

REPORTING PERIOD: 01/01/2025 to 12/31/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION  
ACCOUNTS

## Voting Statistics

|  | Total | Percent |
|--|-------|---------|
| Votable Meetings                                   | 50    |         |
| Meetings Voted                                     | 48    | 96.00%  |
| Meetings with One or More Votes Against Management | 23    | 46.00%  |
| Votable Ballots                                    | 50    |         |
| Ballots Voted                                      | 48    | 96.00%  |

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

|                          | Management Proposals |         | Shareholder Proposals |         | All Proposals |         |
|--------------------------|----------------------|---------|-----------------------|---------|---------------|---------|
|                          | Total                | Percent | Total                 | Percent | Total         | Percent |
| Votable Proposals        | 732                  |         | 15                    |         | 747           |         |
| Proposals Voted          | 661                  | 90.30%  | 15                    | 100.00% | 676           | 90.50%  |
| FOR Votes                | 596                  | 81.42%  | 9                     | 60.00%  | 605           | 80.99%  |
| AGAINST Votes            | 64                   | 8.74%   | 6                     | 40.00%  | 70            | 9.37%   |
| ABSTAIN Votes            | 1                    | 0.14%   | 0                     | 0.00%   | 1             | 0.13%   |
| WITHHOLD Votes           | 0                    | 0.00%   | 0                     | 0.00%   | 0             | 0.00%   |
| Votes WITH Management    | 601                  | 82.10%  | 15                    | 100.00% | 616           | 82.46%  |
| Votes AGAINST Management | 60                   | 8.20%   | 0                     | 0.00%   | 60            | 8.03%   |
| Significant Votes        | 0                    | 0.00%   | 0                     | 0.00%   | 0             | 0.00%   |

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

## Proposal Statistics

|                        | Votable Proposals |                | Proposals Voted |               | Management Proposals |               | Shareholder Proposals |              | Votes Against Management |              | Significant Votes |              |
|------------------------|-------------------|----------------|-----------------|---------------|----------------------|---------------|-----------------------|--------------|--------------------------|--------------|-------------------|--------------|
|                        | Total             | Percent        | Total           | Percent       | Total                | Percent       | Total                 | Percent      | Total                    | Percent      | Total             | Percent      |
| Audit Related          | 68                | 9.10%          | 65              | 8.70%         | 65                   | 8.70%         | 3                     | 0.40%        | 0                        | 0.00%        | 0                 | 0.00%        |
| Capitalization         | 107               | 14.32%         | 103             | 13.79%        | 107                  | 14.32%        | 0                     | 0.00%        | 8                        | 1.07%        | 0                 | 0.00%        |
| Company Articles       | 24                | 3.21%          | 18              | 2.41%         | 24                   | 3.21%         | 0                     | 0.00%        | 0                        | 0.00%        | 0                 | 0.00%        |
| Compensation           | 162               | 21.69%         | 153             | 20.48%        | 161                  | 21.55%        | 1                     | 0.13%        | 16                       | 2.14%        | 0                 | 0.00%        |
| Corporate Governance   | 0                 | 0.00%          | 0               | 0.00%         | 0                    | 0.00%         | 0                     | 0.00%        | 0                        | 0.00%        | 0                 | 0.00%        |
| Director Election      | 144               | 19.28%         | 143             | 19.14%        | 138                  | 18.47%        | 6                     | 0.80%        | 29                       | 3.88%        | 0                 | 0.00%        |
| Director Related       | 109               | 14.59%         | 68              | 9.10%         | 104                  | 13.92%        | 5                     | 0.67%        | 0                        | 0.00%        | 0                 | 0.00%        |
| E&S Blended            | 4                 | 0.54%          | 4               | 0.54%         | 4                    | 0.54%         | 0                     | 0.00%        | 0                        | 0.00%        | 0                 | 0.00%        |
| Environmental          | 0                 | 0.00%          | 0               | 0.00%         | 0                    | 0.00%         | 0                     | 0.00%        | 0                        | 0.00%        | 0                 | 0.00%        |
| Miscellaneous          | 3                 | 0.40%          | 3               | 0.40%         | 3                    | 0.40%         | 0                     | 0.00%        | 1                        | 0.13%        | 0                 | 0.00%        |
| Mutual Funds           | 0                 | 0.00%          | 0               | 0.00%         | 0                    | 0.00%         | 0                     | 0.00%        | 0                        | 0.00%        | 0                 | 0.00%        |
| Non-Routine Business   | 13                | 1.74%          | 12              | 1.61%         | 13                   | 1.74%         | 0                     | 0.00%        | 2                        | 0.27%        | 0                 | 0.00%        |
| Procedural/Non-Equity  | 0                 | 0.00%          | 0               | 0.00%         | 0                    | 0.00%         | 0                     | 0.00%        | 0                        | 0.00%        | 0                 | 0.00%        |
| Routine Business       | 106               | 14.19%         | 100             | 13.39%        | 106                  | 14.19%        | 0                     | 0.00%        | 3                        | 0.40%        | 0                 | 0.00%        |
| Social                 | 3                 | 0.40%          | 3               | 0.40%         | 3                    | 0.40%         | 0                     | 0.00%        | 0                        | 0.00%        | 0                 | 0.00%        |
| Strategic Transactions | 3                 | 0.40%          | 3               | 0.40%         | 3                    | 0.40%         | 0                     | 0.00%        | 1                        | 0.13%        | 0                 | 0.00%        |
| Takeover Related       | 1                 | 0.13%          | 1               | 0.13%         | 1                    | 0.13%         | 0                     | 0.00%        | 0                        | 0.00%        | 0                 | 0.00%        |
| <b>Total</b>           | <b>747</b>        | <b>100.00%</b> | <b>676</b>      | <b>90.50%</b> | <b>732</b>           | <b>97.99%</b> | <b>15</b>             | <b>2.01%</b> | <b>60</b>                | <b>8.03%</b> | <b>0</b>          | <b>0.00%</b> |

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 03/05/2025         | <b>Country:</b> Finland         | <b>Ticker:</b> KNEBV                 | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 02/21/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1924144           |                               |
| <b>Primary Security ID:</b> X4551T105   | <b>Primary CUSIP:</b> X4551T105 | <b>Primary ISIN:</b> FI0009013403    | <b>Primary SEDOL:</b> B09M9D2 |
| <b>Earliest Cutoff Date:</b> 02/25/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 19,602           | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 19,602     | <b>Shares Voted:</b> 19,602   |

| 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 |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1   |                  | Open Meeting  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2   |                  | Call the Meeting to Order   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3   |                  | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting                                | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4   |                  | Acknowledge Proper Convening of Meeting   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Prepare and Approve List of Shareholders  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Receive Financial Statements and Statutory Reports  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: This is a routine, non-voting item.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: This is a routine, non-voting item.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Accept Financial Statements and Statutory Reports   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>       |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Approve Allocation of Income and Dividends of EUR 1.7975 per Class A Share and EUR 1.80 per Class B Share | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.</i>                         |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.</i>                               |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 9   |                  | Approve Discharge of Board and President   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Approve Remuneration Report (Advisory Vote)  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice, except for the generous exit agreement for the targeted last year and paid out during the year in review.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice, except for the generous exit agreement for the targeted last year and paid out during the year in review.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11  |                  | Approve Remuneration of Directors in the Amount of EUR 220,000 for Chair, EUR 125,000 for Vice Chair and EUR 110,000 for Other Directors | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to because of a lack of concern regarding the proposed fees.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration proposal is warranted due to because of a lack of concern regarding the proposed fees.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12  |                  | Fix Number of Directors at Nine  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13.a  |                  | Elect Banmali Agrawala as New Director   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text                          | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 13.b  |                  | Reelect Matti Alahuhta as Director     | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13.c  |                  | Reelect Susan Duinhoven as Director    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13.d  |                  | Reelect Marika Fredriksson as Director | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13.e  |                  | Reelect Antti Herlin as Director       | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text                           | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 13.f  |                  | Reelect Iiris Herlin as Director        | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13.g  |                  | Reelect Jussi Herlin as Director        | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13.h  |                  | Reelect Timo Ihamuotila as Director     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13.i  |                  | Reelect Krishna Mikkilineni as Director | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST Jussi Herlin is further warranted because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin is additionally warranted as the company maintains a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 14  |                  | Approve Remuneration of Auditors                                 | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 15  |                  | Fix Number of Auditors at One                                    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the number of auditors.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the number of auditors.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 16  |                  | Ratify Ernst & Young as Auditors                                 | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 17  |                  | Approve Remuneration of Auditor for Sustainability Reporting     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these proposals is warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted because no concerns were identified.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 18  |                  | Appoint Ernst & Young as Auditor for Sustainability Reporting    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these proposals is warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted because no concerns were identified.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 19  |                  | Authorize Share Repurchase Program                               | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i></p>     |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 20  |                  | Approve Issuance of Shares and Options without Preemptive Rights | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because it explicitly includes the possibility to issue additional super voting shares.</i></p> <p><i>Blended Rationale: A vote AGAINST this issuance authorization is warranted because it explicitly includes the possibility to issue additional super voting shares.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 21  |                  | Close Meeting  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a non-voting formality.</i></p> <p><i>Blended Rationale: This is a non-voting formality.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

**Ballot Details**

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed<br>02/14/2025 | Auto-Approved<br>02/14/2025 | Issuer Confirmed     | 19,602         | 19,602        |
| <b>Total Shares:</b>   |                          |               |                               |                             |                      | <b>19,602</b>  | <b>19,602</b> |

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

## Elia Group SA/NV

|   |   |                                      |                               |
|---|---|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 03/14/2025         | <b>Country:</b> Belgium                         | <b>Ticker:</b> ELI                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 02/28/2025          | <b>Meeting Type:</b> Extraordinary Shareholders | <b>Meeting ID:</b> 1926921           |                               |
| <b>Primary Security ID:</b> B35656105   | <b>Primary CUSIP:</b> B35656105                 | <b>Primary ISIN:</b> BE0003822393    | <b>Primary SEDOL:</b> B09M9F4 |
| <b>Earliest Cutoff Date:</b> 03/05/2025 | <b>Total Ballots:</b> 1                         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 1,724            | <b>*Shares on Loan:</b> 0                       | <b>Shares Instructed:</b> 1,724      | <b>Shares Voted:</b> 1,724    |

| Proposal Number | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|-----------------|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1               |                  | Extraordinary Shareholders' Meeting Agenda  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | Amend Articles 3, 4, 9, 13 and 17 of the Articles of Association in Line with the Belgian Electricity Act | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |

*Voting Policy Rationale: A vote FOR is warranted because this proposal should be considered in the context of the regulated environment of the company's activities, and relates to an update to the Electricity Law made in November 2023. The updated law particularly aims to transpose European regulations and directives and ensuring to reflect the updated structure of Elia separating regulated and non-regulated activities. As a result, the proposed amendments to the articles of association ensure a governance reflective of the law aiming to have independent and separate governance for Elia's regulated activities under Elia Transmission Belgium.*

*Blended Rationale: A vote FOR is warranted because this proposal should be considered in the context of the regulated environment of the company's activities, and relates to an update to the Electricity Law made in November 2023. The updated law particularly aims to transpose European regulations and directives and ensuring to reflect the updated structure of Elia separating regulated and non-regulated activities. As a result, the proposed amendments to the articles of association ensure a governance reflective of the law aiming to have independent and separate governance for Elia's regulated activities under Elia Transmission Belgium.*

## Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 1,724          | 1,724        |
|  |                          |               | 02/14/2025      | 02/14/2025    |                      |                |              |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>1,724</b>   | <b>1,724</b> |

## Moncler SpA

|   |   |                                      |                               |
|---|---|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 03/20/2025         | <b>Country:</b> Italy                           | <b>Ticker:</b> MONC                  | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 03/11/2025          | <b>Meeting Type:</b> Extraordinary Shareholders | <b>Meeting ID:</b> 1927647           |                               |
| <b>Primary Security ID:</b> T6730E110   | <b>Primary CUSIP:</b> T6730E110                 | <b>Primary ISIN:</b> IT0004965148    | <b>Primary SEDOL:</b> BGLP232 |
| <b>Earliest Cutoff Date:</b> 03/12/2025 | <b>Total Ballots:</b> 1                         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 14,486           | <b>*Shares on Loan:</b> 0                       | <b>Shares Instructed:</b> 14,486     | <b>Shares Voted:</b> 14,486   |

| Proposal Number | Significant Vote | Proposal Text          | 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 Business | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |

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

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 1   |                  | Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24 | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: This item warrants a vote FOR because the company has applied good disclosure practice, and the proposed amendments are considered to have neutral to positive impact on shareholder rights.</i></p> <p><i>Blended Rationale: This item warrants a vote FOR because the company has applied good disclosure practice, and the proposed amendments are considered to have neutral to positive impact on shareholder rights.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

**Ballot Details**

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 14,486         | 14,486        |
|  |                          |               | 02/19/2025      | 02/19/2025    |                      |                |               |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>14,486</b>  | <b>14,486</b> |

Stora Enso Oyj

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 03/20/2025         | <b>Country:</b> Finland         | <b>Ticker:</b> STERV                 | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 03/10/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1924819           |                               |
| <b>Primary Security ID:</b> X8T9CM113   | <b>Primary CUSIP:</b> X8T9CM113 | <b>Primary ISIN:</b> FI0009005961    | <b>Primary SEDOL:</b> 5072673 |
| <b>Earliest Cutoff Date:</b> 03/12/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 38,051           | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 38,051     | <b>Shares Voted:</b> 38,051   |

