pre-s positive cha formance a y expect pa	ior year's re set objective nges (which and relative ay levels to	sults. This issu e measures. Th were previou. TSR vesting is moderate som	e warrants ne FY23 LT sly disclose capped at	I ed).			
	Blended Rationale: A vote FC the program was based on fir monitoring. Nevertheless, the also predominantly performan	nancial goals with ta STI program was p	argets set lower predominantly b	than the pric pased on pre-	or year's re set objectiv	sults. This is ve measures	ssue warrants 5. The FY23 LT	continued I program				
	options are now premium-pri absolute TSR is negative over the CEO received a supplement	the performance p	period. Investors	outperforma. may expect	nce and rei pay levels	lative TSR v to moderate	esting is cappe e somewhat ne	d at targe				
3	options are now premium-priv absolute TSR is negative over	the performance p	period. Investors	outperforma. may expect	nce and rei pay levels	lative TSR v to moderate	esting is cappe e somewhat ne	d at targe		No	No	No
3	options are now premium-pri absolute TSR is negative over the CEO received a suppleme	the performance p ntary equity grant i	<i>period. Investors</i> <i>in FY23 which w</i> Mgmt	outperforma. may expect as 100 perce Yes	nce and rei pay levels ent perform For	lative TSR v to moderate ance-based	esting is cappe e somewhat ne	nd at targe ext year, as	5	No	No	No
3	options are now premium-pri absolute TSR is negative over the CEO received a suppleme Ratify KPMG LLP as Auditors	the performance p ntary equity grant f re FOR this proposa	<i>Deriod. Investors</i> <i>in FY23 which w</i> Mgmt <i>I to ratify the au</i>	outperforma may expect ras 100 perce Yes uditor is warra	nce and rei pay levels ent perform For anted.	lative TSR v to moderate ance-based	esting is cappe e somewhat ne	nd at targe ext year, as	5	No	No	No
	options are now premium-pri absolute TSR is negative over the CEO received a suppleme Ratify KPMG LLP as Auditors Voting Policy Rationale: A vot	the performance p ntary equity grant f re FOR this proposa	<i>Deriod. Investors</i> <i>in FY23 which w</i> Mgmt <i>I to ratify the au</i>	outperforma may expect ras 100 perce Yes uditor is warra	nce and rei pay levels ent perform For anted.	lative TSR v to moderate ance-based	esting is cappe e somewhat ne	nd at targe ext year, as	5	No	No	No
allot Details stitutional Account Detail	options are now premium-pri absolute TSR is negative over the CEO received a suppleme Ratify KPMG LLP as Auditors Voting Policy Rationale: A vot	the performance p ntary equity grant f re FOR this proposa	<i>Deriod. Investors</i> <i>in FY23 which w</i> Mgmt <i>I to ratify the au</i>	outperforma may expect ras 100 perce Yes uditor is warra	nce and rei pay levels ent perform For anted.	lative TSR v to moderate ance-based	esting is cappe e somewhat ne	d at targed ext year, as For	5		No - Shares	
allot Details Istitutional Account Detail (A Name, IA Number) Totea Fund - Orcadia Global	options are now premium-pri absolute TSR is negative over the CEO received a suppleme Ratify KPMG LLP as Auditors Voting Policy Rationale: A vot Blended Rationale: A vote FO Custodian Account Number 283964.001	the performance p ntary equity grant i e FOR this proposa R this proposal to r	neriod. Investors in FY23 which w Mgmt I to ratify the au atify the auditor	outperforma s may expect as 100 perce Yes Iditor is warra is warranted	nce and rei pay levels ent perform For anted.	lative TSR v to moderate ance-based For	esting is cappe e somewhat ne	d at targed ext year, as For	For	Shares		Voted
3 allot Details astitutional Account Detail A Name, IA Number) rotea Fund - Orcadia Global ustainable Dynamic, unassigned	options are now premium-pri absolute TSR is negative over the CEO received a suppleme Ratify KPMG LLP as Auditors Voting Policy Rationale: A vot Blended Rationale: A vote FO Custodian Account Number 283964.001	the performance p ntary equity grant i re FOR this proposa R this proposal to r Ballot Status	period. Investors in FY23 which w Mgmt I to ratify the au ratify the auditor Instructed	outperforma s may expect as 100 perce Yes Iditor is warra is warranted	nce and rei pay levels ant perform For anted. d. Approved	lative TSR v to moderate ance-based For	esting is cappe e somewhat ne	d at targed ext year, as For	For Votable	Shares	Shares	Voted

#### **Trane Technologies Plc**

Record D	Date: 06/06/2 ate: 04/11/20 Security ID:	)24	Country: Ireland Meeting Type: Annual Primary CUSIP: G8994		N	•	D: 1856227	9ZQ967		Proxy Level Primary SEI	·	296	
Earliest Cu Votable Sh	itoff Date: 06/0 iares: 451	)5/2024	Total Ballots: 1 *Shares on Loan: 0			-	<b>:y:</b> Sustainabili ructed: 451	ty	Additional Policy: Shares Voted: 451				
Proposal Number				Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
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 wa			or nominees is warr	ranted.	ź.							

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

## Trane Technologies Plc

roposal Significant umber Vote	Proposal Text	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
	Voting Policy Rationale: A vote FOR the director nom	ninees is warr	anted.								
	Blended Rationale: A vote FOR the director nominee	s is warrante	d.								
1c	Elect Director Ann C. Berzin	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nom	ninees is warr	anted.								
	Blended Rationale: A vote FOR the director nominee	s is warrante	d.								
1d	Elect Director April Miller Boise	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nom	ninees is warr	anted.								
	Blended Rationale: A vote FOR the director nominee	s is warrante	d.								
1e	Elect Director Gary D. Forsee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nom	ninees is warr	anted.								
	Blended Rationale: A vote FOR the director nominee	s is warrante	d.								
1f	Elect Director Mark R. George	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nom	ninees is warr	anted.								
	Blended Rationale: A vote FOR the director nominee	s is warrante	d.								
1g	Elect Director John A. Hayes	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nom	ninees is warr	anted.								
	Blended Rationale: A vote FOR the director nominee	s is warrante	d.								
1h	Elect Director Linda P. Hudson	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nom	ninees is warr	anted.								
	Blended Rationale: A vote FOR the director nominee	s is warrante	d.								
1i	Elect Director Myles P. Lee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nom	ninees is warr	anted.								
	Blended Rationale: A vote FOR the director nominee	s is warrante	d.								
1j	Elect Director David S. Regnery	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nom	ninees is warr	anted.								
	Blended Rationale: A vote FOR the director nominee	s is warrante	d.								
1k	Elect Director Melissa N. Schaeffer	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nom	ninees is warr	anted.								
	Blended Rationale: A vote FOR the director nominee	s is warrante	d.								
11	Elect Director John P. Surma	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director non	ninees is warr	anted.								
	Blended Rationale: A vote FOR the director nominee	s is warrante	d.								

## Trane Technologies Plc

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
2	Advisory Vote to Ratify Name Executive Officers' Compensation	d	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A voto this time. The majority of com half of equity awards to be co	pensation is based on a	clearly disclo	osed financia								
	Blended Rationale: A vote FOI time. The majority of compen of equity awards to be conditi	sation is based on clear	rly disclosed	financial pe			,	-			-	
3	Ratify PricewaterhouseCoope LLP as Auditors and Authorise Their Remuneration		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote	e FOR this proposal to i	ratify the au	ditor is warr	anted.						-	
	Blended Rationale: A vote FOI	R this proposal to ratify	the auditor	is warranted	<i>1.</i>							
4	Authorise Issue of Equity		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A voto recommended limits.											
	Blended Rationale: A vote FOI recommended limits.	R these proposals is wa	rranted beca	ause the pro	posed am	ounts and du	rations are wit	thin				
5	Authorise Issue of Equity without Pre-emptive Rights		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote recommended limits.	e FOR these proposals i	is warranteo	l because the	e proposed	l amounts an	nd durations ar	re within				
	Blended Rationale: A vote FOI recommended limits.	R these proposals is wa	rranted beca	ause the pro	posed ame	ounts and du	rations are wit	thin				
6	Determine Price Range for Re-allotment of Treasury Shares		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote Ireland, and no significant cor			ecause this is	s a routine	item for con	npanies incorp	orated in			-	
	Blended Rationale: A vote FOI and no significant concerns ha	, ,	nted becaus	se this is a ro	outine item	for compani	ies incorporate	ed in Irelar	d,			
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	hares	Shares	Voted
rotea Fund - Orcadia Global ustainable Dynamic, unassigne	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ved			451		45	51
ustaniable byridfillt, undssigne	u		05/17/2024		05/17/2024							

## 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

05/17/2024

Total Shares:

451

451

05/17/2024

#### **Dollarama Inc.**

	toff Date: 06/0 ares: 1,540		otal Ballots: 1 Shares on Loan: 0				<ul><li>y: Sustainabili</li><li>ucted: 1,540</li></ul>			Additional Po Shares Voted									
roposal umber	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS						
1A		Elect Director Joshua Bekenstein		Mgmt	Yes	For	For		For	For	No	No	No						
		Voting Policy Rationale:	Vote FOR all proposed n	ominees as no si	ignificant co	ncerns hav	re been iden	tified at this tin	ne.										
		Blended Rationale: Vote	FOR all proposed nomin	nees as no signific	cant conceri	ns have be	en 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 n	ominees as no si	ignificant co	ncerns hav	re been iden	tified at this tin	ne.										
		Blended Rationale: Vote	FOR all proposed nomin	ees as no signific	cant concern	ns have be	en identified	at this time.											
1C		Elect Director Elisa D. G	Garcia C.	Mgmt	Yes	For	For		For	For	No	No	No						
		Voting Policy Rationale:	Vote FOR all proposed n	ominees as no si	ignificant co	ncerns hav	re been iden	tified at this tin	ne.										
		Blended Rationale: Vote	FOR all proposed nomin	nees as no signific	cant concern	ns have be	en 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 n	ominees as no si	ignificant co	ncerns hav	re been iden	tified at this tin	ne.										
		Blended Rationale: Vote	FOR all proposed nomin	nees as no signific	cant concen	ns have be	en identified	at this time.											
1E		Elect Director Kristin Mu	ugford	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 n	ominees as no si	ignificant co	ncerns hav	re been iden	tified at this tin	ne.										
		Blended Rationale: Vote	FOR all proposed nomin	nees as no signific	cant concern	ns have be	en identified	at this time.											
1G		Elect Director Neil Ross	У	Mgmt	Yes	For	For		For	For	No	No	No						
		Voting Policy Rationale:	Vote FOR all proposed n	ominees as no si	ignificant co	ncerns hav	re been iden	tified at this tin	ne.										
		Blended Rationale: Vote	FOR all proposed nomin	nees as no signific	cant concern	ns have be	en identified	at this time.											
1H		Elect Director Samira Sa	akhia	Mgmt	Yes	For	For		For	For	No	No	No						
		Voting Policy Rationale:	Vote FOR all proposed n	ominees as no si	ignificant co	ncerns hav	re been iden	tified at this tin	ne.										
		Blended Rationale: Vote	FOR all proposed nomin	nees as no signific	cant concern	ns have be	en identified	at this time.											
1I		Elect Director Thecla Sv	weeney	Mgmt	Yes	For	For		For	For	No	No	No						
		Voting Policy Rationale:	Vote FOR all proposed n	ominees as no si	ignificant co	ncerns hav	re been iden	tified at this tin	ne.										
		Blended Rationale: Vote	FOR all proposed nomin	ees as no signific	cant concern	ns have be	en identified	at this time.											
1J		Elect Director Huw Tho	mas	Mgmt	Yes	For	For		For	For	No	No	No						
IJ		Voting Policy Pationalo	Vota EOP all proposed p	-				tified at this tir	Elect Director Huw Thomas       Mgmt       Yes       For       For       For       For       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.