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1   |                  | Open Meeting   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: These are routine meeting formalities.</i></p> <p><i>Blended Rationale: These are routine meeting formalities.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2   |                  | Call the Meeting to Order  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: These are routine meeting formalities.</i></p> <p><i>Blended Rationale: These are routine meeting formalities.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3   |                  | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: These are routine meeting formalities.</i></p> <p><i>Blended Rationale: These are routine meeting formalities.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4   |                  | Acknowledge Proper Convening of Meeting                                    | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: These are routine meeting formalities.</i></p> <p><i>Blended Rationale: These are routine meeting formalities.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Prepare and Approve List of Shareholders                                   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: These are routine meeting formalities.</i></p> <p><i>Blended Rationale: These are routine meeting formalities.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 6   |                  | Receive Financial Statements and Statutory Reports   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a routine, non-voting item.</i></p> <p><i>Blended Rationale: This is a routine, non-voting item.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Accept Financial Statements and Statutory Reports  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i></p> <p><i>Blended Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Approve Allocation of Income and Dividends of EUR 0.25 Per Share   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the dividend distribution should not jeopardize the company's financial position.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as the dividend distribution should not jeopardize the company's financial position.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Approve Discharge of Board and President   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Approve Remuneration Report (Advisory Vote)  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed remuneration report is generally well described and does not contravene good European executive remuneration practice. However, as the report lacks ex-post disclosure targets under the short-term incentive plan, a qualified vote is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because the proposed remuneration report is generally well described and does not contravene good European executive remuneration practice. However, as the report lacks ex-post disclosure targets under the short-term incentive plan, a qualified vote is warranted.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11  |                  | Approve Remuneration Policy And Other Terms of Employment For Executive Management   | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because while the proposed remuneration policy is mostly well described, the earning opportunities under the STI and LTI plans have been significantly increased without an adequate supporting rationale.</i></p> <p><i>Blended Rationale: A vote AGAINST this item is warranted because while the proposed remuneration policy is mostly well described, the earning opportunities under the STI and LTI plans have been significantly increased without an adequate supporting rationale.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12  |                  | Approve Remuneration of Directors in the Amount of EUR 221,728 for Chair, EUR 125,186 for Vice Chair and EUR 85,933 for Other Directors; Approve Remuneration for Committee Work | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to because of a lack of concern regarding the proposed fees.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration proposal is warranted due to because of a lack of concern regarding the proposed fees.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 13  |                  | Fix Number of Directors at Nine   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 14  |                  | Reelect Hakan Buskhe (Vice Chair), Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuhne, Richard Nilsson and Reima Rytola as Directors; Elect Elena Scaltritti and Antti Vasara as New Directors | Mgmt      | Yes              | For      | Abstain |                       | Abstain           | Abstain          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote ABSTAIN this proposal is warranted for the following reasons: * Less than half of the members on the remuneration committee are considered independent. * The chairman of the audit committee is non-independent. * The company maintains a share structure with unequal voting rights.</i></p> <p><i>Blended Rationale: A vote ABSTAIN this proposal is warranted for the following reasons: * Less than half of the members on the remuneration committee are considered independent. * The chairman of the audit committee is non-independent. * The company maintains a share structure with unequal voting rights.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 15  |                  | Approve Remuneration of Auditors  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 16  |                  | Ratify PricewaterhouseCoopers as Auditors   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 17  |                  | Approve Remuneration of Auditor for Sustainability Reporting  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these proposals is warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted because no concerns were identified.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 18  |                  | Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these proposals is warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted because no concerns were identified.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 19  |                  | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal to repurchase and reissue company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to repurchase and reissue company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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

## Stora Enso Oyj

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 20  |                  | Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.</i></p> <p><i>Blended Rationale: A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 21  |                  | Amend Articles   | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because the amendments are uncontroversial.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because the amendments are uncontroversial.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 22  |                  | Decision on Making Order   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
| <p><i>Voting Policy Rationale: This is a routine, non-voting item.</i></p> <p><i>Blended Rationale: This is a routine, non-voting item.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 23  |                  | Close Meeting  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
| <p><i>Voting Policy Rationale: This is a non-voting formality.</i></p> <p><i>Blended Rationale: This is a non-voting formality.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

### Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 38,051         | 38,051        |
|  |                          |               | 02/24/2025      | 02/24/2025    |                      |                |               |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>38,051</b>  | <b>38,051</b> |

## Kesko Oyj

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 03/24/2025         | <b>Country:</b> Finland         | <b>Ticker:</b> KESKOB                | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 03/12/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1925176           |                               |
| <b>Primary Security ID:</b> X44874109   | <b>Primary CUSIP:</b> X44874109 | <b>Primary ISIN:</b> FI0009000202    | <b>Primary SEDOL:</b> 4490005 |
| <b>Earliest Cutoff Date:</b> 03/14/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 16,181           | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 16,181     | <b>Shares Voted:</b> 16,181   |

| Proposal Number   | Significant Vote | Proposal Text             | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---------------------------|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1   |                  | Open Meeting              | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: These are routine meeting formalities.</i></p> <p><i>Blended Rationale: These are routine meeting formalities.</i></p> |                  |                           |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2   |                  | Call the Meeting to Order | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: These are routine meeting formalities.</i></p> <p><i>Blended Rationale: These are routine meeting formalities.</i></p> |                  |                           |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 3   |                  | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4   |                  | Acknowledge Proper Convening of Meeting                                    | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Prepare and Approve List of Shareholders                                   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Receive CEO's Review   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine, non-voting items.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine, non-voting items.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Receive Financial Statements and Statutory Reports                         | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine, non-voting items.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine, non-voting items.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Accept Financial Statements and Statutory Reports                          | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Approve Allocation of Income and Dividends of EUR 0.90 Per Share           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.</i>                         |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.</i>                               |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Approve Discharge of Board and President                                   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i>           |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i>                 |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11  |                  | Approve Remuneration Report (Advisory Vote)                                | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <i>Voting Policy Rationale: A vote AGAINST this item is warranted because the company has not disclosed targets and weights attached to the annual bonus.</i>                   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote AGAINST this item is warranted because the company has not disclosed targets and weights attached to the annual bonus.</i>                         |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 12  |                  | Approve Remuneration of Directors in the Amount of EUR 120,000 for Chair, EUR 75,000 for Vice Chair and EUR 55,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to because of a lack of concern regarding the proposed fees.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration proposal is warranted due to because of a lack of concern regarding the proposed fees.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13  |                  | Fix Number of Directors at Seven  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 14  |                  | Reelect Esa Kiiskinen, Jannica Fagerholm, Pauli Jaakola, Piia Karhu, Jussi Perala, TimoRitakallio as Directors; Elect Tiina Alahuhta-Kasko as New Director  | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because Pauli Jaakola is a representative of a shareholder benefitting from a share structure with unequal voting rights.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted because Pauli Jaakola is a representative of a shareholder benefitting from a share structure with unequal voting rights.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 15  |                  | Approve Remuneration of Auditors  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 16  |                  | Ratify Deloitte as Auditors   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 17  |                  | Approve Remuneration of Auditor for Sustainability Reporting  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted because no concerns were identified.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 18  |                  | Appoint Deloitte as Auditor for Sustainability Reporting  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted because no concerns were identified.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 19  |                  | Authorize Share Repurchase Program  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Kesko Oyj

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 20  |                  | Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.</i></p> <p><i>Blended Rationale: A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 21  |                  | Approve Charitable Donations of up to EUR 300,000                             | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as donations of this size are best left at the discretion of the board.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as donations of this size are best left at the discretion of the board.</i></p>         |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 22  |                  | Close Meeting   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a non-voting formality.</i></p> <p><i>Blended Rationale: This is a non-voting formality.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

## Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed<br>03/04/2025 | Auto-Approved<br>03/04/2025 |                      | 16,181         | 16,181        |
| <b>Total Shares:</b>   |                          |               |                               |                             |                      | <b>16,181</b>  | <b>16,181</b> |

# UPM-Kymmene Oyj

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 03/27/2025         | <b>Country:</b> Finland         | <b>Ticker:</b> UPM                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 03/17/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1924596           |                               |
| <b>Primary Security ID:</b> X9518S108   | <b>Primary CUSIP:</b> X9518S108 | <b>Primary ISIN:</b> FI0009005987    | <b>Primary SEDOL:</b> 5051252 |
| <b>Earliest Cutoff Date:</b> 03/19/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 33,169           | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 33,169     | <b>Shares Voted:</b> 33,169   |

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1   |                  | Open Meeting   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: These are routine meeting formalities.</i></p> <p><i>Blended Rationale: These are routine meeting formalities.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2   |                  | Call the Meeting to Order  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: These are routine meeting formalities.</i></p> <p><i>Blended Rationale: These are routine meeting formalities.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3   |                  | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: These are routine meeting formalities.</i></p> <p><i>Blended Rationale: These are routine meeting formalities.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 4   |                  | Acknowledge Proper Convening of Meeting   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: These are routine meeting formalities.</i></p> <p><i>Blended Rationale: These are routine meeting formalities.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Prepare and Approve List of Shareholders  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: These are routine meeting formalities.</i></p> <p><i>Blended Rationale: These are routine meeting formalities.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Receive Financial Statements and Statutory Reports  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a routine, non-voting item.</i></p> <p><i>Blended Rationale: This is a routine, non-voting item.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Accept Financial Statements and Statutory Reports   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i></p> <p><i>Blended Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Approve Allocation of Income and Dividends of EUR 1.50 Per Share  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted, however, it should be noted that the proposed dividend exceeds earnings and thus the company will draw from reserves to pay out the dividend this year.</i></p> <p><i>Blended Rationale: A vote FOR this income allocation proposal is warranted, however, it should be noted that the proposed dividend exceeds earnings and thus the company will draw from reserves to pay out the dividend this year.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Approve Discharge of Board and President  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Approve Remuneration Report   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed remuneration report is generally well described and does not contravene good European executive remuneration practice. However, the vote is qualified due to the company failing to provide ex post disclosure of performance targets attached to the variable incentive plans.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because the proposed remuneration report is generally well described and does not contravene good European executive remuneration practice. However, the vote is qualified due to the company failing to provide ex post disclosure of performance targets attached to the variable incentive plans.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11  |                  | Remuneration of Directors in the Amount of EUR 240,000 for Chair, EUR 150,000 for Deputy Chair and EUR 120,000 for Other Directors; Approve Compensation for Committee Work | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to because of a lack of concern regarding the proposed fees.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration proposal is warranted due to because of a lack of concern regarding the proposed fees.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 12  |                  | Fix Number of Directors at Nine   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13  |                  | Reelect Pia Aaltonen-Forsell, Henrik Ehrnrooth, Jari Gustafsson, Piiä-Noora Kauppi, Melanie Maas-Brunner, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concern regarding the composition of the board or its committees.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted due to a lack of concern regarding the composition of the board or its committees.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 14  |                  | Approve Remuneration of Auditors  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 15  |                  | Approve Remuneration of Auditor for Sustainability Reporting  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 16  |                  | Ratify Ernst & Young as Auditors  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 17  |                  | Appoint Ernst & Young as Auditor for Sustainability Reporting   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 18  |                  | Approve Issuance of up to 25 Million Shares without Preemptive Rights   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.</i></p> <p><i>Blended Rationale: A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 19  |                  | Authorize Share Repurchase Program  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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## UPM-Kymmene Oyj

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 20A   |                  | Amend Articles Re: Auditor; General Meeting                    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because the proposed changes proposed change is meant to bring the company in line with legislative updates.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because the proposed changes proposed change is meant to bring the company in line with legislative updates.</i></p>           |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 20B   |                  | Allow Shareholder Meetings to be Held by Electronic Means Only | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR to allow for virtual-only general meetings is warranted because shareholders' participation rights are protected (in line with Finnish law).</i></p> <p><i>Blended Rationale: A vote FOR to allow for virtual-only general meetings is warranted because shareholders' participation rights are protected (in line with Finnish law).</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 21  |                  | Authorize Charitable Donations                                 | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as donations of this size are best left at the discretion of the board.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as donations of this size are best left at the discretion of the board.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 22  |                  | Close Meeting  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a non-voting formality.</i></p> <p><i>Blended Rationale: This is a non-voting formality.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

### Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved | Issuer Confirmed     | 33,169         | 33,169        |
|  |                          |               | 03/10/2025      | 03/10/2025    |                      |                |               |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>33,169</b>  | <b>33,169</b> |