### **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 were reasonable relative to total fees paid to the Blended Rationale: Vote FOR the ratification of Pr reasonable relative to total fees paid to the audito	auditor. icewaterhouse0	,								
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: Vote FOR this non-binding	g advisory resol	lution as the	re are no :	significant iss	sues at this tim	ie.				
		Blended Rationale: Vote FOR this non-binding adv	visory resolutior	n as there ar	e no signii	ficant issues a	at this time.					
Ballot Deta	ails											

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

## Tesla, Inc.

	Date: 06/13/2 ate: 04/15/20		Country: USA Meeting Type: Annual		-	icker: TSL leeting II	A ): 1856850			Proxy Level	Proxy Level: 4 Primary SEDOL: B616C79		
Primary S	Security ID:	88160R101	Primary CUSIP: 88160R	101	Р	rimary IS	IN: US8816	OR1014		Primary SED	<b>DOL:</b> B616C	.79	
	1 <b>toff Date:</b> 06/2 1,420	2/2024	Total Ballots: 1 *Shares on Loan: 0			-	<b>y:</b> Sustainabilit r <b>ucted:</b> 1,420			Vote Against Against Ag			
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction			Vote Against ISS
1a		Elect Director James	Murdoch	Mgmt	Yes	For	Against		Against	Against	Yes	No	No

oposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vot Aga ISS
		Voting Policy Rationale: A vote AGAINST oversight function of the board, in light o executives. A vote AGAINST non-indepen suffer from conflicts of interest in scrutini risks to shareholders stemming from moc a failure by the board to proficiently guar In addition, the company does not have a communications regarding its environmen warranted for the following reasons: * G amongst the board members for failing to not up for election at this year's annual n management oversight of ESG risk expos	of the pledging of a sign ndent nominee Kimbal M izing individual and corp derate to severe ESG co rd against, manage and any public reports or ini ntal and social performa iven that board chair, R o effectively supervise to meeting, all board memb	ificant amou lusk is warra norate perfor ntroversies l mitigate ma formation on ance. Votes A obyn Denhou he managen	nt of the G anted give mance wi have been herial envi terial envi tits websi AGAINST Mm, who si nent of ris	company's stoo n the significan ith executive of n identified at t ironmental, soo te about its su James Murdoo houlders the g ks to the comp	ck by certain o nt concerns th ompensation. the company, cial and goven stainability stri h and Kimbal reatest respon- pany and its s	directors an e board m Significant which refle mance risk rategy or Musk are nsibility hareholder	nd ay octs s.		-	
		Blended Rationale: A vote AGAINST audit oversight function of the board, in light o executives. A vote AGAINST non-indepen suffer from conflicts of interest in scrutini risks to shareholders stemming from mod a failure by the board to proficiently guar In addition, the company does not have a communications regarding its environmen warranted for the following reasons: * G amongst the board members for failing to not up for election at this year's annual n management oversight of ESG risk expos	of the pledging of a sign ndent nominee Kimbal M izing individual and corp derate to severe ESG co rd against, manage and any public reports or ini ntal and social performa iven that board chair, R o effectively supervise to meeting, all board memb	ificant amou lusk is warra norate perfor ntroversies l mitigate ma formation on ance. Votes A obyn Denhou he managen	nt of the G anted give mance wi have been have been terial envi tits websi AGAINST MM, who si nent of ris	company's stoo n the significan ith executive of identified at t ironmental, so te about its su James Murdoo houlders the g ks to the comp	ck by certain o nt concerns th ompensation. the company, cial and goven stainability stri h and Kimbal reatest respon- pany and its st	directors an e board m Significant which refle mance risk rategy or Musk are nsibility hareholder	ay octs s.		-	
lb		Elect Director Kimbal Musk	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		Voting Policy Rationale: A vote AGAINST oversight function of the board, in light o executives. A vote AGAINST non-indepen suffer from conflicts of interest in scrutinu risks to shareholders stemming from moc a failure by the board to proficiently guar In addition, the company does not have a communications regarding its environmen warranted for the following reasons: * G amongst the board members for failing to not up for election at this year's annual n management oversight of ESG risk expos	of the pledging of a sign ndent nominee Kimbal M izing individual and corp derate to severe ESG co rd against, manage and any public reports or ini ntal and social performa iven that board chair, R o effectively supervise to neeting, all board memb	ificant amou fusk is warra norate perfor ntroversies I mitigate ma formation on once. Votes A obyn Denhou he managen	nt of the o anted give mance wi have been have been terial envi tits websi AGAINST Im, who si nent of ris	company's stoo n the significan ith executive of n identified at t ironmental, soo te about its su lames Murdoo houlders the g ks to the comp	ck by certain o nt concerns th ompensation. the company, cial and goven stainability stri h and Kimbal reatest respon- pany and its st	directors an he board m Significant which refle mance risk rategy or Musk are nsibility hareholder	nd ay octs s.		_	
		Blended Rationale: A vote AGAINST audit oversight function of the board, in light o executives. A vote AGAINST non-indepen suffer from conflicts of interest in scrutini risks to shareholders stemming from mod a failure by the board to proficiently guar In addition, the company does not have a communications regarding its environmen warranted for the following reasons: * Gi amongst the board members for failing to not up for election at this year's annual n management oversight of ESG risk expos	of the pledging of a sign ndent nominee Kimbal M izing individual and corp derate to severe ESG co rd against, manage and any public reports or ini ntal and social performa iven that board chair, R o effectively supervise to meeting, all board memb	ificant amou fusk is warra norate perfor ntroversies l mitigate ma formation on once. Votes A obyn Denhou he managen	nt of the G anted give mance wi have been hterial envi tits websi AGAINST - Im, who si nent of ris	company's stoo n the significan ith executive of n identified at t ironmental, so te about its su James Murdoo houlders the g ks to the comp	ck by certain ( ompensation. the company, cial and govel stainability str h and Kimbal reatest respon- pany and its st	directors an he board m Significant which refle mance risk rategy or Musk are nsibility hareholder	ay octs s.			
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST FV23, one executive was granted an outs for which are not adequately explained.	sized, time-based stock	option award	d upon his	s promotion, th	ne magnitude	and design	1		-	

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.

roposal umber	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agai ISS
3		Change State of Incorporation from Delaware to Texas	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo decision to reincorporate does leave somethin courts are new and have no robust body of leg provided for a more definitive improvement to overall not readily apparent that the rights of s reincorporation.	g to be desired, an gal case law preced the rights of share	d there is so lents or trac cholders in c	ome acknow k record. H onjunction	vledged risk lowever, wh with the pro	given that Tex nile the board co oposed reincorp	as busine ould have poration,	255		-	
		Blended Rationale: A vote FOR this proposal is decision to reincorporate does leave somethin courts are new and have no robust body of lea provided for a more definitive improvement to overall not readily apparent that the rights of reincorporation.	g to be desired, an gal case law preced the rights of share	d there is so lents or trac cholders in c	ome acknow k record. H onjunction	vledged risk lowever, wh with the pro	given that Tex nile the board co oposed reincorp	as busine ould have poration,	2			
1		Ratify Performance Based Stock Options to Elon Musk	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		grant, shareholders have been given a unique benefit of hindsight in determining if the awar the board set out to achieve. Some investors i not to receive the full award, which was previo hurdles. However, the concerns raised, both b given that the board has effectively only offer the grant's performance hurdles arguably cont the performance period, the total award value many ways, failed to achieve the board's other as opposed to other business endeavors, and Lastly, there are go-forward concerns that rem compensation program and the potential for s	d was closely align may find the board ously approved by pack in 2018 and in ed shareholders an tributed to, as well premains excessive r original objectives aligning his financia nain unaddressed, d	ed with shar s argument shareholders the interim, "all or nothi as reflect, th , even given s of focusing al interests r including a la	eholders' in compelling s, and after have not l ing" option he compan the compan CEO Musk more close	nterests and r, that it wou r achieving t been sufficie in this vote. y's significar any's succes k on the inte y with those	I if it accomplisi uld be unfair fo the high perform ently mitigated, Although the Although the financial grow s. In addition, prests of Tesla stock	hed the g r CEO Mu nance particula structure wth durin the grant sharehold cholders.	oals isk of g ; in ers,			
		Blended Rationale: A vote AGAINST this proposition of hindsight in determining if the award was constrained board set out to achieve. Some investors may to receive the full award, which was previously However, the concerns raised, both back in 20 the board has effectively only offered shareho performance hurdles arguably contributed to, performance period, the total award value remmany ways, failed to achieve the board's other as opposed to other business endeavors, and Lastly, there are go-forward concerns that remcompensation program and the potential for s	tunity to opine on a losely aligned with find the board's ar y approved by shar D18 and in the inter lders an "all or not as well as reflect, t nains excessive, ever r original objectives aligning his financia nain unaddressed, d	a granted pa shareholder, gument com eholders, an im, have no hing" option he company en given the 5 of focusing al interests n including a la	y package s' interests pelling, th d after acl t been suft in this vot 's significa company! CEO Musk more close	for a second and if it acco at it would b hieving the h ficiently mitig e. Although nt financial g s success. In s on the inte by with those	d time, with the complished the be unfair for CE high performan gated, particula the structure o growth during to n addition, the prests of Tesla stock	e full benu goals the O Musk I ce hurdle arly given f the gran the grant, in sharehold holders.	efit enot s. that nt's		-	
		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo									_	
		Blended Rationale: A vote FOR this proposal to Declassify the Board of	o ratiry the auditor SH	<i>is warranted</i> Yes	7. Against	For		For	For	Yes	No	No
5		Directors										NU

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agai ISS
7		Adopt Simple Majority Vote	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propose would enhance shareholder rights.	al is warranted gi	ven that elin	nination of	the superma	ajority vote rec	guirement			-	
		Blended Rationale: A vote FOR this proposal is v enhance shareholder rights.	warranted given t	hat eliminat	ion of the s	supermajorit,	y vote require	ment would	d			
8		Report on Harassment and Discrimination Prevention Efforts	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this resoluti harassment and discrimination in the workplace is managing associated risks.			-			-			-	
		Blended Rationale: A vote FOR this resolution is harassment and discrimination in the workplace is managing associated risks.					-		any			
9		Adopt a Non-Interference Policy Respecting Freedom of Association	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this propose high profile and increasingly contentious nature policies would better position shareholders to ev	of the issue, add	litional clarit	y regarding						-	
		Blended Rationale: A vote FOR this proposal is w high profile and increasingly contentious nature policies would better position shareholders to ev	of the issue, add	litional clarit	y regarding			-	מס		-	
10		Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	SH	Yes	Against	Against		Against	Against	No	No	No
		Voting Policy Rationale: A vote AGAINST this prospects that the FCC's regulations around electrappears to comply with applicable laws; and * T	tromagnetic inter	ference are	protective	of public hea	alth; * The con	mpany			-	
		Blended Rationale: A vote AGAINST this propose that the FCC's regulations around electromagne comply with applicable laws; and * This issue m	tic interference a	re protective	e of public i	health; * The	e company app					
11		Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Yes	Against	Against		For	For	Yes	No	Yes
		Voting Policy Rationale: A vote FOR this propose component of executive compensation would se sustainability considerations, alongside financial commitments to social responsibility, and long-t	erve to further inc factors, is approp	entivize exe priately aligi	cutives to e	ensure that o	company perfo	ormance on	1		-	
		Blended Rationale: A vote FOR this proposal is v component of executive compensation would se	erve to further inc	entivize exe	cutives to e	ensure that o	company perfo	ormance 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.

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12	Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining		SH	Yes	Against	Against		Against	Against	No	No	No
	Voting Policy Rationale: A vot to responsible material sourci sourcing, the company provid is not considered standard ind	ng, and investors ma les sufficient disclosu	ay want to enga ire on its respol	age with the	company o	on the risks a	associated with	n such				
	Blended Rationale: A vote AG responsible material sourcing, the company provides sufficie considered standard industry	and investors may a not disclosure on its r	want to engage responsible soul	e with the co	mpany on	the risks ass	ociated with su	ich sourcir	<i>IG,</i>		-	
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ed			1,42	D	1,4	20
			05/31/2024		05/31/2024							
							т	otal Shares:	1,42	0	1,4	20

## **NVIDIA Corporation**

	ate: 04/29/20 Security ID: (		Meeting Type: Annua Primary CUSIP: 6700			-	D: 1865677 SIN: US6706	6G1040		Primary SEI	<b>DOL:</b> 23795	504	
Earliest Cu	toff Date: 06/2	5/2024	Total Ballots: 1		v	oting Polic	<b>:y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Sh	ares: 714		*Shares on Loan: 0		S	hares Inst	ructed: 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 Burgess	К.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale	e: A vote FOR the direc	tor nominees is war	ranted.								
		Blended Rationale: A v	vote FOR the director n	ominees is warrante	od.								
1b		Elect Director Tench (	Coxe	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale	e: A vote FOR the direc	tor nominees is war	ranted.							-	
		Blended Rationale: A v	vote FOR the director n	ominees is warrante	d.								
1c		Elect Director John O.	. Dabiri	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale	e: A vote FOR the direc	tor nominees is war	ranted.							-	
		Blended Rationale: A v	vote FOR the director n	ominees is warrante	d.							-	
1d		Elect Director Persis S	5. Drell	Mgmt	Yes	For	For		For	For	No	No	No

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

## **NVIDIA** Corporation

oposal Significa ımber Vote	nt Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again: ISS
1e	Elect Director Jen-Hsun Huang	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dir	ector nominees is wari	ranted.								
	Blended Rationale: A vote FOR the director	r nominees is warrante	d.								
1f	Elect Director Dawn Hudson	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dir	ector nominees is wari	ranted.								
	Blended Rationale: A vote FOR the director	r nominees is warrante	d.								
1g	Elect Director Harvey C. Jones	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dir	ector nominees is wari	ranted.								
	Blended Rationale: A vote FOR the director	r nominees is warrante	d.								
1h	Elect Director Melissa B. Lora	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dir	ector nominees is wari	ranted.								
	Blended Rationale: A vote FOR the director	r nominees is warrante	d.								
1i	Elect Director Stephen C. Neal	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dir	ector nominees is wari	ranted.								
	Blended Rationale: A vote FOR the director	r nominees is warrante	d.							-	
1j	Elect Director A. Brooke Seawell	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dir	ector nominees is wari	ranted.								
	Blended Rationale: A vote FOR the director	r nominees is warrante	d.								
1k	Elect Director Aarti Shah	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dir	ector nominees is wari	ranted.								
	Blended Rationale: A vote FOR the director	r nominees is warrante	d.								
11	Elect Director Mark A. Stevens	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dir	ector nominees is wari	ranted.								
	Blended Rationale: A vote FOR the director	r nominees is warrante	d.								
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 pr under review. Although some concerns are performance-based, with clearly disclosed	raised with respect to					-				
	Blended Rationale: A vote FOR this propose review. Although some concerns are raised performance-based, with clearly disclosed	with respect to the Li	-		-	-	year unde	er -		-	
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this pro									-	

## **NVIDIA** Corporation

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4	Adopt Simple Majority Vote		SH	Yes	None	For		For	For	No	No	No
	Voting Policy Rationale: A vo would enhance shareholder		l is warranted giv	en that elin	nination of	the superma	ajority vote req	uirements				
	Blended Rationale: A vote F enhance shareholder rights.	OR this proposal is w	varranted given th	nat eliminati	on of the s	supermajorit;	y vote requirer.	nents woul	d			
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable Sl	hares	Shares	
												Voted
Protea Fund - Orcadia Global	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ed			714		71	
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned		Confirmed	Auto-Instructed 06/06/2024		Auto-Approv 06/06/2024	ed			714		71	

## Koninklijke Ahold Delhaize NV

Meeting	Date: 07/10/2	2024	Country: Netherlands		т	icker: AD				Proxy Level	: N/A		
Record D	Date: 06/12/20	)24	Meeting Type: Extra Shareholders	ordinary	Μ	leeting II	<b>D:</b> 1872442						
Primary	Security ID:	N0074E105	Primary CUSIP: N00	74E105	P	rimary IS	SIN: NL0011	794037		Primary SEI	DOL: BD0Q	398	
Earliest Co	utoff Date: 07/0	)2/2024	Total Ballots: 1		v	oting Polic	<b>:y:</b> Sustainabili	ty		Additional Po	licy:		
Votable S	hares: 22,004		*Shares on Loan: 0		s	hares Inst	ructed: 22,00	4		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
		Extraordinary Meet	ing Agenda	Mgmt	No								
1		Open Meeting		Mgmt	No								
		Voting Policy Ration	nale: No vote is required f	or this item.									
		Blended Rationale:	No vote is required for th	is item.									
2		Elect Claude Sarrai Management Board		Mgmt	Yes	For	For		For	For	No	No	No
		- /	nale: A vote FOR this elect late appears to possess th ning the candidate.						-	our		-	
			A vote FOR this election i late appears to possess th ning the candidate.						-				
3		Close Meeting		Mgmt	No								
		Voting Policy Ration	nale: No vote is required f	or this item.									
		Blended Rationale:	No vote is required for th	is item.									
Ballot Det	aile												

Institutional Account 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			

22,004

#### Autodesk, Inc.

Record D	Date: 07/16/2 Date: 05/29/20 Security ID:	)24	Country: USA Meeting Type: Annual Primary CUSIP: 05276	9106	N	-	osk <b>D:</b> 1878113 <b>SIN:</b> US0527	7691069		Proxy Level Primary SE		159	
Earliest Cu /otable Sh	utoff Date: 07/2	15/2024	Total Ballots: 1 *Shares on Loan: 0			-	<b>cy:</b> Sustainabili tructed: 497	ity		Additional Po Shares Voted	-		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1a		Elect Director Andre Anagnost	w	Mgmt	Yes	For	For		For	For	No	No	No
		caution, as sharehold the audit committee	ale: A vote FOR interim CFC ders should continue to mo 's investigation into the con or nominees is warranted.	nitor the progress	s of regulato	ory investig	pations and c	ivil litigation an	ising out o	f		-	
		caution, as sharehold the audit committee	Vote FOR interim CFO and ders should continue to mo 's investigation into the con or nominees is warranted.	nitor the progress	s of regulato	ory investig	pations and c	ivil litigation an	ising out o				
1b		Elect Director Karen	Blasing	Mgmt	Yes	For	For		For	For	No	No	No
		caution, as sharehold the audit committee	ale: A vote FOR interim CFC ders should continue to mo 's investigation into the con or nominees is warranted.	nitor the progress	s of regulato	ory investig	pations and c	ivil litigation an	ising out o	f		-	
		caution, as sharehold the audit committee	Vote FOR interim CFO and ders should continue to mo 's investigation into the con or nominees is warranted.	nitor the progress	s of regulato	ory investig	pations and c	ivil litigation an	ising out o				
1c		Elect Director Reid F	French	Mgmt	Yes	For	For		For	For	No	No	No
		caution, as sharehold the audit committee	ale: A vote FOR interim CFC ders should continue to mo 's investigation into the con or nominees is warranted.	nitor the progress	s of regulato	ory investig	pations and c	ivil litigation an	ising out o	f			
		caution, as sharehold the audit committee	Vote FOR interim CFO and ders should continue to mo 's investigation into the con or nominees is warranted.	nitor the progress	s of regulato	ory investig	pations and c	ivil litigation an	ising out o				
1d		Elect Director Ayann	na Howard	Mgmt	Yes	For	For		For	For	No	No	No
		caution, as sharehold the audit committee	ale: A vote FOR interim CFC ders should continue to mo 's investigation into the con or nominees is warranted.	nitor the progress	s of regulato	ory investig	pations and c	ivil litigation an	ising out o	f		-	
		caution, as sharehold	Vote FOR interim CFO and ders should continue to mo s investigation into the con	nitor the progress	s of regulato	ory investig	nations and c	ivil litigation an	ising out o				

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.

## Autodesk, 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 Blake Irving	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR interim CFO ar caution, as shareholders should continue to monito the audit committee's investigation into the compa the remaining director nominees is warranted.	or the progress	of regulato	ry investig	nations and civ	vil litigation ari	ising out of	¢		-		
		Blended Rationale: A vote FOR interim CFO and for caution, as shareholders should continue to monito the audit committee's investigation into the compa the remaining director nominees is warranted.	or the progress	of regulato	ry investig	nations and civ	vil litigation ari	ising out of			-		
1f		Elect Director Mary T. McDowell	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR interim CFO ar caution, as shareholders should continue to monito the audit committee's investigation into the compa- the remaining director nominees is warranted.	or the progress	of regulato	ry investig	nations and civ	vil litigation ari	ising out of	¢		-		
		Blended Rationale: A vote FOR interim CFO and for caution, as shareholders should continue to monito the audit committee's investigation into the compa- the remaining director nominees is warranted.	or the progress	of regulato	ry investig	nations and civ	vil litigation ari	ising out of					
1g		Elect Director Stephen Milligan	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR interim CFO ar caution, as shareholders should continue to monito the audit committee's investigation into the compa the remaining director nominees is warranted.	or the progress	of regulato	ry investig	nations and civ	vil litigation ari	sing out of	¢				
		Blended Rationale: A vote FOR interim CFO and for caution, as shareholders should continue to monito the audit committee's investigation into the compa the remaining director nominees is warranted.	or the progress	of regulato	ry investig	nations and civ	vil litigation ari	ising out of	¢				
1h		Elect Director Lorrie M. Norrington	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR interim CFO ar caution, as shareholders should continue to monito the audit committee's investigation into the compa the remaining director nominees is warranted.	or the progress	of regulato	ry investig	nations and civ	vil litigation ari	ising out of	c				
		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.											
1i		Elect Director Betsy Rafael	Mgmt	Yes	For	For		For	For	No	No	No	
		Voting Policy Rationale: A vote FOR interim CFO ar caution, as shareholders should continue to monito the audit committee's investigation into the compa the remaining director nominees is warranted.	or the progress	of regulato	ry investig	nations and civ	vil litigation ari	ising out of	¢		-		
		Blended Rationale: A vote FOR interim CFO and for caution, as shareholders should continue to monito	or the progress	of regulato	ry investig	nations and civ	vil litigation ari	ising 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.