## Elisa Oyj

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/02/2025         | <b>Country:</b> Finland         | <b>Ticker:</b> ELISA                 | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 03/21/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1924715           |                               |
| <b>Primary Security ID:</b> X1949T102   | <b>Primary CUSIP:</b> X1949T102 | <b>Primary ISIN:</b> FI0009007884    | <b>Primary SEDOL:</b> 5701513 |
| <b>Earliest Cutoff Date:</b> 03/25/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 8,311            | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 8,311      | <b>Shares Voted:</b> 8,311    |

| Proposal Number   | Significant Vote | Proposal Text             | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---------------------------|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1   |                  | Open Meeting              | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: These are routine meeting formalities.</i></p> <p><i>Blended Rationale: These are routine meeting formalities.</i></p> |                  |                           |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2   |                  | Call the Meeting to Order | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: These are routine meeting formalities.</i></p> <p><i>Blended Rationale: These are routine meeting formalities.</i></p> |                  |                           |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number  | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|--|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 3  |                  | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4  |                  | Acknowledge Proper Convening of Meeting                                    | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5  |                  | Prepare and Approve List of Shareholders                                   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6  |                  | Receive Financial Statements and Statutory Reports                         | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: This is a routine, non-voting item.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: This is a routine, non-voting item.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7  |                  | Accept Financial Statements and Statutory Reports                          | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8  |                  | Approve Allocation of Income and Dividends of EUR 2.35 Per Share           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted, however, it should be noted that the proposed dividend exceeds earnings and thus the company will draw from reserves to pay out the dividend this year.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this income allocation proposal is warranted, however, it should be noted that the proposed dividend exceeds earnings and thus the company will draw from reserves to pay out the dividend this year.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9  |                  | Approve Discharge of Board and President                                   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10   |                  | Approve Remuneration Report (Advisory Vote)                                | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 11  |                  | Approve Remuneration Policy And Other Terms of Employment For Executive Management  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice. Some concerns are noted regarding the mandate to allocate time-based awards, without elaborating on which special circumstances might warrant such allocation, or stating limits that might apply to such grants. As such, qualified support is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice. Some concerns are noted regarding the mandate to allocate time-based awards, without elaborating on which special circumstances might warrant such allocation, or stating limits that might apply to such grants. As such, qualified support is warranted.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12  |                  | Approve Remuneration of Directors in the Amount of EUR 160,000 for Chair, EUR 89,000 for Vice Chair and the Chair of the Committees and EUR 73,000 for Other Directors; Approve Meeting Fees          | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to because of a lack of concern regarding the proposed fees.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration proposal is warranted due to because of a lack of concern regarding the proposed fees.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13  |                  | Fix Number of Directors at Eight  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 14  |                  | Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice-Chair), Pia Kall, Eva-Lotta Sjostedt and Christoph Vitzthum (Chair) as Directors; Elect Tuomas Hyrylainen and Urs Schaeppi as New Directors | Mgmt      | Yes              | For      | For     |                       | Against           | Against          | Yes               | No                  | Yes              |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent board chair Christoph Vitzthum is warranted for lack of diversity on the board. Given the bundled nature of this item, a vote AGAINST the entire slate is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent board chair Christoph Vitzthum is warranted for lack of diversity on the board. Given the bundled nature of this item, a vote AGAINST the entire slate is warranted.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 15  |                  | Approve Remuneration of Auditors  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 16  |                  | Ratify Ernst & Young Oy as Auditors   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 17  |                  | Approve Remuneration of Auditor for Sustainability Reporting          | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 18  |                  | Appoint Ernst & Young Oy as Auditor for Sustainability Reporting      | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 19  |                  | Amend Articles Re: Auditor for Sustainability Reporting               | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this proposal is warranted because the proposed changes are neutral in terms of shareholder value and rights.</i>                      |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this proposal is warranted because the proposed changes are neutral in terms of shareholder value and rights.</i>                            |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 20  |                  | Authorize Share Repurchase Program                                    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i>       |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 21  |                  | Approve Issuance of up to 15 Million Shares without Preemptive Rights | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.</i>                            |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.</i>                                  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 22  |                  | Close Meeting   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: This is a non-voting formality.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: This is a non-voting formality.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

**Ballot Details**

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted |
|--|--------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed<br>03/13/2025 | Auto-Approved<br>03/13/2025 | Issuer Confirmed     | 8,311          | 8,311        |
| <b>Total Shares:</b>   |                          |               |                               |                             |                      | <b>8,311</b>   | <b>8,311</b> |

**Koninklijke Ahold Delhaize NV**

|                                       |                                 |                                   |                               |
|---------------------------------------|---------------------------------|-----------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/09/2025       | <b>Country:</b> Netherlands     | <b>Ticker:</b> AD                 | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 03/12/2025        | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1922048        |                               |
| <b>Primary Security ID:</b> N0074E105 | <b>Primary CUSIP:</b> N0074E105 | <b>Primary ISIN:</b> NL0011794037 | <b>Primary SEDOL:</b> BD0Q398 |

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# Koninklijke Ahold Delhaize NV

Earliest Cutoff Date: 04/01/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 57,619

\*Shares on Loan: 0

Shares Instructed: 57,619

Shares Voted: 57,619

| Proposal Number | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|-----------------|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1               |                  | Annual Meeting Agenda  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | Open Meeting   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Voting Policy Rationale: No vote is required for this item.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: No vote is required for this item.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2.1             |                  | Receive Report of Management Board (Non-Voting)  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Voting Policy Rationale: No vote is required for this item.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: No vote is required for this item.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2.2             |                  | Receive Explanation on Company's Reserves and Dividend Policy  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Voting Policy Rationale: This is a non-voting item.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: This is a non-voting item.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2.3             |                  | Adopt Financial Statements   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2.4             |                  | Approve Dividends  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3               |                  | Approve Remuneration Report  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR is warranted as the proposed remuneration report is in in line with market practice, regarding actual content and disclosure.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR is warranted as the proposed remuneration report is in in line with market practice, regarding actual content and disclosure.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.1             |                  | Approve Discharge of Management Board  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i> |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>       |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.2             |                  | Approve Discharge of Supervisory Board   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i> |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>       |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Koninklijke Ahold Delhaize NV

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 5.1   |                  | Reelect Jan Zijderveld to Supervisory Board   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5.2   |                  | Elect Per Bank to Supervisory Board   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6.1   |                  | Amend Remuneration Policy for Supervisory Board   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.1   |                  | Ratify KPMG Accountants N.V. as Auditors  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.2   |                  | Ratify KPMG Accountants N.V. to Carry Out the Assurance of the Company's Sustainability Reporting for the Financial Year 2026 | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Amend Articles of Association   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the amendments to the articles of association are neutral with respect to shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the amendments to the articles of association are neutral with respect to shareholders' interests.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9.1   |                  | Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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## Koninklijke Ahold Delhaize NV

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 9.2   |                  | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9.3   |                  | Authorize Board to Acquire Common Shares                          | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Koninklijke Ahold Delhaize to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Koninklijke Ahold Delhaize to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9.4   |                  | Approve Cancellation of Shares                                    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

### Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved | Issuer Confirmed     | 57,619         | 57,619        |
|  |                          |               | 03/10/2025      | 03/10/2025    |                      |                |               |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>57,619</b>  | <b>57,619</b> |

## Moncler SpA

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/16/2025         | <b>Country:</b> Italy           | <b>Ticker:</b> MONC                  | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/07/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1907982           |                               |
| <b>Primary Security ID:</b> T6730E110   | <b>Primary CUSIP:</b> T6730E110 | <b>Primary ISIN:</b> IT0004965148    | <b>Primary SEDOL:</b> BGLP232 |
| <b>Earliest Cutoff Date:</b> 04/08/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 14,486           | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 14,486     | <b>Shares Voted:</b> 14,486   |

| Proposal Number   | Significant Vote | Proposal Text                                     | 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               |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Management Proposals                              | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 1.1   |                  | Accept Financial Statements and Statutory Reports | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1.2   |                  | Approve Allocation of Income   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2.1   |                  | Approve Remuneration Policy  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed remuneration policy is relatively well described and does not raise material concerns. This is not without highlighting the sizeable pay opportunity of executive directors, including the chairman/CEO.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because the proposed remuneration policy is relatively well described and does not raise material concerns. This is not without highlighting the sizeable pay opportunity of executive directors, including the chairman/CEO.</i></p>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2.2   |                  | Approve Second Section of the Remuneration Report  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: This item warrants a vote FOR because the 2024 compensation practices of the company are overall well described and do not raise material concerns. This is not without highlighting the high realized pay of the executive directors, including the chairman/CEO.</i></p> <p><i>Blended Rationale: This item warrants a vote FOR because the 2024 compensation practices of the company are overall well described and do not raise material concerns. This is not without highlighting the high realized pay of the executive directors, including the chairman/CEO.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3   |                  | Authorize Share Repurchase Program and Reissuance of Repurchased Shares  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: This item warrants a vote FOR because the proposed authorization is unproblematic.</i></p> <p><i>Blended Rationale: This item warrants a vote FOR because the proposed authorization is unproblematic.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Shareholder Proposals Submitted by Double R Srl  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 4.1   |                  | Fix Number of Directors  | SH        | Yes              | None     | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed board size has been disclosed, and no material concerns have been noticed. This is not without highlighting that the proposed increase is not accompanied with a compelling rationale.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because the proposed board size has been disclosed, and no material concerns have been noticed. This is not without highlighting that the proposed increase is not accompanied with a compelling rationale.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.2   |                  | Fix Board Terms for Directors  | SH        | Yes              | None     | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: This item warrants a vote FOR as it is routine and non-contentious.</i></p> <p><i>Blended Rationale: This item warrants a vote FOR as it is routine and non-contentious.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Management Proposal  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 4.3   |                  | Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST is warranted considering the lack of disclosure on the rationale and directors targeted by this proposal.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted considering the lack of disclosure on the rationale and directors targeted by this proposal.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Moncler SpA

| Proposal Number   | Significant Vote | Proposal Text  | Proponent  | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction   | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|------------|------------------|----------|---------|-----------------------|-------------------|--------------------|-------------------|---------------------|------------------|
| 4.4.1   |                  | Appoint Directors (Slate Election) - Choose One of the Following Slates<br>Slate 1 Submitted by Double R Srl | Mgmt<br>SH | No<br>Yes        |          |         |                       |                   | Against<br>Against | No                | No                  | No               |
| <p><i>Voting Policy Rationale: This resolution warrants a vote AGAINST because: * Shareholders can support only one slate. * The first candidate proposed under this slate (Remo Ruffini) may perpetuate the combination of the board chair and CEO roles. * Slate 2 seems better positioned to carry out an independent oversight of the management's action.</i></p> <p><i>Blended Rationale: This resolution warrants a vote AGAINST because: * Shareholders can support only one slate. * The first candidate proposed under this slate (Remo Ruffini) may perpetuate the combination of the board chair and CEO roles. * Slate 2 seems better positioned to carry out an independent oversight of the management's action.</i></p> |                  |  |            |                  |          |         |                       |                   |                    |                   |                     |                  |
| 4.4.2   |                  | Slate 2 Submitted by Institutional Investors (Assogestioni)  | SH         | Yes              | None     | For     |                       | For               | For                | No                | No                  | No               |
| <p><i>Voting Policy Rationale: This item warrants a vote FOR this slate because: * Shareholders can support only one slate. * This slate seems better positioned to carry out an independent oversight of the management's action.</i></p> <p><i>Blended Rationale: This item warrants a vote FOR this slate because: * Shareholders can support only one slate. * This slate seems better positioned to carry out an independent oversight of the management's action.</i></p>   |                  |  |            |                  |          |         |                       |                   |                    |                   |                     |                  |
| 4.5   |                  | Shareholder Proposal Submitted by Double R Srl<br>Approve Remuneration of Directors                          | Mgmt<br>SH | No<br>Yes        |          | For     |                       | For               | For                | No                | No                  | No               |
| <p><i>Voting Policy Rationale: This item warrants a vote FOR because the proposed director remuneration has been disclosed, and no material concerns have been noticed.</i></p> <p><i>Blended Rationale: This item warrants a vote FOR because the proposed director remuneration has been disclosed, and no material concerns have been noticed.</i></p>   |                  |  |            |                  |          |         |                       |                   |                    |                   |                     |                  |

## Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed<br>04/01/2025 | Auto-Approved<br>04/01/2025 |                      | 14,486         | 14,486        |
| <b>Total Shares:</b>   |                          |               |                               |                             |                      | <b>14,486</b>  | <b>14,486</b> |

# Royal KPN NV

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/16/2025         | <b>Country:</b> Netherlands     | <b>Ticker:</b> KPN                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 03/19/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1928604           |                               |
| <b>Primary Security ID:</b> N4297B146   | <b>Primary CUSIP:</b> N4297B146 | <b>Primary ISIN:</b> NL0000009082    | <b>Primary SEDOL:</b> 5956078 |
| <b>Earliest Cutoff Date:</b> 04/08/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 228,266          | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 228,266    | <b>Shares Voted:</b> 228,266  |

| Proposal Number | Significant Vote | Proposal Text         | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|-----------------|------------------|-----------------------|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
|                 |                  | Annual Meeting Agenda | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number  | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|--|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1  |                  | Open Meeting  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: No vote is required for this item.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: No vote is required for this item.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2  |                  | Receive Report of Management Board (Non-Voting)               | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: No vote is required for this item.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: No vote is required for this item.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3  |                  | Adopt Financial Statements                                    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4  |                  | Approve Remuneration Report                                   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted as the proposed remuneration report is in line with market practice, regarding actual content and disclosure.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted as the proposed remuneration report is in line with market practice, regarding actual content and disclosure.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5  |                  | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: This is a non-voting item.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: This is a non-voting item.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6  |                  | Approve Dividends   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7  |                  | Approve Discharge of Management Board                         | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>       |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8  |                  | Approve Discharge of Supervisory Board                        | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>       |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 9   |                  | Amend Articles Re: Board Related                                  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed amendments mainly relate to a general update and particularly to implement provisions related to the inability or absence of act of management board and supervisory board members. Although some concerns existed surrounding this provision, the company has provided additional information that mitigate concerns and confirms the temporary nature of replacement directors and the AGM approval rights.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed amendments mainly relate to a general update and particularly to implement provisions related to the inability or absence of act of management board and supervisory board members. Although some concerns existed surrounding this provision, the company has provided additional information that mitigate concerns and confirms the temporary nature of replacement directors and the AGM approval rights.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Opportunity to Make Recommendations                               | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11  |                  | Reelect G.J.A. van de Aast to Supervisory Board                   | Mgmt      | Yes              | For      | For     |                       | Against           | Against          | Yes               | No                  | Yes              |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Gerard van de Aast is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Gerard van de Aast is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12  |                  | Reelect J.C.M. Sap to Supervisory Board                           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Gerard van de Aast is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Gerard van de Aast is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13  |                  | Announce Vacancies on the Supervisory Board                       | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 14  |                  | Authorize Repurchase of Up to 10 Percent of Issued Share Capital  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Royal KPN to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Royal KPN to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 15  |                  | Approve Reduction in Share Capital through Cancellation of Shares | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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## Royal KPN NV

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 16  |                  | Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 17  |                  | Authorize Board to Exclude Preemptive Rights from Share Issuances        | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 18  |                  | Other Business (Non-Voting)  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
| <p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 19  |                  | Close Meeting  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
| <p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

### Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted   |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|----------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 228,266        | 228,266        |
|  |                          |               | 03/20/2025      | 03/20/2025    |                      |                |                |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>228,266</b> | <b>228,266</b> |

## ageas SA/NV

|   |   |                                      |                               |
|---|---|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/23/2025         | <b>Country:</b> Belgium                         | <b>Ticker:</b> AGS                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/09/2025          | <b>Meeting Type:</b> Extraordinary Shareholders | <b>Meeting ID:</b> 1942572           |                               |
| <b>Primary Security ID:</b> B0148L138   | <b>Primary CUSIP:</b> B0148L138                 | <b>Primary ISIN:</b> BE0974264930    | <b>Primary SEDOL:</b> B86S2N0 |
| <b>Earliest Cutoff Date:</b> 04/15/2025 | <b>Total Ballots:</b> 1                         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 9,020            | <b>*Shares on Loan:</b> 0                       | <b>Shares Instructed:</b> 9,020      | <b>Shares Voted:</b> 9,020    |

| Proposal Number   | Significant Vote | Proposal Text                              | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
|   |                  | Extraordinary Shareholders' Meeting Agenda | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 1   |                  | Open Meeting                               | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: No vote is required.</i></p> <p><i>Blended Rationale: No vote is required.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number  | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|--|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 2.1.1  |                  | Receive Special Board Report<br>Re: Authorized Capital                                   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: This is a non-voting item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: This is a non-voting item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2.1.2  |                  | Renew Authorization to Increase Share Capital within the Framework of Authorized Capital | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted because the potential increase without preemptive rights is not considered to be excessive (10 percent).</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted because the potential increase without preemptive rights is not considered to be excessive (10 percent).</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3  |                  | Authorize Repurchase of Up to 10 Percent of Issued Share Capital                         | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards; * The authorization would allow ageas SA/NV to repurchase 10.00 percent of the outstanding share capital.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards; * The authorization would allow ageas SA/NV to repurchase 10.00 percent of the outstanding share capital.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4  |                  | Close Meeting  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: No vote is required.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: No vote is required.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

**Ballot Details**

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted |
|--|--------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed<br>03/25/2025 | Auto-Approved<br>03/25/2025 |                      | 9,020          | 9,020        |
| <b>Total Shares:</b>   |                          |               |                               |                             |                      | <b>9,020</b>   | <b>9,020</b> |

**ASML Holding NV**

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/23/2025         | <b>Country:</b> Netherlands     | <b>Ticker:</b> ASML                  | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 03/26/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1924206           |                               |
| <b>Primary Security ID:</b> N07059202   | <b>Primary CUSIP:</b> N07059202 | <b>Primary ISIN:</b> NL0010273215    | <b>Primary SEDOL:</b> B929F46 |
| <b>Earliest Cutoff Date:</b> 04/15/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 8,373            | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 8,373      | <b>Shares Voted:</b> 8,373    |

| Proposal Number  | Significant Vote | Proposal Text         | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|--|------------------|-----------------------|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1  |                  | Annual Meeting Agenda | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|  |                  | Open Meeting          | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: No vote is required for this item.</i> |                  |                       |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: No vote is required for this item.</i>       |                  |                       |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# ASML Holding NV

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

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# ASML Holding NV

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 6   |                  | Amend Remuneration Policy of Executive Board  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted as the proposed amendments as well as the overall structure of the remuneration policy are considered to be in line with market practice. Although we note the significant increase in the at-target pay package, this concern is somewhat mitigated by the fact that the company last performed a benchmark exercise in 2021 and since then has grown significantly whereas the proposed pay appears in line with updated peers and profile of the company. Moreover, the company appears to have taken a balanced approach in considering the competitive environment in the US and EU, while specifically considering the Dutch societal impact. However, we do note the inclusion of a derogation clause without a clear cap or limitation, which raises limited concern.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the proposed amendments as well as the overall structure of the remuneration policy are considered to be in line with market practice. Although we note the significant increase in the at-target pay package, this concern is somewhat mitigated by the fact that the company last performed a benchmark exercise in 2021 and since then has grown significantly whereas the proposed pay appears in line with updated peers and profile of the company. Moreover, the company appears to have taken a balanced approach in considering the competitive environment in the US and EU, while specifically considering the Dutch societal impact. However, we do note the inclusion of a derogation clause without a clear cap or limitation, which raises limited concern.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Amend Remuneration of Supervisory Board   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8a  |                  | Reelect B.M. Conix to Supervisory Board   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8b  |                  | Elect C.E.G. van Gennip to Supervisory Board  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8c  |                  | Discuss Composition of the Supervisory Board  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9a  |                  | Ratify PricewaterhouseCoopers Accountants N.V. as Auditors                              | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9b  |                  | Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# ASML Holding NV

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 10a   |                  | Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 10b   |                  | Authorize Board to Exclude Preemptive Rights from Share Issuances  | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 11  |                  | Authorize Repurchase of Up to 10 Percent of Issued Share Capital   | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow ASML Holding to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow ASML Holding to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 12  |                  | Authorize Cancellation of Ordinary Shares  | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 13  |                  | Other Business (Non-Voting)  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
| <p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 14  |                  | Close Meeting  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
| <p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

## Ballot Details

| Institutional Account Detail (IA Name, IA Number)               | Custodian Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted |
|---|--------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU<br>SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed<br>03/21/2025 | Auto-Approved<br>03/21/2025 |                      | 8,373          | 8,373        |
| <b>Total Shares:</b>  |                          |               |                               |                             |                      | <b>8,373</b>   | <b>8,373</b> |

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# Assicurazioni Generali SpA

|   |                                     |                                      |                               |
|---|-------------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/23/2025         | <b>Country:</b> Italy               | <b>Ticker:</b> G                     | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/10/2025          | <b>Meeting Type:</b> Annual/Special | <b>Meeting ID:</b> 1939704           |                               |
| <b>Primary Security ID:</b> T05040109   | <b>Primary CUSIP:</b> T05040109     | <b>Primary ISIN:</b> IT0000062072    | <b>Primary SEDOL:</b> 4056719 |
| <b>Earliest Cutoff Date:</b> 04/11/2025 | <b>Total Ballots:</b> 1             | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 54,273           | <b>*Shares on Loan:</b> 0           | <b>Shares Instructed:</b> 54,273     | <b>Shares Voted:</b> 54,273   |

| Proposal Number | Significant Vote | Proposal Text  | 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               |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | Management Proposals   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 1a              |                  | Accept Financial Statements and Statutory Reports  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 1b              |                  | Approve Allocation of Income   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2a              |                  | Fix Number of Directors  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR this item is warranted because the company has disclosed the proposed board size, and no concerns have been noticed.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR this item is warranted because the company has disclosed the proposed board size, and no concerns have been noticed.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | Appoint Directors (Slate Election) - Choose One of the Following Slates  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 2b.1            |                  | Slate 1 Submitted by Mediobanca  | SH        | Yes              | None     | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: This slate warrants a vote FOR because: * Shareholders can support only one slate. * The company has been performing well in the last years, and supporting this slate appears the best option for ensuring strategic and management continuity.</i> |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: This slate warrants a vote FOR because: * Shareholders can support only one slate. * The company has been performing well in the last years, and supporting this slate appears the best option for ensuring strategic and management continuity.</i>       |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2b.2            |                  | Slate 2 Submitted by VM 2006 Srl   | SH        | Yes              | None     | Against |                       | Against           | Against          | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: This item warrants a vote AGAINST because: * Shareholders can support only one slate. * Supporting Slate 1 appears the best option for ensuring strategic and management continuity.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: This item warrants a vote AGAINST because: * Shareholders can support only one slate. * Supporting Slate 1 appears the best option for ensuring strategic and management continuity.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 2b.3  |                  | Slate 3 Submitted by Institutional Investors (Assogestioni)               | SH        | Yes              | None     | Against |                       | Against           | Against          | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Vote AGAINST this slate because: * Shareholders can support only one slate. * Supporting this slate would deprive votes from Slate 1, at the risk of jeopardizing strategic and management continuity. Institutional investors who have contributed to present this slate may want to make sure that they support this slate to prevent possible allegations of link with Slate 1.</i></p> <p><i>Blended Rationale: Vote AGAINST this slate because: * Shareholders can support only one slate. * Supporting this slate would deprive votes from Slate 1, at the risk of jeopardizing strategic and management continuity. Institutional investors who have contributed to present this slate may want to make sure that they support this slate to prevent possible allegations of link with Slate 1.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Approve Remuneration of Directors - Choose One of the Following Proposals | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 2c.1  |                  | Approve Fees Proposed by the Board of Directors                           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no concerns have been noticed.</i></p> <p><i>Blended Rationale: This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no concerns have been noticed.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2c.2  |                  | Approve Fees Proposed by VM 2006 Srl                                      | SH        | Yes              | None     | Against |                       | Against           | Against          | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Vote AGAINST as the proposal to reduce board fees has not been supported by a compelling rationale and there is no evidence of excessive directors' remuneration at Generali.</i></p> <p><i>Blended Rationale: Vote AGAINST as the proposal to reduce board fees has not been supported by a compelling rationale and there is no evidence of excessive directors' remuneration at Generali.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Shareholder Proposal Submitted by VM 2006 Srl                             | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 3a  |                  | Appoint Annalisa Firmani as Alternate Internal Statutory Auditor          | SH        | Yes              | None     | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: This item warrants a vote FOR because the name and details of the proposed candidate have been disclosed, and no material concerns have been noticed.</i></p> <p><i>Blended Rationale: This item warrants a vote FOR because the name and details of the proposed candidate have been disclosed, and no material concerns have been noticed.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Management Proposals  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 4a  |                  | Approve Remuneration Policy   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene acceptable European executive remuneration practice. This is not without highlighting that termination payments in favor of the CEO could exceed 24 months' pay when including the consideration for non-compete obligations. Also, the CEO remuneration package remains under close scrutiny due to the risk of excessive compensation.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene acceptable European executive remuneration practice. This is not without highlighting that termination payments in favor of the CEO could exceed 24 months' pay when including the consideration for non-compete obligations. Also, the CEO remuneration package remains under close scrutiny due to the risk of excessive compensation.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4b  |                  | Approve Second Section of the Remuneration Report                         | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: This item warrants a vote AGAINST because of the excessive realized pay of the CEO in 2024.</i></p> <p><i>Blended Rationale: This item warrants a vote AGAINST because of the excessive realized pay of the CEO in 2024.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Assicurazioni Generali SpA

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 5a  |                  | Approve Group Long Term Incentive Plan  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the key terms of the proposed equity plan are not problematic, overall. This is not without highlighting that payouts may be sizeable under this plan, and the payout curve for the CEO and other top managers appears relatively generous.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the key terms of the proposed equity plan are not problematic, overall. This is not without highlighting that payouts may be sizeable under this plan, and the payout curve for the CEO and other top managers appears relatively generous.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5b  |                  | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the key terms of the proposed equity plan are not problematic, overall. This is not without highlighting that payouts may be sizeable under this plan, and the payout curve for the CEO and other top managers appears relatively generous.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the key terms of the proposed equity plan are not problematic, overall. This is not without highlighting that payouts may be sizeable under this plan, and the payout curve for the CEO and other top managers appears relatively generous.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6a  |                  | Authorize Share Repurchase Program  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because these requests and the underlying distribution policy of Assicurazioni Generali do not appear problematic at the moment.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because these requests and the underlying distribution policy of Assicurazioni Generali do not appear problematic at the moment.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Extraordinary Business  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 6b  |                  | Authorize Cancellation of Treasury Shares without Reduction of Share Capital                                      | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because these requests and the underlying distribution policy of Assicurazioni Generali do not appear problematic at the moment.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because these requests and the underlying distribution policy of Assicurazioni Generali do not appear problematic at the moment.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7a  |                  | Amend Company Bylaws Re: Article 9.1  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: This item warrants a vote FOR because this is an uncontroversial proposal.</i></p> <p><i>Blended Rationale: This item warrants a vote FOR because this is an uncontroversial proposal.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

## Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 54,273         | 54,273        |
|  |                          |               | 04/06/2025      | 04/06/2025    |                      |                |               |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>54,273</b>  | <b>54,273</b> |

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|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/23/2025         | <b>Country:</b> Finland         | <b>Ticker:</b> SAMPO                 | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/09/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1916184           |                               |
| <b>Primary Security ID:</b> X75653232   | <b>Primary CUSIP:</b> X75653232 | <b>Primary ISIN:</b> FI4000552500    | <b>Primary SEDOL:</b> BMXX645 |
| <b>Earliest Cutoff Date:</b> 04/11/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 130,175          | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 130,175    | <b>Shares Voted:</b> 130,175  |

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1   |                  | Meeting for Holders of Finnish Shares  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Open Meeting   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2   |                  | Call the Meeting to Order  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3   |                  | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting                           | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4   |                  | Acknowledge Proper Convening of Meeting  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Prepare and Approve List of Shareholders   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: This is a routine, non-voting item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: This is a routine, non-voting item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Accept Financial Statements and Statutory Reports  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 8   |                  | Approve Allocation of Income and Dividends of EUR 0.34 Per Share  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.</i></p> <p><i>Blended Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Approve Discharge of Board and President  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Approve Remuneration Report (Advisory Vote)   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed remuneration report is well described and generally does not contravene good European executive remuneration practice. Concerns are noted regarding the lack of ex post disclosure of performance targets attached to the STIP, as well as CEO pension arrangement.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because the proposed remuneration report is well described and generally does not contravene good European executive remuneration practice. Concerns are noted regarding the lack of ex post disclosure of performance targets attached to the STIP, as well as CEO pension arrangement.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11  |                  | Approve Remuneration of Directors in the Amount of EUR 243,000 for Chair, EUR 140,000 for Vice Chair and EUR 108,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12  |                  | Fix Number of Directors at Eight  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13  |                  | Reelect Christian Clausen, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo, Astrid Stange and Annica Witschard as Directors; Elect Sara Mella as New Director            | Mgmt      | Yes              | For      | For     |                       | Against           | Against          | Yes               | No                  | Yes              |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Antti Makinen is warranted for lack of diversity on the board. Given the bundled nature of this item, a vote AGAINST the entire slate is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Antti Makinen is warranted for lack of diversity on the board. Given the bundled nature of this item, a vote AGAINST the entire slate is warranted.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Sampo Oyj

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 14  |                  | Approve Remuneration of Auditor; Approve Remuneration of Auditor for the Sustainability Reporting | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 15  |                  | Ratify Deloitte as Auditor; Appoint Deloitte as Auditor for Sustainability Reporting              | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 16  |                  | Authorize Share Repurchase Program  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 17  |                  | Close Meeting   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a non-voting formality.</i></p> <p><i>Blended Rationale: This is a non-voting formality.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

## Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted   |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|----------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 130,175        | 130,175        |
|  |                          |               | 04/02/2025      | 04/02/2025    |                      |                |                |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>130,175</b> | <b>130,175</b> |

# AXA SA

|   |                                     |                                      |                               |
|---|-------------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/24/2025         | <b>Country:</b> France              | <b>Ticker:</b> CS                    | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/22/2025          | <b>Meeting Type:</b> Annual/Special | <b>Meeting ID:</b> 1933334           |                               |
| <b>Primary Security ID:</b> F06106102   | <b>Primary CUSIP:</b> F06106102     | <b>Primary ISIN:</b> FR0000120628    | <b>Primary SEDOL:</b> 7088429 |
| <b>Earliest Cutoff Date:</b> 04/21/2025 | <b>Total Ballots:</b> 1             | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 65,460           | <b>*Shares on Loan:</b> 0           | <b>Shares Instructed:</b> 65,460     | <b>Shares Voted:</b> 65,460   |

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

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 2   |                  | Approve Consolidated Financial Statements and Statutory Reports          | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3   |                  | Approve Allocation of Income and Dividends of EUR 2.15 per Share         | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> <p><i>Blended Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4   |                  | Approve Compensation Report of Corporate Officers                        | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Approve Compensation of Thomas Buberl, CEO                               | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted although the following concerns are raised: * The CEO benefitted from the re-testing of the performance conditions attached to the 2018 options plan, despite an initial failure to meet them. * The level of detail provided regarding the individual performance criteria attached to the bonus make it difficult to tell an overperformance from what would be a performance on target. The main reasons for support are: * The company stopped granting options after 2018. * Individual performance targets were not all achieved to their maximum level.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted although the following concerns are raised: * The CEO benefitted from the re-testing of the performance conditions attached to the 2018 options plan, despite an initial failure to meet them. * The level of detail provided regarding the individual performance criteria attached to the bonus make it difficult to tell an overperformance from what would be a performance on target. The main reasons for support are: * The company stopped granting options after 2018. * Individual performance targets were not all achieved to their maximum level.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Approve Remuneration Policy of Chairman of the Board                     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Approve Remuneration Policy of CEO                                       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted although the following concern is raised: * The policy maintains the possibility of a post-mandate vesting of awards, with no information on the application of a pro-rata principle. The main reason for support is: * There are no other concerns.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted although the following concern is raised: * The policy maintains the possibility of a post-mandate vesting of awards, with no information on the application of a pro-rata principle. The main reason for support is: * There are no other concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 9   |                  | Approve Remuneration Policy of Directors  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11  |                  | Reelect Guillaume Faury as Director   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 11-13).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 11-13).</i></p>                   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12  |                  | Reelect Ramon Fernandez as Director   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 11-13).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 11-13).</i></p>                   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13  |                  | Ratify Appointment of Ewout Steenbergen as Director   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 11-13).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 11-13).</i></p>                   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 14  |                  | Authorize Repurchase of Up to 10 Percent of Issued Share Capital  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i></p> <p><i>Blended Rationale: Such share buyback programs merit a vote FOR.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 15  |                  | Extraordinary Business  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 15  |                  | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares                                | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 16  |                  | Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value      | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 17  |                  | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 2 Billion | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights</i></p> <p><i>Blended Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 18  |                  | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights</i></p> <p><i>Blended Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 19  |                  | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million               | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights</i></p> <p><i>Blended Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 20  |                  | Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights</i></p> <p><i>Blended Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 21  |                  | Authorize Capital Increase of up to EUR 500 Million for Contributions in Kind  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights</i></p> <p><i>Blended Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 22  |                  | Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights</i></p> <p><i>Blended Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 23  |                  | Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights</i></p> <p><i>Blended Rationale: Votes FOR are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 24  |                  | Authorize Capital Issuances for Use in Employee Stock Purchase Plans   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as they do not raise concerns.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as they do not raise concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 25  |                  | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as they do not raise concerns.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as they do not raise concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 26  |                  | Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached                               | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted because the terms of the proposed authorization are not problematic.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because the terms of the proposed authorization are not problematic.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 27  |                  | Authorize up to 0.40 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension Contribution                               | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as it does not raise concerns.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted as it does not raise concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 28  |                  | Amend Articles 11, 12, 14, 15, and 23 of Bylaws to Comply with Legal Changes   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR Items 28-29 are warranted as they are not contentious.</i></p> <p><i>Blended Rationale: Votes FOR Items 28-29 are warranted as they are not contentious.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 29  |                  | Amend Article 14 of Bylaws Re: Written Consultation  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR Items 28-29 are warranted as they are not contentious.</i></p> <p><i>Blended Rationale: Votes FOR Items 28-29 are warranted as they are not contentious.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

**Ballot Details**

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

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**Ballot Details**

| Institutional Account Detail<br>(IA Name, IA Number)            | Custodian<br>Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted  |
|---|-----------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU<br>SRI EX FOSSIL, unassigned | 283541.001                  | Confirmed     | Auto-Instructed<br>04/04/2025 | Auto-Approved<br>04/04/2025 |                      | 65,460         | 65,460        |
| <b>Total Shares:</b>  |                             |               |                               |                             |                      | <b>65,460</b>  | <b>65,460</b> |

**Metso Corp.**

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/24/2025         | <b>Country:</b> Finland         | <b>Ticker:</b> METSO                 | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/10/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1927538           |                               |
| <b>Primary Security ID:</b> X5404W104   | <b>Primary CUSIP:</b> X5404W104 | <b>Primary ISIN:</b> FI0009014575    | <b>Primary SEDOL:</b> B1FN8X9 |
| <b>Earliest Cutoff Date:</b> 04/14/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 35,728           | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 35,728     | <b>Shares Voted:</b> 35,728   |

| Proposal Number  | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|--|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1  |                  | Open Meeting   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2  |                  | Call the Meeting to Order  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3  |                  | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4  |                  | Acknowledge Proper Convening of Meeting                                    | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5  |                  | Prepare and Approve List of Shareholders                                   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: These are routine meeting formalities.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: These are routine meeting formalities.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6  |                  | Receive Financial Statements and Statutory Reports                         | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: This is a routine, non-voting item.</i>    |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: This is a routine, non-voting item.</i>          |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 7   |                  | Accept Financial Statements and Statutory Reports  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i></p> <p><i>Blended Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Approve Allocation of Income and Dividends of EUR 0.38 Per Share   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.</i></p> <p><i>Blended Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Approve Discharge of Board and President   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Approve Remuneration Report (Advisory Vote)  | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because the company does not report on pay components per individual. Rather, the disclosed pay is an aggregate amount paid for the former CEO and current CEO combined.</i></p> <p><i>Blended Rationale: A vote AGAINST this item is warranted because the company does not report on pay components per individual. Rather, the disclosed pay is an aggregate amount paid for the former CEO and current CEO combined.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11  |                  | Approve Remuneration of Directors in the Amount of EUR 176,500 for Chairman, EUR 88,300 for Vice Chairman, and EUR 71,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12  |                  | Fix Number of Directors at Nine  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13  |                  | Reelect Brian Beamish, Klaus Cawen (Vice), Terhi Koipijarvi, Niko Pakalen, Reima Rytso, Kari Stadigh (Chair) and Arja Talma as Directors; Elect Anders Svensson and Eriikka Soderstrom as New Directors      | Mgmt      | Yes              | For      | For     |                       | Against           | Against          | Yes               | No                  | Yes              |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Kari Stadigh is warranted for lack of diversity on the board. Given the bundled nature of this item, a vote AGAINST the entire slate is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Kari Stadigh is warranted for lack of diversity on the board. Given the bundled nature of this item, a vote AGAINST the entire slate is warranted.</i></p>               |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 14  |                  | Approve Remuneration of Auditor  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 15  |                  | Ratify Ernst & Young as Auditor  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 16  |                  | Approve Remuneration of Auditor for Sustainability Reporting                                       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 17  |                  | Appoint Ernst & Young as Auditor for Sustainability Reporting                                      | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 18  |                  | Amend Articles Re: Auditor and Sustainability Reporting Assurance Provider; Annual General Meeting | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this proposal is warranted because the proposed changes are mainly aimed at bringing the company in line with legislative updates.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this proposal is warranted because the proposed changes are mainly aimed at bringing the company in line with legislative updates.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 19  |                  | Authorize Share Repurchase Program   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 20  |                  | Approve Issuance of up to 82 Million Shares without Preemptive Rights                              | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this issuance authorization is warranted as the potential share capital increase is not excessive.</i>                                 |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this issuance authorization is warranted as the potential share capital increase is not excessive.</i>                                       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 21  |                  | Approve Charitable Donations of up to EUR 350,000  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this proposal is warranted, as donations of this size are best left at the discretion of the board and management.</i>                 |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this proposal is warranted, as donations of this size are best left at the discretion of the board and management.</i>                       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 22  |                  | Close Meeting  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: This is a non-voting formality.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: This is a non-voting formality.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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

Ballot Details

| Institutional Account Detail<br>(IA Name, IA Number)            | Custodian<br>Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted  |
|---|-----------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU<br>SRI EX FOSSIL, unassigned | 283541.001                  | Confirmed     | Auto-Instructed<br>03/31/2025 | Auto-Approved<br>03/31/2025 |                      | 35,728         | 35,728        |
| <b>Total Shares:</b>  |                             |               |                               |                             |                      | <b>35,728</b>  | <b>35,728</b> |