## Autodesk, Inc.

oposal Significant umber Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again ISS
1j	Elect Director Rami Rahim		Mgmt	Yes	For	For		For	For	No	No	No
	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.											
	Blended Rationale: A vote FOI caution, as shareholders shou the audit committee's investig the remaining director nomine	ld continue to monito ation into the compa	or the progress	s of regulato	ry investiga	ations and ci	ivil litigation ari	sing out of	-			
1k	Elect Director Stacy J. Smith		Mgmt	Yes	For	For		For	For	No	No	No
	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.											
	Blended Rationale: A vote FOI caution, as shareholders shou the audit committee's investig the remaining director nomine	ld continue to monito ation into the compa	or the progress	s of regulato	ry investiga	ations and ci	ivil litigation ari	sing out of	c			
2	Ratify Ernst & Young LLP as Auditors		Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote	FOR this proposal t	o ratify the au	ditor is warr	anted.							
	Blended Rationale: A vote FOR	this proposal to rat	ify the auditor	is warranted	d.							
3	Advisory Vote to Ratify Name Executive Officers' Compensation	d	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. 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.											
	Blended Rationale: A vote FOI remain, including incomplete <u>c</u> Nevertheless, annual incentive performance conditioned and	noal disclosure for the scontinued to be en	e incentive pro ntirely based o	ngrams and on pre-set find	one-year p	erformance p	periods for part	t of the LT.				
4	Provide Right to Call a Specia Meeting at a 25 Percent Ownership Threshold	I	Mgmt	Yes	For	For		For	For	No	No	No
	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.											
	Blended Rationale: Currently, vote FOR this proposal is warr	, ,	,			, ,	ecial meetings.	Hence, a				
5	Provide Right to Call a Specia Meeting	l	SH	Yes	Against	For		For	For	Yes	No	No
	Voting Policy Rationale: A vote threshold would enhance shar		s warranted as	s the right to	call specia	al meetings a	at a 15 percent	ownership				
	Blended Rationale: A vote FOI threshold would enhance shar	, ,	rranted as the	right to call	special me	etings at a 1	15 percent own	ership				
allot Details												
stitutional Account Detail A Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
otea Fund - Orcadia Global stainable Dynamic, unassigne	283964.001 ed	Auto-Instructed		Auto-Approv	red			497		49	17	
			07/02/2024		07/02/2024							

Total Shares:

634,299

497

#### 497

634,299

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

Meeting Date: 08/20/2	024	Country: I	reland		т	icker: US	SRI			Proxy Level	: N/A			
Record Date: 08/20/20	24	Meeting T	ype: Special		M	leeting II	<b>D:</b> 1885857							
Primary Security ID: (	G9411W114	Primary CUSIP: G9411W114				Primary ISIN: IE00BJXT3C94				Primary SEDOL: BJXT3C9				
Earliest Cutoff Date: 08/0	5/2024	Total Ballot	<b>:s:</b> 1		v	oting Polic	<b>:y:</b> Sustainabili	ty		Additional Po	licy:			
Votable Shares: 634,299		*Shares on	Loan: 0		s	hares Inst	ructed: 634,29	99		Shares Voted	<b>:</b> 634,299			
Proposal Significant Number Vote	Proposal Text			Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	299 te Vote ainst Against policy No	Vote Against ISS	
1	Approve Share Sub	-Division		Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Ration identified.	ale: A vote FC	OR this resolution	is warranted b	ecause no d	corporate g	governance c	oncerns have	been					
	Blended Rationale:	4 vote FOR thi	is resolution is wa	arranted becau	ise no corpo	orate gover	mance conce	rns have been	identified.					
Ballot Details														
Institutional Account Detail (IA Name, IA Number)	Custodian Account Nu	mber	Ballot Status	Instructed		Approved		Ballot Voting S	tatus	Votable S	hares	Shares	Voted	
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	(	Confirmed	Auto-Instructed		Auto-Approv	ved			634,2	99	634,	299	
				08/06/2024		08/06/2024								

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

Meeting Date: 08/23/2	024	Country: Irel	land		т	icker: USS	RI			Proxy Level	: N/A		
Record Date: 08/21/20	24	Meeting Typ	e: Annual		M	leeting ID	: 1889997						
Primary Security ID: 0	59411W114	Primary CUS	SIP: G9411W11	14	P	rimary IS	IN: IE00BJ>	(T3C94		Primary SED	OL: BJXT3	C9	
Earliest Cutoff Date: 08/1	6/2024	Total Ballots:	1		v	oting Policy	<b>/:</b> Sustainabili	ty		Additional Po	licy:		
Votable Shares: 634,299		*Shares on Lo	<b>ban:</b> 0		s	hares Instr	ucted: 0			Shares Voted: 0			
Proposal Significant Number Vote	Proposal Text			Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Ratify Ernst and You Auditors	ing as		Mgmt	Yes	For					No		
2	Authorise Board to F Remuneration of Au			Mgmt	Yes	For					No		
Ballot Details													
Institutional Account Detail (IA Name, IA Number)	Custodian Account Nu	ımber Bal	llot Status	Instructed		Approved		Ballot Voting St	atus	Votable Sha	ares	Shares Vot	ed
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Uni	nstructed							634,299		0	
								то	otal Shares:	634,299	)	0	

# NIKE, Inc.

Record D Primary S	Date: 09/10/2 Date: 07/10/20 Security ID: 0 utoff Date: 09/0	24 554106103	Country: USA Meeting Type: Annua Primary CUSIP: 6541 Total Ballots: 1		N F	Primary I	E D: 1885339 SIN: US6541 cy: Sustainabili			Proxy Level Primary SE	<b>DOL:</b> 26401	47	
/otable Sh	nares: 6,248		*Shares on Loan: 0		S	Shares Inst	ructed: 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 Agains ISS
1a		Elect Director Cathle	een Benko	Mgmt	Yes	For	For		For	For	No	No	No
			ale: WITHHOLD votes from h disparate voting rights t warranted.	-			-	-		7			
			NITHHOLD votes from go rate voting rights that is n red.			-	-		-	or			
1b		Elect Director John	Rogers, Jr.	Mgmt	Yes	For	Withhold		Withhold	d Withhold	Yes	No	No
		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. Blended Rationale: WITHHOLD votes from governance committee member John Rogers Jr. in light of the multi-class capital											
			rate voting rights that is n			-	-		-	or			
1c		Elect Director Rober	rt Swan	Mgmt	Yes	For	For		For	For	No	No	No
		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.											
		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.											
2		Advisory Vote to Ra Executive Officers' Compensation	tify Named	Mgmt	Yes	For	For		For	For	No	No	No
	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.										-		
		TSR, the CEO's targe mitigating factors an earned below target, directional alignment	A vote FOR this proposal i et LTI award value once a e identified. Specifically, a ; though continued monit t with negative three-year half of the LTI program.	gain increased yea annual incentives w oring of goal rigor i	r-over-year, ere entirely is warranted	which rai tied to pre I. In additi	ses some con e-set objective on, three-yea	cern. However, e metrics, with r CEO pay outo	, certain payouts comes are	in		-	
3		Ratify Pricewaterhou LLP as Auditors	useCoopers	Mgmt	Yes	For	For		For	For	No	No	No
		LLP as Auditors 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.