Merck KGaA

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/25/2025         | <b>Country:</b> Germany         | <b>Ticker:</b> MRK                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/03/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1925809           |                               |
| <b>Primary Security ID:</b> D5357W103   | <b>Primary CUSIP:</b> D5357W103 | <b>Primary ISIN:</b> DE0006599905    | <b>Primary SEDOL:</b> 4741844 |
| <b>Earliest Cutoff Date:</b> 04/15/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 7,864            | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 7,864      | <b>Shares Voted:</b> 7,864    |

| Proposal Number  | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|--|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1  |                  | Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting) | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: This is a non-voting item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: This is a non-voting item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2  |                  | Accept Financial Statements and Statutory Reports for Fiscal Year 2024               | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3  |                  | Approve Allocation of Income and Dividends of EUR 2.20 per Share                     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>                                     |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4  |                  | Approve Discharge of Management Board for Fiscal Year 2024                           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5  |                  | Approve Discharge of Supervisory Board for Fiscal Year 2024                          | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 6   |                  | Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025 | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 7   |                  | Approve Remuneration Report   | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with best practice standards in Germany, and pay and performance appear reasonably aligned at this time.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with best practice standards in Germany, and pay and performance appear reasonably aligned at this time.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 8   |                  | Approve Remuneration Policy   | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and SRD II.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and SRD II.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 9   |                  | Approve Virtual-Only Shareholder Meetings Until 2027  | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because: * The authorization is limited to a period of two years and alternative meeting formats are not precluded (the company has publicly committed to hosting its next AGM in the in-person format), while shareholders' participation rights would be protected (in line with German law). However, support for this proposal is qualified because: * The 2023-2025 AGMs have been hosted in the virtual-only format without the company providing a compelling justification for doing so. * Except for in the case of the 2026 AGM specifically, the company does not elaborate on the circumstances under which virtual-only meetings would be held in the future; rather, decisions will be made on a case-by-case basis at the discretion of the board.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because: * The authorization is limited to a period of two years and alternative meeting formats are not precluded (the company has publicly committed to hosting its next AGM in the in-person format), while shareholders' participation rights would be protected (in line with German law). However, support for this proposal is qualified because: * The 2023-2025 AGMs have been hosted in the virtual-only format without the company providing a compelling justification for doing so. * Except for in the case of the 2026 AGM specifically, the company does not elaborate on the circumstances under which virtual-only meetings would be held in the future; rather, decisions will be made on a case-by-case basis at the discretion of the board.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

**Ballot Details**

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 7,864          | 7,864        |
|  |                          |               | 03/28/2025      | 03/28/2025    |                      |                |              |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>7,864</b>   | <b>7,864</b> |

**FincoBank SpA**

|                                       |                                     |                                   |                               |
|---------------------------------------|-------------------------------------|-----------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/29/2025       | <b>Country:</b> Italy               | <b>Ticker:</b> FBK                | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/16/2025        | <b>Meeting Type:</b> Annual/Special | <b>Meeting ID:</b> 1913955        |                               |
| <b>Primary Security ID:</b> T4R999104 | <b>Primary CUSIP:</b> T4R999104     | <b>Primary ISIN:</b> IT0000072170 | <b>Primary SEDOL:</b> BNGN9Z1 |

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Earliest Cutoff Date: 04/21/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 35,303

\*Shares on Loan: 0

Shares Instructed: 35,303

Shares Voted: 35,303

| Proposal Number | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|-----------------|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1               |                  | Ordinary Business<br>Accept Financial Statements and Statutory Reports  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <p><i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i></p> |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2               |                  | Approve Allocation of Income  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <p><i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i></p> |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3               |                  | Adjust Remuneration of Auditors   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <p><i>Voting Policy Rationale: This item warrants a vote FOR because the company has provided full disclosure on this proposal, and no concerns have been identified.</i></p> <p><i>Blended Rationale: This item warrants a vote FOR because the company has provided full disclosure on this proposal, and no concerns have been identified.</i></p>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4               |                  | Approve Remuneration Policy   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed remuneration policy does not contravene acceptable market practice. No material concerns have been noted, though CEO pay remains under scrutiny due to the risk of misalignments between the company's performance and executive compensation.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed remuneration policy does not contravene acceptable market practice. No material concerns have been noted, though CEO pay remains under scrutiny due to the risk of misalignments between the company's performance and executive compensation.</i></p>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5               |                  | Approve Second Section of the Remuneration Report   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <p><i>Voting Policy Rationale: These items warrant a vote FOR because the company's remuneration practices do not raise major concerns. In absolute terms, executive pay has been sufficiently aligned to performance in 2024. However, support is qualified due to a potential disconnect between CEO pay and performance compared to peers over the last triennium.</i></p> <p><i>Blended Rationale: These items warrant a vote FOR because the company's remuneration practices do not raise major concerns. In absolute terms, executive pay has been sufficiently aligned to performance in 2024. However, support is qualified due to a potential disconnect between CEO pay and performance compared to peers over the last triennium.</i></p>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6               |                  | Approve 2025 Incentive System for Employees   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed remuneration policy does not contravene acceptable market practice. No material concerns have been noted, though CEO pay remains under scrutiny due to the risk of misalignments between the company's performance and executive compensation.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed remuneration policy does not contravene acceptable market practice. No material concerns have been noted, though CEO pay remains under scrutiny due to the risk of misalignments between the company's performance and executive compensation.</i></p>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 7   |                  | Approve 2025 Incentive System for Financial Advisors  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed remuneration policy does not contravene acceptable market practice. No material concerns have been noted, though CEO pay remains under scrutiny due to the risk of misalignments between the company's performance and executive compensation.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed remuneration policy does not contravene acceptable market practice. No material concerns have been noted, though CEO pay remains under scrutiny due to the risk of misalignments between the company's performance and executive compensation.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plan | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed remuneration policy does not contravene acceptable market practice. No material concerns have been noted, though CEO pay remains under scrutiny due to the risk of misalignments between the company's performance and executive compensation.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed remuneration policy does not contravene acceptable market practice. No material concerns have been noted, though CEO pay remains under scrutiny due to the risk of misalignments between the company's performance and executive compensation.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Extraordinary Business  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 1   |                  | Authorize Board to Increase Capital to Service 2024 Incentive System for Employees                | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: These items warrant a vote FOR because the company's remuneration practices do not raise major concerns. In absolute terms, executive pay has been sufficiently aligned to performance in 2024. However, support is qualified due to a potential disconnect between CEO pay and performance compared to peers over the last triennium.</i></p> <p><i>Blended Rationale: These items warrant a vote FOR because the company's remuneration practices do not raise major concerns. In absolute terms, executive pay has been sufficiently aligned to performance in 2024. However, support is qualified due to a potential disconnect between CEO pay and performance compared to peers over the last triennium.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2   |                  | Authorize Board to Increase Capital to Service 2025 Incentive System                              | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed remuneration policy does not contravene acceptable market practice. No material concerns have been noted, though CEO pay remains under scrutiny due to the risk of misalignments between the company's performance and executive compensation.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed remuneration policy does not contravene acceptable market practice. No material concerns have been noted, though CEO pay remains under scrutiny due to the risk of misalignments between the company's performance and executive compensation.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

**Ballot Details**

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed<br>04/09/2025 | Auto-Approved<br>04/09/2025 |                      | 35,303         | 35,303        |
| <b>Total Shares:</b>   |                          |               |                               |                             |                      | <b>35,303</b>  | <b>35,303</b> |

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|   |                                     |                                      |                               |
|---|-------------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/29/2025         | <b>Country:</b> France              | <b>Ticker:</b> RXL                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/25/2025          | <b>Meeting Type:</b> Annual/Special | <b>Meeting ID:</b> 1943122           |                               |
| <b>Primary Security ID:</b> F7782J366   | <b>Primary CUSIP:</b> F7782J366     | <b>Primary ISIN:</b> FR0010451203    | <b>Primary SEDOL:</b> B1VP0K0 |
| <b>Earliest Cutoff Date:</b> 04/24/2025 | <b>Total Ballots:</b> 1             | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 13,233           | <b>*Shares on Loan:</b> 0           | <b>Shares Instructed:</b> 13,233     | <b>Shares Voted:</b> 13,233   |

| Proposal Number | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|-----------------|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1               |                  | Ordinary Business   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | Approve Financial Statements and Statutory Reports  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2               |                  | Approve Consolidated Financial Statements and Statutory Reports   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3               |                  | Approve Allocation of Income and Dividends of EUR 1.20 per Share  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted, despite the high payout ratio, because the company maintains a dividend allocation in line with the company's dividend policy.</i> |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR this income allocation proposal is warranted, despite the high payout ratio, because the company maintains a dividend allocation in line with the company's dividend policy.</i>       |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4               |                  | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5               |                  | Approve Remuneration Policy of Chairman of the Board  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6               |                  | Approve Remuneration Policy of Directors  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 7   |                  | Approve Remuneration Policy of CEO                            | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted but not without concerns as: * As in past years, the 2025 LTI grant would allow the compensation between performance criteria at max. * 80 percent of performance criteria under the LTI plan would allow 50 percent of vesting below target performance. The main reasons for support are: * The proposed increases may be considered as moderate and seem to be in line with the company's positioning in terms of market capitalization. * The absence of any other specific concerns.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted but not without concerns as: * As in past years, the 2025 LTI grant would allow the compensation between performance criteria at max. * 80 percent of performance criteria under the LTI plan would allow 50 percent of vesting below target performance. The main reasons for support are: * The proposed increases may be considered as moderate and seem to be in line with the company's positioning in terms of market capitalization. * The absence of any other specific concerns.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Approve Compensation Report of Corporate Officers             | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Approve Compensation of Agnès Touraine, Chairman of the Board | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Approve Compensation of Guillaume Texier, CEO                 | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted but not without concerns as: * The 2024 LTI plan could allow a substantial vesting below target performance for three out of four performance criteria weighing 80 percent of the total payout. * All performance criteria of the 2024 LTI plan can compensate each other and the overachievement of one criterion can offset the underperformance of other. The main reason for support is the absence of any other significant concerns.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted but not without concerns as: * The 2024 LTI plan could allow a substantial vesting below target performance for three out of four performance criteria weighing 80 percent of the total payout. * All performance criteria of the 2024 LTI plan can compensate each other and the overachievement of one criterion can offset the underperformance of other. The main reason for support is the absence of any other significant concerns.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11  |                  | Reelect Marcus Alexanderson as Director                       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the reelections of the non-independent nominees (Marcus Alexanderson and Guillaume Texier) are warranted given the satisfactory level of board independence (including all board members: 63.6 percent vs 33.3 percent recommended; excluding employee representatives: 77.8 percent vs 50 percent recommended) and the absence of specific concerns (Items 11 and 12). A vote FOR the reelection of the independent nominee (Agnès Touraine) is warranted in the absence of specific concerns (Item 13).</i></p> <p><i>Blended Rationale: Votes FOR the reelections of the non-independent nominees (Marcus Alexanderson and Guillaume Texier) are warranted given the satisfactory level of board independence (including all board members: 63.6 percent vs 33.3 percent recommended; excluding employee representatives: 77.8 percent vs 50 percent recommended) and the absence of specific concerns (Items 11 and 12). A vote FOR the reelection of the independent nominee (Agnès Touraine) is warranted in the absence of specific concerns (Item 13).</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 12  |                  | Reelect Guillaume Texier as Director  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the reelections of the non-independent nominees (Marcus Alexanderson and Guillaume Texier) are warranted given the satisfactory level of board independence (including all board members: 63.6 percent vs 33.3 percent recommended; excluding employee representatives: 77.8 percent vs 50 percent recommended) and the absence of specific concerns (Items 11 and 12). A vote FOR the reelection of the independent nominee (Agnes Touraine) is warranted in the absence of specific concerns (Item 13).</i></p> <p><i>Blended Rationale: Votes FOR the reelections of the non-independent nominees (Marcus Alexanderson and Guillaume Texier) are warranted given the satisfactory level of board independence (including all board members: 63.6 percent vs 33.3 percent recommended; excluding employee representatives: 77.8 percent vs 50 percent recommended) and the absence of specific concerns (Items 11 and 12). A vote FOR the reelection of the independent nominee (Agnes Touraine) is warranted in the absence of specific concerns (Item 13).</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13  |                  | Reelect Agnès Touraine as Director  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the reelections of the non-independent nominees (Marcus Alexanderson and Guillaume Texier) are warranted given the satisfactory level of board independence (including all board members: 63.6 percent vs 33.3 percent recommended; excluding employee representatives: 77.8 percent vs 50 percent recommended) and the absence of specific concerns (Items 11 and 12). A vote FOR the reelection of the independent nominee (Agnes Touraine) is warranted in the absence of specific concerns (Item 13).</i></p> <p><i>Blended Rationale: Votes FOR the reelections of the non-independent nominees (Marcus Alexanderson and Guillaume Texier) are warranted given the satisfactory level of board independence (including all board members: 63.6 percent vs 33.3 percent recommended; excluding employee representatives: 77.8 percent vs 50 percent recommended) and the absence of specific concerns (Items 11 and 12). A vote FOR the reelection of the independent nominee (Agnes Touraine) is warranted in the absence of specific concerns (Item 13).</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 14  |                  | Authorize Repurchase of Up to 10 Percent of Issued Share Capital  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i></p> <p><i>Blended Rationale: Such share buyback programs merit a vote FOR.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Extraordinary Business  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 15  |                  | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 16  |                  | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 750 Million | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the authorizations under Items 16-19 are warranted as their proposed volumes only slightly exceed the recommended guidelines for issuances with and without preemptive rights. A vote FOR the authorization under Item 20 is warranted as its proposed volume respects the recommended guidelines for issuances without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under Items 16-19 are warranted as their proposed volumes only slightly exceed the recommended guidelines for issuances with and without preemptive rights. A vote FOR the authorization under Item 20 is warranted as its proposed volume respects the recommended guidelines for issuances without preemptive rights.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 17  |                  | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million        | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the authorizations under Items 16-19 are warranted as their proposed volumes only slightly exceed the recommended guidelines for issuances with and without preemptive rights. A vote FOR the authorization under Item 20 is warranted as its proposed volume respects the recommended guidelines for issuances without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under Items 16-19 are warranted as their proposed volumes only slightly exceed the recommended guidelines for issuances with and without preemptive rights. A vote FOR the authorization under Item 20 is warranted as its proposed volume respects the recommended guidelines for issuances without preemptive rights.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 18  |                  | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million            | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the authorizations under Items 16-19 are warranted as their proposed volumes only slightly exceed the recommended guidelines for issuances with and without preemptive rights. A vote FOR the authorization under Item 20 is warranted as its proposed volume respects the recommended guidelines for issuances without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under Items 16-19 are warranted as their proposed volumes only slightly exceed the recommended guidelines for issuances with and without preemptive rights. A vote FOR the authorization under Item 20 is warranted as its proposed volume respects the recommended guidelines for issuances without preemptive rights.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 19  |                  | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18 | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the authorizations under Items 16-19 are warranted as their proposed volumes only slightly exceed the recommended guidelines for issuances with and without preemptive rights. A vote FOR the authorization under Item 20 is warranted as its proposed volume respects the recommended guidelines for issuances without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under Items 16-19 are warranted as their proposed volumes only slightly exceed the recommended guidelines for issuances with and without preemptive rights. A vote FOR the authorization under Item 20 is warranted as its proposed volume respects the recommended guidelines for issuances without preemptive rights.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 20  |                  | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the authorizations under Items 16-19 are warranted as their proposed volumes only slightly exceed the recommended guidelines for issuances with and without preemptive rights. A vote FOR the authorization under Item 20 is warranted as its proposed volume respects the recommended guidelines for issuances without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under Items 16-19 are warranted as their proposed volumes only slightly exceed the recommended guidelines for issuances with and without preemptive rights. A vote FOR the authorization under Item 20 is warranted as its proposed volume respects the recommended guidelines for issuances without preemptive rights.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 21  |                  | Authorize Capital Issuances for Use in Employee Stock Purchase Plans  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the employee stock purchase plans are warranted as their proposed volumes respect the recommended guidelines.</i></p> <p><i>Blended Rationale: Votes FOR the employee stock purchase plans are warranted as their proposed volumes respect the recommended guidelines.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Rexel SA

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 22  |                  | Authorize Capital Issuances for Use in Employee Stock Purchase Plans for International Employees       | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: Votes FOR the employee stock purchase plans are warranted as their proposed volumes respect the recommended guidelines.</i></p> <p><i>Blended Rationale: Votes FOR the employee stock purchase plans are warranted as their proposed volumes respect the recommended guidelines.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 23  |                  | Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 24  |                  | Amend Article 17 of Bylaws Re: Board Deliberation  | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR Item 24 is warranted as since: * There are only neutral provisions. * The proposed amendments are not considered contentious and reflect legal changes. However, the adoption of the new articles does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.</i></p> <p><i>Blended Rationale: A vote FOR Item 24 is warranted as since: * There are only neutral provisions. * The proposed amendments are not considered contentious and reflect legal changes. However, the adoption of the new articles does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 25  |                  | Authorize Filing of Required Documents/Other Formalities   | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this routine item is warranted.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

## Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 13,233         | 13,233        |
|  |                          |               | 04/07/2025      | 04/07/2025    |                      |                |               |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>13,233</b>  | <b>13,233</b> |

# VERBUND AG

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/29/2025         | <b>Country:</b> Austria         | <b>Ticker:</b> VER                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/19/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1931223           |                               |
| <b>Primary Security ID:</b> A91460104   | <b>Primary CUSIP:</b> A91460104 | <b>Primary ISIN:</b> AT0000746409    | <b>Primary SEDOL:</b> 4661607 |
| <b>Earliest Cutoff Date:</b> 04/21/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 3,800            | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 3,800      | <b>Shares Voted:</b> 3,800    |

| Proposal Number | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|-----------------|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1               |                  | Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting) | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|-----------------|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
|                 |                  | <i>Voting Policy Rationale: This is a non-voting item.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: This is a non-voting item.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2               |                  | Approve Allocation of Income and Dividends of EUR 2.80 per Share   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3               |                  | Approve Discharge of Management Board for Fiscal Year 2024   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4               |                  | Approve Discharge of Supervisory Board for Fiscal Year 2024  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5               |                  | Ratify Ernst & Young as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6               |                  | Approve Remuneration Report  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with Austrian market practice and pay and performance appear reasonably aligned at this time. However, it is not without concerns: * Ex-post disclosure regarding the evolution of variable payouts versus company performance could still be improved, specifically with regard to the non-financial metrics. * The relative TSR metric used for the 2022-2024 LTI tranche may not be considered sufficiently challenging.</i> |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with Austrian market practice and pay and performance appear reasonably aligned at this time. However, it is not without concerns: * Ex-post disclosure regarding the evolution of variable payouts versus company performance could still be improved, specifically with regard to the non-financial metrics. * The relative TSR metric used for the 2022-2024 LTI tranche may not be considered sufficiently challenging.</i>       |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7               |                  | Approve Remuneration Policy  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and SRD II.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and SRD II.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8               |                  | Reelect Robert Stajic as Supervisory Board Member  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: Vote FOR the proposed nominee is warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: Vote FOR the proposed nominee is warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# VERBUND AG

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 9   |                  | Approve Spin-Off of the "Household and Small Enterprise" Business Unit to VERBUND Energy4Customers GmbH | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is considered warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is considered warranted due to a lack of concerns.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

## Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 3,800          | 3,800        |
|  |                          |               | 04/11/2025      | 04/11/2025    |                      |                |              |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>3,800</b>   | <b>3,800</b> |

# GEA Group AG

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/30/2025         | <b>Country:</b> Germany         | <b>Ticker:</b> G1A                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/08/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1926096           |                               |
| <b>Primary Security ID:</b> D28304109   | <b>Primary CUSIP:</b> D28304109 | <b>Primary ISIN:</b> DE0006602006    | <b>Primary SEDOL:</b> 4557104 |
| <b>Earliest Cutoff Date:</b> 04/21/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 8,988            | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 8,988      | <b>Shares Voted:</b> 8,988    |

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 1   |                  | Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting) | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
| <p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 2   |                  | Approve Allocation of Income and Dividends of EUR 1.15 per Share                     | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 3   |                  | Approve Remuneration Report  | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the company's remuneration report is broadly in line with best practice standards in Germany. Nevertheless, it is not without some concerns: * Ex-post disclosure surrounding the assessment of the individual performance modifier under the STI is somewhat underdeveloped. * The remuneration report does not clearly disclose to what extent the financial performance was adjusted to account for the effects of the special bonus to employees and the impact of the adjustment on the performance achievement in the year under review.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the company's remuneration report is broadly in line with best practice standards in Germany. Nevertheless, it is not without some concerns: * Ex-post disclosure surrounding the assessment of the individual performance modifier under the STI is somewhat underdeveloped. * The remuneration report does not clearly disclose to what extent the financial performance was adjusted to account for the effects of the special bonus to employees and the impact of the adjustment on the performance achievement in the year under review.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 4   |                  | Approve Discharge of Management Board for Fiscal Year 2024                                       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Approve Discharge of Supervisory Board for Fiscal Year 2024                                      | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6.1   |                  | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025                              | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6.2   |                  | Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025 | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Approve Remuneration Policy  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and SRD II.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and SRD II.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8.1   |                  | Elect Juergen Fleischer to the Supervisory Board   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Annette Koehler is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Annette Koehler is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8.2   |                  | Elect Annette Koehler to the Supervisory Board   | Mgmt      | Yes              | For      | For     |                       | Against           | Against          | Yes               | No                  | Yes              |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Annette Koehler is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Annette Koehler is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8.3   |                  | Elect Holly Lei to the Supervisory Board   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Annette Koehler is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Annette Koehler is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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## GEA Group AG

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 9   |                  | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR the proposed share repurchase program is warranted because this is a standard request in Germany.</i></p> <p><i>Blended Rationale: A vote FOR the proposed share repurchase program is warranted because this is a standard request in Germany.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 10  |                  | Approve Virtual-Only Shareholder Meetings Until 2027                                    | Mgmt      | Yes              | For      | Against |                       |                   | Against          | Against           | Yes                 | No               | No |
| <p><i>Voting Policy Rationale: A vote AGAINST the proposed article amendments in regard to virtual-only shareholder meetings is warranted because: * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. * The rationale regarding why it was seen as necessary to hold all meetings since prior to the pandemic as virtual-only meetings is not considered compelling. * The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no commitment by the boards to giving shareholders an in-person attendance option in the near future. In this vein, the company only vaguely addresses the circumstances under which in-person meetings might be held in the future.</i></p> <p><i>Blended Rationale: A vote AGAINST the proposed article amendments in regard to virtual-only shareholder meetings is warranted because: * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. * The rationale regarding why it was seen as necessary to hold all meetings since prior to the pandemic as virtual-only meetings is not considered compelling. * The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no commitment by the boards to giving shareholders an in-person attendance option in the near future. In this vein, the company only vaguely addresses the circumstances under which in-person meetings might be held in the future.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

### Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 8,988          | 8,988        |
|  |                          |               | 04/08/2025      | 04/08/2025    |                      |                |              |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>8,988</b>   | <b>8,988</b> |

## Hermes International SCA

|   |                                     |                                      |                               |
|---|-------------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/30/2025         | <b>Country:</b> France              | <b>Ticker:</b> RMS                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/28/2025          | <b>Meeting Type:</b> Annual/Special | <b>Meeting ID:</b> 1944058           |                               |
| <b>Primary Security ID:</b> F48051100   | <b>Primary CUSIP:</b> F48051100     | <b>Primary ISIN:</b> FR0000052292    | <b>Primary SEDOL:</b> 5253973 |
| <b>Earliest Cutoff Date:</b> 04/25/2025 | <b>Total Ballots:</b> 1             | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 1,303            | <b>*Shares on Loan:</b> 0           | <b>Shares Instructed:</b> 1,303      | <b>Shares Voted:</b> 1,303    |

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

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# Hermes International SCA

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 2   |                  | Approve Consolidated Financial Statements and Statutory Reports  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3   |                  | Approve Discharge of General Managers                            | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the lack of any specific concern with the management board's actions over the past year.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given the lack of any specific concern with the management board's actions over the past year.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4   |                  | Approve Allocation of Income and Dividends of EUR 26 per Share   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> <p><i>Blended Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Approve Auditors' Special Report on Related-Party Transactions   | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The company failed to provide sufficient information concerning a consulting agreement entered into with Studio des Fleurs. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests; and * The company fails to provide comprehensive information regarding the transactions with RDAI. In this context, it is impossible to ascertain that the continuation of transactions with RDAI is in the interest of all shareholders.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted because: * The company failed to provide sufficient information concerning a consulting agreement entered into with Studio des Fleurs. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests; and * The company fails to provide comprehensive information regarding the transactions with RDAI. In this context, it is impossible to ascertain that the continuation of transactions with RDAI is in the interest of all shareholders.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</i></p> <p><i>Blended Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Approve Compensation Report of Corporate Officers                | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as: * The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest; * The pay equity ratio's perimeter is not relevant to all the company's employees; and * The company remains unresponsive about last AGM's significant dissent on compensation-related items.</i></p> <p><i>Blended Rationale: A vote AGAINST this remuneration report is warranted as: * The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest; * The pay equity ratio's perimeter is not relevant to all the company's employees; and * The company remains unresponsive about last AGM's significant dissent on compensation-related items.</i></p>         |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Hermes International SCA

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|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 8   |                  | Approve Compensation of Axel Dumas, General Manager                       | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only, on the basis of previous year results) and as the variable remuneration is nearly uncapped.</i></p> <p><i>Blended Rationale: Votes AGAINST these remuneration reports are warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only, on the basis of previous year results) and as the variable remuneration is nearly uncapped.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Approve Compensation of Emile Hermes SAS, General Manager                 | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only, on the basis of previous year results) and as the variable remuneration is nearly uncapped.</i></p> <p><i>Blended Rationale: Votes AGAINST these remuneration reports are warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only, on the basis of previous year results) and as the variable remuneration is nearly uncapped.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Approve Compensation of Éric de Seynes, Chairman of the Supervisory Board | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11  |                  | Approve Remuneration Policy of General Managers                           | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest; and * Despite the addition of a cap mechanism last year, the structure of the statutory remuneration seems to remain biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only, on the basis of previous year results) and as the variable remuneration is nearly uncapped.</i></p> <p><i>Blended Rationale: A vote AGAINST this remuneration policy is warranted because: * The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest; and * Despite the addition of a cap mechanism last year, the structure of the statutory remuneration seems to remain biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only, on the basis of previous year results) and as the variable remuneration is nearly uncapped.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12  |                  | Approve Remuneration Policy of Supervisory Board Members                  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Hermes International SCA