## NIKE, Inc.

5 Report Supply Equity Commin Voting J Equity Commin Voting J Uses to compart Blended to asses compart Blended to asses compart Blended to asses compart Blended to asses compart Voting J Blended to asses compart Blended to asses compart Voting J Blended to asses compart Voting J Blended to asses compart Voting J Sourcir Countri Voting J Blended the con respons opport have th Blended the con respons opport have th Blended the con respons opport have th Blended the con respons opport blended the con respons opport blended the con respons opport have th Blended the con respons opport have th Blended the con respons opport have th Blended Voting J Voting J Voting J Voting J Voting J Voting J	on Median r/Racial Pay Gaps Policy Rationale: A vote FOR thi hareholders to compare and median d Rationale: A vote FOR this pro- olders to compare and measure on Effectiveness of Chain Management on Goals and Human Rights itments Policy Rationale: A vote FOR this assess human rights impacts in ry is managing human rights read d Rationale: A vote FOR this pro- ss human rights impacts in its on y is managing human rights read con the Impact of Driven Responsibility les and Supporting g Agreements in ng from High-Risk ies	easure the progress oposal is warranted the progress of th SH is proposal is warranted is deperations and lated risks.	anted, as i s of the co l, as media e compan anted, as a d supply ci l, as additi l, as additi	ompany's d an pay gap y's diversit Yes additional i hain would ional inform	liversity and o statistics of ty and inclu Against Against information allow shar mation rega	d inclusion in across race a sion initiative Against regarding th reholders to b arding the pro-	itiatives. Ind gender wo es. The processes to better gauge h occesses the co	uld allow For he compara how well th	e	Yes	No	No Yes
allow sl         Blended         Shareho         S       Report         Supply       Equity         Commi       Voting f         Uses to       compare         Blended       to asset         compare       Blended         to asset       compare         6       Report         Principle       Binding         Sourcin       Countri         Voting f       of the c         respons       opportu         have th       Blended         Targets       Voting f         Voting f       without         future t       Blended         8       Report         8       Report         Volunta       Compare         Volunta       Compare	hareholders to compare and me d Rationale: A vote FOR this pro- olders to compare and measure c on Effectiveness of Chain Management on Goals and Human Rights itments Policy Rationale: A vote FOR this assess human rights impacts in ry is managing human rights read d Rationale: A vote FOR this pro- ss human rights impacts in its on ny is managing human rights read c on the Impact of Driven Responsibility les and Supporting g Agreements in ng from High-Risk	easure the progress oposal is warranted the progress of th SH is proposal is warranted n its operations and vlated risks. opposal is warranted operations and sup vlated risks.	s of the co d, as media e compan anted, as a d supply co d, as additi d, as additi	ompany's d an pay gap y's diversit Yes additional i hain would ional inforr would allow	liversity and o statistics of ty and inclu Against Against information allow shar mation rega	d inclusion in across race a sion initiative Against regarding th reholders to b arding the pro-	itiatives. Ind gender wo es. The processes to better gauge h occesses the co	uld allow For he compara how well th	ny re	Yes	No	Yes
5 Report Supply Equity Commi Voting I uses to compar Blended to asset compar Blended to asset compar 6 Report Voting I Binding Sourcir Countri Voting I of the con respons opportu have th Blended the con respons opportu have th Sourcir Countri Voting I of the con respons opportu have th Blended the con respons opportu have th Blended the con respons opportu have th Sourcir Countri Voting I Sourcir Countri Voting I Sourcir Countri Voting I Blended the con respons opportu have th Sourcir Sourcir Countri Voting I Sourcir Countri Voting I Blended Without future to Blended Volunta Compar Volunta Compar	olders to compare and measure on Effectiveness of Chain Management on Goals and Human Rights itments Policy Rationale: A vote FOR thi assess human rights impacts in ny is managing human rights rea d Rationale: A vote FOR this pro- ss human rights impacts in its o ny is managing human rights rea on the Impact of Driven Responsibility les and Supporting g Agreements in ng from High-Risk	the progress of the SH is proposal is warra in its operations and lated risks. opposal is warranted operations and sup lated risks.	e compan anted, as a d supply ci l, as additi l, as additi	y's diversit Yes additional i hain would ional inforr would allow	ty and inclu Against information d allow shar mation rega w sharehold	Against Against regarding th eholders to b arding the pro-	es. he processes the better gauge h pocesses the co	For he compan now well th ompany use	ny re	Yes	No	Yes
5 Supply Equity Commi Uses to compart Blended to asset compart 5 Report Work-E Principl Binding Sourcir Countr Voting I of the c respons opportu have th Blended the con respons opportu have th Second the con respons opportu have th Second the con respons opportu have th Blended Voting I Voting I	Chain Management on Goals and Human Rights itments Policy Rationale: A vote FOR thi assess human rights impacts in my is managing human rights read d Rationale: A vote FOR this pro- ss human rights impacts in its of my is managing human rights read on the Impact of Driven Responsibility les and Supporting g Agreements in ng from High-Risk	is proposal is warra n its operations and lated risks. oposal is warranted operations and sup lated risks.	anted, as a d supply ci d, as additi ply chain v	additional I hain would ional infori would allov	information 1 allow shar mation rega v shareholo	regarding the pro	better gauge h ocesses the co	he compan now well th nompany use	ny re	Yes	No	Yes
6 Report Blended to asses compart 6 Report Vork-E Principi Binding Sourcin Countri Voting I of the c respons opportu have th Blended the con respons opportu have th 7 Report Targets Voting I Blended the con respons opportu have th 8 Report Surgets Voting I Voting I Blended the con respons opportu have th Surgets Voting I Voting I	assess human rights impacts in ny is managing human rights ren d Rationale: A vote FOR this pro ss human rights impacts in its o ny is managing human rights ren to nthe Impact of Driven Responsibility les and Supporting g Agreements in ng from High-Risk	n its operations and lated risks. oposal is warranted operations and sup lated risks.	d supply co d, as additi ply chain v	hain would ional inforr would allov	t allow shar mation rega w sharehold	reholders to b arding the pro-	better gauge h ocesses the co	now well the	e			
6 Report 6 Report 9 Principi 8 Binding 5 Ourcir 7 Report 7 Report 7 Report 7 Report 7 Report 1 Targets 1 Voting 1 0 of the c respons 0 opportu have th 7 Report 1 Targets 1 Voting 1 0 of the c 1 Principi 8 Report 1 Note 1 No	ss human rights impacts in its o ny is managing human rights rea on the Impact of Driven Responsibility les and Supporting g Agreements in ng from High-Risk	pperations and sup lated risks.	oly chain v	would allov	v sharehold				es			
7 Report 7 Report 8 Report 8 Report 8 Report 8 Report 7 Voting J 7 Report 7 Report 7 Report 7 Report 7 Report 7 Report 7 Report 7 Report 7 Report 7 Voting J 8 Report 7 Volunta 7 Volunta	Driven Responsibility les and Supporting g Agreements in ng from High-Risk	SH		Yes								
of the c response opportu- have the Blended the con response opportu- have the 7 Report Targets Voting v without future t 8 Report 8 Report Volunta Compa					Against	Against		For	For	Yes	No	Yes
8 Report 8 Report 7 Volunta 7 Volunta 7 Report 7 Targets 7 Voting 1 8 Report 7 Volunta 7 Volunta 7 Volunta 7 Volunta 7 Volunta 7 Volunta 7 Volunta 7 Volunta	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.											
8 Report Volunta Compa	d Rationale: A vote FOR this pro npany's human rights policy in f sibility principles in order to bett unities. Such a report would allo ne potential to negatively affect :	high-risk areas and ter assess whether ow the company th	the poter the comp e opportui	ntial impact Dany is suff	ts of implei ficiently ma	menting work naging assoc	ker-driven soci ciated risks and	ial d				
8 Report Volunta Voting J	on Environmental s	SH		Yes	Against	For		For	For	Yes	No	No
8 Report Volunta Compa Voting J	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.											
Volunta Compa <i>Voting I</i>	d Rationale: A vote FOR this pro t adequate discussion of how the to avoid such a situation.							-	he			
•	on Congruency of ary Partnerships with any's Fiduciary Duties	SH		Yes	Against	Against		Against	Against	No	No	No
Dusines	Policy Rationale: A vote AGAINS ss-relevant aims of its various pa		warranteo	l, as the co	ompany pro	vides sufficie	ent disclosure	on the				
	d Rationale: A vote AGAINST this ss-relevant aims of its various pa	, ,	anted, as i	the compa	ny provides	s sufficient di	isclosure on th	e				
allot Details												
nstitutional Account Detail A Name, IA Number)		: Status Instr	ucted		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
rotea Fund - Orcadia Global ustainable Dynamic, unassigned	Custodian Account Number Ballot	med Auto-	Instructed		Auto-Approve	d			6,24	8	6,2	.48

\*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:

6,248

=

6,248

## NIKE, Inc.

## **Transurban Group**

Record D	Date: 10/22/2 ate: 10/20/20 Security ID: (	)24	Country: Australia Meeting Type: Annua Primary CUSIP: 0919		Μ	-	L D: 1879089 SIN: AU0000	00TCI 6		Proxy Level Primary SEI		182	
	itoff Date: 10/1		Total Ballots: 1				:y: Sustainabilit			Additional Po			
Votable Sh	nares: 13,696		*Shares on Loan: 0		s	hares Inst	ructed: 13,696	6		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 Agains ISS
		Resolutions for Trar Holdings Limited (T Transurban Internal Limited (TIL)	HL) and	Mgmt	No								
2a		Elect Gary Lennon a	as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the electi	on of all nominees i	is warranteo	l as no ma	terial issues l	have been ider	ntified.				
		Blended Rationale: A	Vote FOR the election of	f all nominees is wa	rranted as n	no material	issues have	been identified	d.				
2b		Elect Craig Drummo Director	ond as	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the electi	on of all nominees i	is warranteo	l as no ma	terial issues l	have been ider	ntified.				
		Blended Rationale: A	Vote FOR the election of	f all nominees is wa	rranted as n	no material	issues have	been identified	d.				
2c		Elect Timothy Reed	as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the electi	on of all nominees i	is warranteo	l as no ma	terial issues l	have been ider	ntified.				
		Blended Rationale: A	Vote FOR the election of	f all nominees is wa	rranted as n	no material	issues have	been identified	d.				
2d		Elect Robert Whitfie Director	ld as	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the electi	on of all nominees i	is warranteo	l as no ma	terial issues l	have been ider	ntified.			-	

Blended Rationale: A vote FOR the election of all nominees is warranted as no material issues have been identified.

#### Transurban Group

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

Voting Policy Rationale: A qualified vote FOR the remuneration report is warranted. 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 a material retrograde step compared with this company's prior practices. \* The percentage of non-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 in 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.

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 over the inquantitative 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 a material retrograde step compared with this company's prior practices. \* The percentage of non-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.

Resolutions for Transurban Holdings Limited (THL), Transurban International Limited (TIL) and Transurban Holding Trust (THT)	Mgmt	No							
Approve Grant of Performance Awards to Michelle Jablko	Mgmt	Yes	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this resolution is warranted: \* The structure of the grant is aligned with 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.

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.

#### **Ballot Details**

4

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

# Transurban Group

13,696

#### **CSL Limited**

Record D	Date: 10/29/2 Date: 10/27/20 Security ID:	)24	Country: Australia Meeting Type: Annual Primary CUSIP: Q3018U	109	M	-	L D: 1888905 SIN: AU0000	00CSL8		Proxy Level Primary SE		195	
	utoff Date: 10/2	24/2024	Total Ballots: 1 *Shares on Loan: 0				<b>cy:</b> Sustainabili tructed: 2,756			Additional Po Shares Voted	-		
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2a		Elect Brian McName Director	e as	Mgmt	Yes	For	For		For	For	No	No	No
			le: A vote FOR the election/l identified in respect of board					-	-			-	
			vote FOR the election/re-ele identified in respect of board							-			
2b		Elect Andrew Cuthbe Director	ertson as	Mgmt	Yes	For	For		For	For	No	No	No
			le: A vote FOR the election// identified in respect of board					-	-			-	
			vote FOR the election/re-ele identified in respect of board							-		-	
2c		Elect Alison Watkins Director	as	Mgmt	Yes	For	For		For	For	No	No	No
			le: A vote FOR the election/l identified in respect of board					-	-			-	
			vote FOR the election/re-ele identified in respect of board							-			
2d		Elect Samantha Lew Director	is as	Mgmt	Yes	For	For		For	For	No	No	No
		•	le: A vote FOR the election/i identified in respect of board						-				
			vote FOR the election/re-ele identified in respect of board							-			
2e		Elect Elaine Sorg as	Director	Mgmt	Yes	For	For		For	For	No	No	No
			le: A vote FOR the election/i identified in respect of board					-	-				
			vote FOR the election/re-ele identified in respect of board							-			

#### **CSL 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 Agains ISS
3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR the with the company's FV24 performance, and LTT v company introduced changes to the ROIC perfor- with accepted market practice, and the company measures in the STI. The key concerns to be hig well above Australian market medians and leadin bonus continues to be subject to achievement of scorecard, with many of these objectives appear sign-on bonuses to new senior executives persist sign-on payments from a new employer. * The C	vesting is in line mance metric for has returned to hlighted include: og to a high conc fon-financial pe ing to be 'day jor ts and erodes the	with shareho r LTI grants disclosing t * The quar tern in quan erformance i b' responsib e value of S	older-appn from FY24 he specific tum of the titative pay measures r ilities of ex TIs and LT.	oved perform f onwards wh and quantifi e CEO's full y for perform representing recutives. * T Is if they are	nance targets. hich are now b ied targets of t rear total remu ance analysis. 40 percent of The granting o	* The petter align the financia uneration is * The STI the STI f excessive	ed al 5			
		Blended Rationale: A qualified vote FOR the remuthe company's FY24 performance, and LTI vestimintroduced changes to the ROIC performance measures in the STI. The key concerns to be hig well above Australian market medians and leading bonus continues to be subject to achievement of scorecard, with many of these objectives appears sign-on bonuses to new senior executives persist sign-on payments from a new employer. * The Company and the company has been a sign-on bonuse for a new employer. * The Company and the company has been a sign-on payments from a new employer. * The Company has been a sign-on payments from a new employer. * The Company has been a sign-on payments from a new employer. * The Company has been a sign-on payments from a new employer. * The Company has been a sign-on payment of the second sign-on payments from a new employer. * The Company has been a sign-on payment from a new employer. * The Company has been a sign-on payment for the second sign-on payment from a new employer. * The Company has been a sign-on payment for the second sign-on payment from a new employer. * The Company has been a sign-on payment for the second sign-on payment for the second sign-on payment from a new employer. * The Company has been a sign-on payment for the second sign-on payment for	ng is in line with tetric for LTI gran returned to discri- hlighted include: ng to a high conce f non-financial pe- ing to be 'day jou ts and erodes the	shareholder ts from FY2 losing the sp * The quar tern in quan erformance i b' responsib e value of S	-approved 4 onwards pecific and htum of the titative pay measures r ilities of ex TIs and LT.	performance which are no quantified ta e CEO's full y / for perform representing recutives. * 1 Is if they are	e targets. * Th ow better aligi orgets of the fi rear total remu ance analysis. 40 percent of The granting o	e company ned with inancial ineration is * The STI the STI f excessive	, ,			
4		Approve Grant of Performance Share Units to Paul McKenzie	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A qualified vote FOR the one-year holding lock, the structure of the grant over a three year performance period. The qualit of the CEO's FY25 LTI grant is excessive, given ii and industry peers, being 3.3x and 4.4x the med less challenging levels compared to the prior yea p.a. (FY24: 15.6 percent) and maximum vesting * ROIC: maximum vesting at 12.3 percent avera may be considered by shareholders as inferior to	is essentially the fication is raised it is well above th lian, respectively r: * EPS growth. at a targeted gru age ROIC (previce	e same as in to highlight ne median of t. * The EPS threshold lo owth rate of ous grant wa	the prior y the follown f both Aust growth an evel comm 13.8 perce as 12.8 per	year with RO ing persisting tralian marke od ROIC perfo ences at a g ent p.a. or al cent) * A thi	IC and EPS gr a concerns: * to capitalisation formance hurdh rowth rate of bove (FY24: 1. ree-year performant	owth targe The quantu n (ASX1-25 les being s 12.4 perce 7.3 percen	um 5) et a nt t).		•	
		Blended Rationale: A qualified vote FOR the gran holding lock, the structure of the grant is essenti three year performance period. The qualification CEO's FY25 LTI grant is excessive, given it is wel- industry peers, being 3.3x and 4.4x the median, challenging levels compared to the prior year: * (FY24: 15.6 percent) and maximum vesting at a ROIC: maximum vesting at 12.3 percent average may be considered by shareholders as inferior to	ially the same as is raised to high Il above the med respectively. * 1 EPS growth: thre targeted growth e ROIC (previous)	in the prior light the foli lian of both i The EPS grow eshold level rate of 13.8 s grant was	year with lowing pers Australian vth and RC commence B percent p 12.8 perce	ROIC and EF sisting conce market capit DIC performa es at a growt n.a. or above ent) * A three	PS growth targ rns: * The qua alisation (ASX noce hurdles b h rate of 12.4 (FY24: 17.3 p e-year perform	ets over a antum of ti 1-25) and eing set a percent p. percent). *	he less a.			
5		Approve Re-insertion of Proportional Takeover Approval Provisions in Constitution	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this resolution shareholders will have an ability to vote to accept disadvantages that may arise from such a constitu-	t or reject a prop	portional tak		-			at			

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.

#### **CSL 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 Agains 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		
		Members 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		termination package 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 r The qualification is raised to highlight the high qua			-	overnance is	sues have bee	n identifie	d.					
		Blended Rationale: A qualified vote FOR this resolu qualification is raised to highlight the high quantum			-	nance issues	have been ide	entified. Th	ne					

#### **Ballot Details**

Institutional Account 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	2,756

# Lam Research Corporation

	Date: 11/05/2 ate: 09/06/20		Country: USA Meeting Type: Annual			icker: LR( leeting II	CX D: 1900446			Proxy Level	: 3		
Primary S	Security ID:	512807306	Primary CUSIP: 5128073	306	P	rimary IS	SIN: US5128	073062		Primary SEI	DOL: BSML	4N7	
Earliest Cu	itoff Date: 11/0	94/2024	Total Ballots: 1		v	oting Polic	<b>:y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Sh	nares: 145		*Shares on Loan: 0		s	hares Inst	ructed: 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 Rationa	ale: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomin	nees is warrante	d.								
1b		Elect Director Timot Archer	hy M.	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ranted.										
		Blended Rationale: A	vote FOR the director nomin	nees is warrante	od.								
1c		Elect Director Eric K	. Brandt	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director i	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomin	nees is warrante	ed.								

# Lam Research Corporation

roposal Significant lumber Vote	Proposal Text	Propo			Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1d	Elect Director Ita M. Brennan	Mgmt	: Yes		For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FO	R the director nominees	is warranted	Ι.								
	Blended Rationale: A vote FOR the	director nominees is wa	arranted.									
1e	Elect Director Michael R. Cannon	Mgmt	: Yes		For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FO	R the director nominees	is warranted	Ι.								
	Blended Rationale: A vote FOR the	director nominees is wa	arranted.									
1f	Elect Director John M. Dineen	Mgmt	: Yes		For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FO	R the director nominees	is warranted	l.								
	Blended Rationale: A vote FOR the	director nominees is wa	arranted.									
1g	Elect Director Mark Fields	Mgmt	: Yes		For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FO	R the director nominees	is warranted	Ι.								
	Blended Rationale: A vote FOR the	director nominees is wa	arranted.									
1h	Elect Director Ho Kyu Kang	Mgmt	: Yes		For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FO	R the director nominees	is warranted	l.								
	Blended Rationale: A vote FOR the	director nominees is wa	arranted.									
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 FO	R the director nominees	is warranted	l.								
	Blended Rationale: A vote FOR the	director nominees is wa	arranted.									
1k	Elect Director Abhijit Y. Talwalkar	Mgmt	: Yes		For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FO	R the director nominees	is warranted	ί.								
	Blended Rationale: A vote FOR the	director nominees is wa	arranted.									
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes		For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FO long-term incentive awards are ma			-								
	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	s proposal to ratify the a	ouditor is war	ranted.								
allot Details												
stitutional Account Detail A Name, IA Number)	Custodian Account Number B	allot Status Instru	rted		Approved		Ballot Voting St	atus	Votable Sl	ares	Shares	Voted

# 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
Sustainable Dynamic, anassigned			10/07/2024	10/07/2024			
					Total Shares:	145	145

## Automatic Data Processing, Inc.

Record D	Date: 11/06/2 Date: 09/09/20 Security ID: 0	)24	Country: USA Meeting Type: Annual Primary CUSIP: 053015	103	Ν	-	P D: 1899483 SIN: US0530	151036		Proxy Level Primary SEI		08									
Earliest Cu	utoff Date: 11/0	)5/2024	Total Ballots: 1		v	oting Polic	<b>y:</b> Sustainabili	ty		Additional Po	licy:										
Votable Sł			*Shares on Loan: 0				r <b>ucted:</b> 450			Shares Voted											
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS								
1a		Elect Director Peter	Bisson	Mgmt	Yes	For	For		For	For	No	No	No								
		Voting Policy Ration	ale: A vote FOR the director	nominees is war	ranted.																
		Blended Rationale: A	A vote FOR the director nomi	nees is warrante	ed.																
1b		Elect Director Maria	Black	Mgmt	Yes	For	For		For	For	No	No	No								
		Voting Policy Ration	ale: A vote FOR the director	nominees is war	rranted.																
		Blended Rationale: A	A vote FOR the director nomi	nees is warrante	ed.																
1c		Elect Director David Goeckeler	I V.	Mgmt	Yes	For	For		For	For	No	No	No								
		Voting Policy Ration	ale: A vote FOR the director	nominees is war	ranted.																
		Blended Rationale: A	A vote FOR the director nomi	nees is warrante	ed.																
1d		Elect Director Linnie Haynesworth	e M.	Mgmt	Yes	For	For		For	For	No	No	No								
		Voting Policy Ration	ale: A vote FOR the director	nominees is war	ranted.																
		Blended Rationale: A	A vote FOR the director nomi	nees is warrante	ed.																
1e		Elect Director John	P. Jones	Mgmt	Yes	For	For		For	For	No	No	No								
		Voting Policy Ration	ale: A vote FOR the director	nominees is war	rranted.																
		Blended Rationale: A	A vote FOR the director nomi	nees is warrante	ed.																
1f		Elect Director Franc Katsoudas	ine S.	Mgmt	Yes	For	For		For	For	No	No	No								
		Voting Policy Ration	ale: A vote FOR the director	nominees is war	ranted.																
		Blended Rationale: A	A vote FOR the director nomi	nees is warrante	ed.																
1g		Elect Director Nazzi	c S. Keene	Mgmt	Yes	For	For		For	For	No	No	No								
		Voting Policy Ration	ale: A vote FOR the director	nominees is war	ranted.																
		Blended Rationale: A	A vote FOR the director nomi	nees is warrante	ed.																

# Automatic Data Processing, Inc.

roposal Significant lumber Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agaiı 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 war	ranted.							-	
	Blended Rationale: A vote FOR the direct	tor nominees is warrante	ed.								
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 war	ranted.							-	
	Blended Rationale: A vote FOR the direct	tor nominees is warrante	ed.								
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 war	ranted.								
	Blended Rationale: A vote FOR the direct	tor nominees is warrante	ed.							-	
1k	Elect Director Carlos A. Rodriguez	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the o	director nominees is war	rranted.							-	
	Blended Rationale: A vote FOR the direct	tor nominees is warrante	ed.							-	
11	Elect Director Sandra S. Wijnberg	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the	director nominees is war	ranted.								
	Blended Rationale: A vote FOR the direct	tor nominees is warrante	ed.								
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 and LTI programs. However, the STI is p										
	Blended Rationale: A vote FOR this prop. LTI programs. However, the STI is prima			-				d			
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 au	ditor is warr	anted.						-	
	Blended Rationale: A vote FOR this prop	osal to ratify the auditor	is warrantee	d.						-	
allot Details											
nstitutional Account Detail (A Name, IA Number)	Custodian Account Number Ballot Si	tatus Instructed		Approved		Ballot Voting S	ha.h	Votable S		Shares	Vatra

Institutional Account 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:	450	450

## **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: AU000000GMG2	Primary SEDOL: B03FYZ4

## **Goodman Group**

Earliest Cu	utoff Date: 11/	<b>Total Ballots:</b> 1		v	oting Polic	<b>:y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Sl	hares: 9,710	*Shares on Loan: 0		S	hares Inst	ructed: 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 Agains ISS
1		Appoint KPMG as Auditor of Goodman Logistics (HK) Limited	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propo been identified.	sal is warranted be	ecause this i	is a routine	item and no	significant col	ncerns hav	e			
		Blended Rationale: A vote FOR this proposal is identified.	warranted becaus	e this is a ro	outine iten	n and no sign	ificant concern	ns have be	en			
2a		Elect Danny Peeters as Director of Goodman Limited	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST the re Logistics (HK) Limited (Items 2a-2b) is warran with market, reducing the overall board indepe Goodman Logistics (HK) Limited (Item 3) is wa role as a partner at KPMG, Hong Kong, who ha	ted. He is one of th endence to 67 perco prranted although t	hree non-ind cent. A vote there is cond	dependent FOR the re cern regare	executive dii e-election of ding his indep	rectors, being i David Collins a pendence givei	inconsister Is a directo	r of			
		Blended Rationale: A vote AGAINST the re-elec (HK) Limited (Items 2a-2b) is warranted. He is market, reducing the overall board independer Goodman Logistics (HK) Limited (Item 3) is wa role as a partner at KPMG, Hong Kong, who ha	one of three non- nce to 67 percent. A prranted although t	independen A vote FOR there is cond	t executive the re-elec cern regard	e directors, b ction of David ding his indep	eing inconsiste d Collins as a d pendence give	ent with lirector of			×	
2b		Elect Danny Peeters as Director of Goodman Logistics (HK) Limited	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST the re Logistics (HK) Limited (Items 2a-2b) is warran with market, reducing the overall board indepe Goodman Logistics (HK) Limited (Item 3) is wa role as a partner at KPMG, Hong Kong, who ha	ted. He is one of th endence to 67 perco prranted although t	hree non-ind cent. A vote there is cond	dependent FOR the re cern regare	executive dii e-election of ding his indep	rectors, being i David Collins a pendence givei	inconsister os a directo	r of		-	
		Blended Rationale: A vote AGAINST the re-elec (HK) Limited (Items 2a-2b) is warranted. He is market, reducing the overall board independer Goodman Logistics (HK) Limited (Item 3) is wa role as a partner at KPMG, Hong Kong, who ha	one of three non- nce to 67 percent. A prranted although t	independen A vote FOR there is cond	t executive the re-elec cern regarc	e directors, be ction of David ding his indep	eing inconsiste d Collins as a d pendence giver	ent with lirector of				
3		Elect David Collins as Director of Goodman Logistics (HK) Limited	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote AGAINST the re Logistics (HK) Limited (Items 2a-2b) is warran with market, reducing the overall board indepe Goodman Logistics (HK) Limited (Item 3) is wa role as a partner at KPMG, Hong Kong, who ha	ted. He is one of th endence to 67 perco prranted although t	hree non-ind cent. A vote there is cond	dependent FOR the re cern regare	executive dii e-election of ding his indep	rectors, being i David Collins a pendence givei	inconsister os a directo	r of			
		Blended Rationale: A vote AGAINST the re-elec (HK) Limited (Items 2a-2b) is warranted. He is market, reducing the overall board independer Goodman Logistics (HK) Limited (Item 3) is wa role as a partner at KPMG, Hong Kong, who ha	one of three non- nce to 67 percent. A prranted although t	independen A vote FOR there is cond	t executive the re-elec cern regard	e directors, be ction of David ding his indep	eing inconsiste d Collins as a d pendence giver	ent with lirector of			-	

#### **Goodman Group**

-	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agaiı ISS
4		Approve Remuneration Report	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST the the significant level of bonuses paid in FY24 conduct, behaviour, social and governance' exercised any discretion to signal accountable have been achieved at 100 percent. * There based of Safety to be reduced to zero with a raised for LTI quantum (and total remuneral and ASX-listed industry peers. The excess ha CEO of \$20.5 million (and to other executive market capitalisation peer group, being 5.7 to the EPS growth targets, which have been in	when there was a fa gateway in the STI g ility for the fatality, v is inconsistency witi on overlay of board of tion quantum) for the sbeen reduced from directors in excess times the median. In	atality report iven disclosu with group al h best marke liscretion for e CEO being n grants mau of \$10 milliou light of the	ed. * The ure of a ze nd individu et practice serious sa excessive de in prior n) is rema significant	board assess pro-fatality tai al STI assess for the portio afety events. relative to A. years. Neven ins significan t quantum, co	ed a 'pass' for rget. * The bo sments being of on of the STI s Concerns conto SX 1-25 marke theless, an L1 tly above the poncerns persist	the ' code ard has not disclosed to corecard inue to be et cap peer I grant to median of to t for rigor c	of t s the the		-	
		Blended Rationale: A vote AGAINST the rem significant level of bonuses paid in FY24 whe conduct, behaviour, social and governance's exercised any discretion to signal accountable have been achieved at 100 percent. * There based of Safety to be reduced to zero with a raised for LTI quantum (and total remunerat and ASX-listed industry peers. The excess ha CEO of \$20.5 million (and to other executive market capitalisation peer group, being 5.7 to the EPS growth targets, which have been in	en there was a fatalil gateway in the STI g ility for the fatality, v is inconsistency with on overlay of board of tion quantum) for the s been reduced from directors in excess times the median. In	y reported. iven disclosu with group al h best marke liscretion for e CEO being m grants mau- of \$10 milliou light of the	* The boa ure of a ze nd individu t practice serious sa excessive de in prior n) is rema significant	rd assessed a rro-fatality tai ual STI assess for the portic afety events. o relative to A. y years. Neven ins significan t quantum, co	a 'pass' for the rget. * The bo sments being of on of the STI s Concerns conto SX 1-25 marke theless, an L1 thy above the o pocerns persist	' code of ard has no disclosed to corecard inue to be et cap peer T grant to median of to t for rigor c	t 5 the the			
5		Approve Issuance of Performance Rights to Gregory Goodman	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST the the following concerns: * The quantum rema peer group and was increased year-on-year rationale, which may indicate that the quant determined based on excessive board discret	ains excessive relativ for the CEO (by 21.0 um of rights and the	re to ASX 1-2 ) percent) an dollar value	25 market nd the oth e of execut	<i>cap peers an er executive d tive directors'</i>	d the ASX-liste directors with LTI opportuni	ed industry no support			-	
		Blended Rationale: A vote AGAINST the FY2. following concerns: * The quantum remains group and was increased year-on-year for th rationale, which may indicate that the quant determined based on excessive board discre	excessive relative to the CEO (by 21.0 perc tum of rights and the	ASX 1-25 m cent) and the dollar value	narket cap e other ex e of execut	peers and th ecutive direct tive directors'	e ASX-listed ir fors with no su LTI opportuni	ndustry pee pporting			-	
6		Approve Issuance of Performance Rights to Danny Peeters	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		Voting Policy Rationale: A vote AGAINST the the following concerns: * The quantum rema peer group and was increased year-on-year rationale, which may indicate that the quant determined based on excessive board discre-	ains excessive relativ for the CEO (by 21.0 um of rights and the	re to ASX 1-2 ) percent) an dollar value	25 market nd the oth e of execut	<i>cap peers an er executive d tive directors'</i>	d the ASX-liste directors with LTI opportuni	ed industry no support			-	
		Blended Rationale: A vote AGAINST the FY2. following concerns: * The quantum remains group and was increased year-on-year for th rationale which may indicate that the quant	excessive relative to ne CEO (by 21.0 perc	ASX 1-25 m cent) and the	narket cap e other exe	peers and th ecutive direct	e ASX-listed in fors with no su	ndustry pee pporting			m	

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.

# **Goodman Group**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7	Approve Issuance of Performance Rights to Anthe Rozic	ony	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: A vo the following concerns: * Th peer group and was increase rationale, which may indicate determined based on excess	e quantum remains ed year-on-year for t e that the quantum o	excessive relative the CEO (by 21.0 of rights and the	e to ASX 1-2 percent) an dollar value	25 market o nd the othe of executi	cap peers an er executive d ive directors'	d the ASX-liste directors with r LTI opportunit	d industry no supporti				
	Blended Rationale: A vote A following concerns: * The qu group and was increased yea rationale, which may indicate determined based on excess	iantum remains exce ar-on-year for the Cl e that the quantum o	essive relative to EO (by 21.0 perce of rights and the	ASX 1-25 m ent) and the dollar value	arket cap e other exe of executi	peers and th ocutive direct ive directors'	e ASX-listed in ors with no sup LTI opportunit	dustry pee oporting	r		•	
Ballot Details												
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved		Ballot Voting St	atus	Votable S	hares	Shares	Voted
Protea Fund - Orcadia Global	283964 001	Confirmed	Auto-Instructed		Auto-Approv	red			9 71	า	9.7	10

(IA Name, IA Number)	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

	Date: 12/05/2 ate: 11/28/20		Country: Denmark Meeting Type: Annual			icker: CO leeting I	LO.B <b>D:</b> 1910497			Proxy Level	: N/A		
Primary S	Security ID:	K16018192	Primary CUSIP: K16018	192	P	rimary Is	SIN: DK0060	448595		Primary SEI	DOL: B8FM	RX8	
Earliest Cu	itoff Date: 11/2	28/2024	Total Ballots: 1		v	oting Poli	<b>:y:</b> Sustainabili	ty		Additional Po	licy:		
Votable Sh	nares: 1,214		*Shares on Loan: 0		s	hares Inst	ructed: 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 B	oard	Mgmt	No								
		Voting Policy Rationa	ale: This is a routine, non-voi	ting item.									
		Blended Rationale: 1	This is a routine, non-voting i	item.								-	
2		Accept Financial Sta and Statutory Repor		Mgmt	Yes	For	For		For	For	No	No	No
		- /	ale: A vote FOR the approval or audit procedures used.	of the annual a	ccounts is w	varranted d	due to a lack	of concern reg	arding the	2		_	
			A vote FOR the approval of the or audit procedures used.	he annual accoui	nts is warrar	nted due t	o a lack of co	oncern regardir	ng the				
3		Approve Allocation of	of Income	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa proposed dividend.	ale: A vote FOR this income a	allocation propos	sal is warran	nted due to	a lack of co	ntroversy surro	ounding th	e			
		Blended Rationale: A proposed dividend.	Vote FOR this income alloca	ation proposal is	warranted d	due to a la	ck of controv	ersy surround	ing the			-	

# Coloplast A/S

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Again: ISS
4		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this item is wa does not contravene good European executive rem the targets and exact outcomes of the short-term	nuneration prac			-			1			
		Blended Rationale: A vote FOR this item is warrant contravene good European executive remuneration and exact outcomes of the short-term bonus.				-						
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
		Voting Policy Rationale: A vote FOR this remunerate proposed fees.	tion proposal is	s warranted	because o	f a lack of co	oncern regardir	ng the				
		Blended Rationale: A vote FOR this remuneration p fees.	proposal is war	ranted beca	use of a la	ck of concer	n regarding th	e proposed	1			
6		Other Proposals from Board or Shareholders (None Submitted)	Mgmt	No								
		Voting Policy Rationale: This is a non-voting item.										
		Blended Rationale: This is a non-voting item.										
7.1		Reelect Lars Soren Rasmussen as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR candidates Lar Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warra committees. A vote ABSTAIN candidate Niels Peter beneficiary of the unequal voting rights share struc	nted due to a · Louis-Hansen	lack of conc	ern regard	ling the com	position of the	board or it	ts			
		Blended Rationale: A vote FOR candidates Lars Rat Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warra committees. A vote ABSTAIN candidate Niels Peter beneficiary of the unequal voting rights share struct	nted due to a · Louis-Hansen	lack of conc	ern regard	ling the com	position of the	board or it				
7.2		Reelect Niels Peter Louis-Hansen as Director	Mgmt	Yes	For	Abstain		Abstain	Abstain	Yes	No	No
		Voting Policy Rationale: A vote FOR candidates Lan Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warra committees. A vote ABSTAIN candidate Niels Peter beneficiary of the unequal voting rights share struc	nted due to a · Louis-Hansen	lack of conc	ern regard	ling the com	position of the	board or it	<i>ts</i>			
		Blended Rationale: A vote FOR candidates Lars Rat Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warra committees. A vote ABSTAIN candidate Niels Peter beneficiary of the unequal voting rights share struct	nted due to a · Louis-Hansen	lack of conc	ern regard	ling the com	position of the	board or it				
7.3		Reelect Annette Bruls as Director	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR candidates Lan Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warra committees. A vote ABSTAIN candidate Niels Peter beneficiary of the unequal voting rights share struc	nted due to a Louis-Hansen	lack of conc	ern regard	ling the com	position of the	board or it	ts		-	
		Blended Rationale: A vote FOR candidates Lars Ra. Marianne Wiinholt (Items 7.1 and 7.3-7.6) is warra committees. A vote ABSTAIN candidate Niels Peter beneficiary of the unequal voting rights share struc	nted due to a · Louis-Hansen	lack of conc	ern regard	ling the com	position of the	board or it				

# Coloplast A/S

Proposal Number	Significant Vote	Proposal Text	Prop		otable oposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
7.4		Reelect Carsten Hellmann as Director	Mgm	t Ye	es	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote I Marianne Wiinholt (Items 7.1 ar committees. A vote ABSTAIN ca beneficiary of the unequal votin	nd 7.3-7.6) is warranted du Indidate Niels Peter Louis-I	ue to a lack	of conce	ern regard	ing the comp	position of the	board or it	5			
		Blended Rationale: A vote FOR of Marianne Wiinholt (Items 7.1 ar committees. A vote ABSTAIN ca beneficiary of the unequal voting	nd 7.3-7.6) is warranted du ndidate Niels Peter Louis-r	ue to a lack	of conce	ern regard	ing the comp	position of the	board or it				
7.5		Reelect Jette Nygaard-Andersen as Director	Mgm	t Ye	25	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote I Marianne Wiinholt (Items 7.1 ar committees. A vote ABSTAIN ca beneficiary of the unequal votin	nd 7.3-7.6) is warranted du ndidate Niels Peter Louis-i	ue to a lack	of conce	ern regard	ing the comp	position of the	board or it	5			
		Blended Rationale: A vote FOR Marianne Wiinholt (Items 7.1 ar committees. A vote ABSTAIN ca beneficiary of the unequal votin	nd 7.3-7.6) is warranted du ndidate Niels Peter Louis-i	ue to a lack	of conce	ern regard	ing the com	position of the	board or it				
7.6		Reelect Marianne Wiinholt as Director	Mgm	t Ye	25	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote i Marianne Wiinholt (Items 7.1 ar committees. A vote ABSTAIN ca beneficiary of the unequal votin	nd 7.3-7.6) is warranted du ndidate Niels Peter Louis-r	ue to a lack	of conce	ern regard	ing the comp	position of the	board or it	5		-	
		Blended Rationale: A vote FOR of Marianne Wiinholt (Items 7.1 ar committees. A vote ABSTAIN ca beneficiary of the unequal votin	nd 7.3-7.6) is warranted du ndidate Niels Peter Louis-i	ue to a lack	of conce	ern regard	ing the com	position of the	board or it			-	
8		Ratify Ernst & Young as Auditors	Mgm	t Ye	es	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote	FOR is warranted because	there are n	o concer	rns regardi	ing this prop	osal.					
		Blended Rationale: A vote FOR	is warranted because there	e are no cor	ncerns re	egarding tl	his proposal.						
9		Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgm	t Ye	25	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote i adopted resolutions.	FOR this formality is warra	nted as it w	vill not ha	ave any in	pact on the	material conte	ent of the				
		Blended Rationale: A vote FOR a resolutions.	this formality is warranted	as it will no	ot have a	any impact	on the mate	erial content of	f the adopt	ed			
10		Other Business	Mgm	t No	)								
		Voting Policy Rationale: This is a	a routine, non-voting item.									-	
		Blended Rationale: This is a rou	tine, non-voting item.										
allot Deta		e de la											
stitutional A Name, IA	Account Detail A Number)	Custodian Account Number	Ballot Status Instru	cted		Approved		Ballot Voting St	tatus	Votable S	hares	Shares	Voted
	Orcadia Global (namic, unassigned	283964.001	Confirmed Auto-In	nstructed		Auto-Approv	ed			1,21	4	1,2	14
istaniable Dy	mannic, unassigned	-	11/15/	2024		11/15/2024							

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

11/15/2024

11/15/2024

## Ferguson Enterprises Inc.

Record D	Date: 12/05/2 Date: 10/09/20	)24	Country: USA Meeting Type: Annual Primary CUSTP: 21498V	107	I	-	<b>D:</b> 1904304	9\/1070		Proxy Level		1///3	
-	Security ID:		Primary CUSIP: 31488V	107		-	SIN: US3148			Primary SEI		כעאר	
	utoff Date: 11/2	29/2024	Total Ballots: 1 *Shares on Loan: 0			-	y: Sustainabili	ty		Additional Po Shares Voted			
votable Si	hares: 611		"Snares on Loan: 0		-	Shares Inst	ructea: 011			Shares voted			
Proposal Number	Significant Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Rekha	a Agrawal	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomi	nees is warrante	ed.								
1b		Elect Director Kelly I	Baker	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	Vote FOR the director nomi	nees is warrante	ed.								
1c		Elect Director Rick B	Beckwitt	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	Vote FOR the director nomi	nees is warrante	ed.								
1d		Elect Director Bill Br	rundage	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomi	nees is warrante	ed.								
1e		Elect Director Geoff	Drabble	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomi	nees is warrante	ed.							-	
1f		Elect Director Cathe Halligan	rine	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	Vote FOR the director nomi	nees is warrante	ed.								
1g		Elect Director Brian	Мау	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	1 vote FOR the director nomi	nees is warrante	ed.								
1h		Elect Director James	s S. Metcalf	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomi	nees is warrante	ed.								
1i		Elect Director Kevin	Murphy	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationa	ale: A vote FOR the director	nominees is war	ranted.								
		Blended Rationale: A	vote FOR the director nomi	nees is warrante	ed.								

#### **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 Agains ISS
1j		Elect Director Alan Murray	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is war	ranted.								
		Blended Rationale: A vote FOR the director non	ninees is warrante	ed.								
1k		Elect Director Suzanne Wood	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR the director	r nominees is war	ranted.								
		Blended Rationale: A vote FOR the director non	ninees is warrante	ed.								
2		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos	al to ratify the au	ditor is warr	anted.						-	
		Blended Rationale: A vote FOR this proposal to	ratify the auditor	is warrantee	1.						-	
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		Voting Policy Rationale: A vote FOR this propos significant concerns were identified at this time		pay and pe	rformance	are reasona	bly aligned an	d no			-	
		Blended Rationale: A vote FOR this proposal is concerns were identified at this time.	warranted as pay	and perforn	nance are .	reasonably a	ligned and no	significant			-	
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
		Voting Policy Rationale: A vote for the adoption considered a best practice as they give shareho		, , ,			,	-pay votes	are			
		Blended Rationale: A vote for the adoption of a	n ANNI IAL sav-on	-nav freque	ncv is wari	ranted Annu	al sav-on-nav	votes are			-	

Blended Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.

#### **Ballot Details**

Institutional Account 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	611

#### **Microsoft Corporation**

Meeting Date:         12/10/2024         Country:         USA           Record Date:         09/30/2024         Meeting Type:         Annual           Primary Security ID:         594918104         Primary CUSIP:         594918104			8104	Ticker: MSFT Meeting ID: 1906254 Primary ISIN: US5949181045					Proxy Level: 3 Primary SEDOL: 2588173				
Earliest Cutoff Date: 12/09/2024 Votable Shares: 1,623			Total Ballots: 1 *Shares on Loan: 0			Voting Policy: Sustainability Shares Instructed: 1,623				Additional Policy: 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.

# **Microsoft Corporation**

oposal Significant umber Vote	Proposal Text	Proponent	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 nor	Voting Policy Rationale: A vote FOR the director nominees is warranted.											
	Blended Rationale: A vote FOR the director nomined	es is warrante	ed.										
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 nor	minees is wari	ranted.										
	Blended Rationale: A vote FOR the director nomined	es is warrante	d.										
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 nomined	es is warrante	d.										
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 nomined	es is warrante	ed.										
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 nomined	es is warrante	d.										
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 nomined	es is warrante	d.										
1.10	Elect Director Charles W. Scharf	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: A vote FOR the director nor	minees is war	ranted.										
	Blended Rationale: A vote FOR the director nomined	es is warrante	d.										
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 nomined	es is warrante	d.										
1.12	Elect Director Emma N. Walmsley	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: A vote FOR the director nor	minees is war	ranted.										
	Blended Rationale: A vote FOR the director nomined	es is warrante	d.										

# **Microsoft Corporation**

	Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Agains ISS
2	Advisory Vote to Ratify Named Mgmt Yes For For For For For No Executive Officers' Compensation								No	No	No	
		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.										
		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.										
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 a	to ratify the auditor	is warranted	1.						-	
4		Report on Risks of Weapons SH Yes Against Against For For Yes Development										Yes
		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.										
		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.										
5		Assess and Report on Investing in Bitcoin	SH	Yes	Against	Against		Against	Against	No	No	No
		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.										
		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.										
6		Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Yes	Against	For		For	For	Yes	No	No
		Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.										
		Blended Rationale: A vote FOR this proposal i the company is managing human rights-related			ld benefit i	from increase	ed disclosure r	egarding h	ow			
7		Report on Risks of Using     SH     Yes     Against     Against     For     For     Yes       Artificial Intelligence and     Machine Learning Tools for Oil     and Gas Development and       Production     Production										Yes
		Voting Policy Rationale: A vote FOR this prop to the potential risks associated with the use gas development and production.										

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.

#### **Microsoft Corporation**

Proposal Significant Number Vote	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8	Report on Risks Related to A Generated Misinformation ar Disinformation		SH	Yes	Against	ainst 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 FC related to misinformation and business impacts and how th	d disinformation, incl	uding from gene		-			-				
9	Report on AI Data Sourcing Accountability		SH Yes Against For For For Ye						Yes	No	No	
	Voting Policy Rationale: A voi infringement. Although it disc greater attention to risks rela	closes information ab	out its assessm	ent of AI ris	ks generali	y, sharehold	lers would ben	efit from	•		-	
	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 S	tatus	Votable S	ihares	Shares	Voted
Protea Fund - Orcadia Global Sustainable Dynamic, unassigned	283964.001	Confirmed	Auto-Instructed		Auto-Approv	ed			1,62	3	1,6	23
· · ·			11/22/2024		11/22/2024							
							-	Total Shares	1,62	3	1,6	23

#### 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 Statuses: All Statuses 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