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 13  |                  | Reelect Charles-Eric Bauer as Supervisory Board Member   | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the (re)elections of Estelle Brachlianoff, Cecile Beliot-Zind, Jean-Laurent Bonnafe, and Bernard Emie as independent nominees are warranted in the absence of specific concerns (Items 14, 16, 17 and 18). Votes AGAINST the reelections of Charles-Eric Bauer and Julie Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 and 15).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of Estelle Brachlianoff, Cecile Beliot-Zind, Jean-Laurent Bonnafe, and Bernard Emie as independent nominees are warranted in the absence of specific concerns (Items 14, 16, 17 and 18). Votes AGAINST the reelections of Charles-Eric Bauer and Julie Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 and 15).</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 14  |                  | Reelect Estelle Brachlianoff as Supervisory Board Member | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the (re)elections of Estelle Brachlianoff, Cecile Beliot-Zind, Jean-Laurent Bonnafe, and Bernard Emie as independent nominees are warranted in the absence of specific concerns (Items 14, 16, 17 and 18). Votes AGAINST the reelections of Charles-Eric Bauer and Julie Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 and 15).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of Estelle Brachlianoff, Cecile Beliot-Zind, Jean-Laurent Bonnafe, and Bernard Emie as independent nominees are warranted in the absence of specific concerns (Items 14, 16, 17 and 18). Votes AGAINST the reelections of Charles-Eric Bauer and Julie Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 and 15).</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 15  |                  | Reelect Julie Guerrand as Supervisory Board Member       | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the (re)elections of Estelle Brachlianoff, Cecile Beliot-Zind, Jean-Laurent Bonnafe, and Bernard Emie as independent nominees are warranted in the absence of specific concerns (Items 14, 16, 17 and 18). Votes AGAINST the reelections of Charles-Eric Bauer and Julie Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 and 15).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of Estelle Brachlianoff, Cecile Beliot-Zind, Jean-Laurent Bonnafe, and Bernard Emie as independent nominees are warranted in the absence of specific concerns (Items 14, 16, 17 and 18). Votes AGAINST the reelections of Charles-Eric Bauer and Julie Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 and 15).</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 16  |                  | Elect Cécile Béliot-Zind as Supervisory Board Member     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the (re)elections of Estelle Brachlianoff, Cecile Beliot-Zind, Jean-Laurent Bonnafe, and Bernard Emie as independent nominees are warranted in the absence of specific concerns (Items 14, 16, 17 and 18). Votes AGAINST the reelections of Charles-Eric Bauer and Julie Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 and 15).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of Estelle Brachlianoff, Cecile Beliot-Zind, Jean-Laurent Bonnafe, and Bernard Emie as independent nominees are warranted in the absence of specific concerns (Items 14, 16, 17 and 18). Votes AGAINST the reelections of Charles-Eric Bauer and Julie Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 and 15).</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 17  |                  | Elect Jean-Laurent Bonnafé as Supervisory Board Member   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the (re)elections of Estelle Brachlianoff, Cecile Beliot-Zind, Jean-Laurent Bonnafe, and Bernard Emie as independent nominees are warranted in the absence of specific concerns (Items 14, 16, 17 and 18). Votes AGAINST the reelections of Charles-Eric Bauer and Julie Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 and 15).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of Estelle Brachlianoff, Cecile Beliot-Zind, Jean-Laurent Bonnafe, and Bernard Emie as independent nominees are warranted in the absence of specific concerns (Items 14, 16, 17 and 18). Votes AGAINST the reelections of Charles-Eric Bauer and Julie Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 and 15).</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Hermes International SCA

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 18  |                  | Elect Bernard Emié as Supervisory Board Member  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the (re)elections of Estelle Brachlianoff, Cecile Beliot-Zind, Jean-Laurent Bonnafe, and Bernard Emie as independent nominees are warranted in the absence of specific concerns (Items 14, 16, 17 and 18). Votes AGAINST the reelections of Charles-Eric Bauer and Julie Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 and 15).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of Estelle Brachlianoff, Cecile Beliot-Zind, Jean-Laurent Bonnafe, and Bernard Emie as independent nominees are warranted in the absence of specific concerns (Items 14, 16, 17 and 18). Votes AGAINST the reelections of Charles-Eric Bauer and Julie Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 and 15).</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Extraordinary Business  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 19  |                  | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 20  |                  | Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 21  |                  | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital    | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i></p> <p><i>Blended Rationale: Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 22  |                  | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i></p> <p><i>Blended Rationale: Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 23  |                  | Authorize Capital Issuances for Use in Employee Stock Purchase Plans  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of specific concerns.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of specific concerns.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Hermes International SCA

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 24  |                  | Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 20 Percent of Issued Capital               | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i></p> <p><i>Blended Rationale: Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 25  |                  | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind                                     | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i></p> <p><i>Blended Rationale: Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 26  |                  | Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 10 Percent of Issued Capital | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i></p> <p><i>Blended Rationale: Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 27  |                  | Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition                                | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i></p> <p><i>Blended Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 28  |                  | Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 27 Above    | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i></p> <p><i>Blended Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 29  |                  | Authorize Filing of Required Documents/Other Formalities   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this routine item is warranted.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

## Ballot Details

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

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# Hermes International SCA

## Ballot Details

| Institutional Account Detail<br>(IA Name, IA Number)            | Custodian<br>Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted |
|---|-----------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU<br>SRI EX FOSSIL, unassigned | 283541.001                  | Confirmed     | Auto-Instructed<br>04/04/2025 | Auto-Approved<br>04/04/2025 |                      | 1,303          | 1,303        |
| <b>Total Shares:</b>  |                             |               |                               |                             |                      | <b>1,303</b>   | <b>1,303</b> |

## KBC Group SA/NV

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/30/2025         | <b>Country:</b> Belgium         | <b>Ticker:</b> KBC                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/16/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1899547           |                               |
| <b>Primary Security ID:</b> B5337G162   | <b>Primary CUSIP:</b> B5337G162 | <b>Primary ISIN:</b> BE0003565737    | <b>Primary SEDOL:</b> 4497749 |
| <b>Earliest Cutoff Date:</b> 04/22/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 13,546           | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 13,546     | <b>Shares Voted:</b> 13,546   |

| Proposal Number | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|-----------------|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1               |                  | Annual Meeting Agenda   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | Receive Directors' Reports (Non-Voting)   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Voting Policy Rationale: No vote is required.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: No vote is required.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2               |                  | Receive Auditors' Reports (Non-Voting)  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Voting Policy Rationale: No vote is required.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: No vote is required.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3               |                  | Receive Assurance Report on Sustainability Reporting of KBC Group NV  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Voting Policy Rationale: This is a non-voting item.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: This is a non-voting item.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4               |                  | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Voting Policy Rationale: This is a non-voting item.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: This is a non-voting item.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5               |                  | Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.85 per Share   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i> |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>       |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 6   |                  | Approve Remuneration Report   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A qualified vote FOR is warranted, because: * The overall level of disclosure on both the plan is sufficient considering market practice and enables shareholders to assess the stringency of the policy; * Despite the absence of a long-term incentive plan, at least 40 percent of the variable remuneration is deferred and paid out in phantom stock. This is not without noting the absence of specific disclosure on the company and individual variable emolument with respect to target and achievement levels (ex-post basis) for the STI award and the lacking responsiveness regarding 2024's significant dissent on remuneration report and policy vote.</i></p> <p><i>Blended Rationale: A qualified vote FOR is warranted, because: * The overall level of disclosure on both the plan is sufficient considering market practice and enables shareholders to assess the stringency of the policy; * Despite the absence of a long-term incentive plan, at least 40 percent of the variable remuneration is deferred and paid out in phantom stock. This is not without noting the absence of specific disclosure on the company and individual variable emolument with respect to target and achievement levels (ex-post basis) for the STI award and the lacking responsiveness regarding 2024's significant dissent on remuneration report and policy vote.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Approve Discharge of Directors  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Approve Discharge of Auditors   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Approve Auditors' Remuneration  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Ratify KPMG, Permanently Represented by Kenneth Vermeire and Stephane Nolf, as Auditors   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11  |                  | Appoint KPMG, Permanently Represented by Kenneth Vermeire and Steven Mulkens, for Sustainability Reporting and Approve Their Remuneration | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12.1  |                  | Approve Co-optation of Bartel Puelinckx as Director   | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Baron Philippe Vlerick is warranted for lack of diversity on the board. A vote AGAINST the elections of Baron Philippe Vlerick, Bartel Puelinckx and Michiel Allaerts is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Baron Philippe Vlerick is warranted for lack of diversity on the board. A vote AGAINST the elections of Baron Philippe Vlerick, Bartel Puelinckx and Michiel Allaerts is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote FOR the remaining director nominees is warranted.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 12.2  |                  | Elect Kristine Wolcott Braden as Independent Director | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Baron Philippe Vlerick is warranted for lack of diversity on the board. A vote AGAINST the elections of Baron Philippe Vlerick, Bartel Puelinckx and Michiel Allaerts is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Baron Philippe Vlerick is warranted for lack of diversity on the board. A vote AGAINST the elections of Baron Philippe Vlerick, Bartel Puelinckx and Michiel Allaerts is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote FOR the remaining director nominees is warranted.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12.3  |                  | Elect Line Merethe Hestvik as Independent Director    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Baron Philippe Vlerick is warranted for lack of diversity on the board. A vote AGAINST the elections of Baron Philippe Vlerick, Bartel Puelinckx and Michiel Allaerts is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Baron Philippe Vlerick is warranted for lack of diversity on the board. A vote AGAINST the elections of Baron Philippe Vlerick, Bartel Puelinckx and Michiel Allaerts is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote FOR the remaining director nominees is warranted.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12.4  |                  | Elect Michiel Allaerts as Director                    | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Baron Philippe Vlerick is warranted for lack of diversity on the board. A vote AGAINST the elections of Baron Philippe Vlerick, Bartel Puelinckx and Michiel Allaerts is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Baron Philippe Vlerick is warranted for lack of diversity on the board. A vote AGAINST the elections of Baron Philippe Vlerick, Bartel Puelinckx and Michiel Allaerts is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote FOR the remaining director nominees is warranted.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12.5  |                  | Reelect Philippe Vlerick as Director                  | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Baron Philippe Vlerick is warranted for lack of diversity on the board. A vote AGAINST the elections of Baron Philippe Vlerick, Bartel Puelinckx and Michiel Allaerts is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Baron Philippe Vlerick is warranted for lack of diversity on the board. A vote AGAINST the elections of Baron Philippe Vlerick, Bartel Puelinckx and Michiel Allaerts is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote FOR the remaining director nominees is warranted.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13  |                  | Transact Other Business                               | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a routine non-voting item.</i></p> <p><i>Blended Rationale: This is a routine non-voting item.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

**Ballot Details**

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed<br>04/09/2025 | Auto-Approved<br>04/09/2025 |                      | 13,546         | 13,546        |
| <b>Total Shares:</b>   |                          |               |                               |                             |                      | <b>13,546</b>  | <b>13,546</b> |

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# Muenchener Rueckversicherungs-Gesellschaft AG

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 04/30/2025         | <b>Country:</b> Germany         | <b>Ticker:</b> MUV2                  | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/23/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1925780           |                               |
| <b>Primary Security ID:</b> D55535104   | <b>Primary CUSIP:</b> D55535104 | <b>Primary ISIN:</b> DE0008430026    | <b>Primary SEDOL:</b> 5294121 |
| <b>Earliest Cutoff Date:</b> 04/21/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 5,275            | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 5,275      | <b>Shares Voted:</b> 0        |

## Did Not Vote Due to Ballot Shareblocking

| Proposal Number  | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|--|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1  |                  | Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting) | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: This is a non-voting item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: This is a non-voting item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2  |                  | Approve Allocation of Income and Dividends of EUR 20.00 per Share                    | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>                                     |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3.1  |                  | Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2024    | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3.2  |                  | Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2024      | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3.3  |                  | Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2024  | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3.4  |                  | Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2024     | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Muenchener Rueckversicherungs-Gesellschaft AG

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 3.5   |                  | Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2024     | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3.6   |                  | Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2024          | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3.7   |                  | Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2024        | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3.8   |                  | Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2024        | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3.9   |                  | Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2024 | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3.10  |                  | Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2024          | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Muenchener Rueckversicherungs-Gesellschaft AG

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 4.1   |                  | Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2024   | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.2   |                  | Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2024         | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.3   |                  | Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2024 | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.4   |                  | Approve Discharge of Supervisory Board Member Matthias Beier for Fiscal Year 2024         | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.5   |                  | Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2024          | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.6   |                  | Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2024             | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Muenchener Rueckversicherungs-Gesellschaft AG

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 4.7   |                  | Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2024           | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.8   |                  | Approve Discharge of Supervisory Board Member Grzegorz Czlowiekowski for Fiscal Year 2024 | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.9   |                  | Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2024          | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.10  |                  | Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2024           | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.11  |                  | Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2024          | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.12  |                  | Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024       | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Muenchener Rueckversicherungs-Gesellschaft AG

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 4.13  |                  | Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2024            | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.14  |                  | Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2024          | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.15  |                  | Approve Discharge of Supervisory Board Member Julia Jaekel for Fiscal Year 2024             | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.16  |                  | Approve Discharge of Supervisory Board Member Renata Jungo Bruengger for Fiscal Year 2024   | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.17  |                  | Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2024            | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.18  |                  | Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2024 | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Muenchener Rueckversicherungs-Gesellschaft AG

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 4.19  |                  | Approve Discharge of Supervisory Board Member Andrea Maier for Fiscal Year 2024      | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.20  |                  | Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2024   | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.21  |                  | Approve Discharge of Supervisory Board Member Victoria Ossadnik for Fiscal Year 2024 | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.22  |                  | Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2024    | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.23  |                  | Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2024     | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.24  |                  | Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2024     | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 4.25  |                  | Approve Discharge of Supervisory Board Member Anita Stocker-Napravnik for Fiscal Year 2024 | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.26  |                  | Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2024    | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.27  |                  | Approve Discharge of Supervisory Board Member Susanne Terhoeven for Fiscal Year 2024       | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.28  |                  | Approve Discharge of Supervisory Board Member Jens-Juergen Vogel for Fiscal Year 2024      | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.29  |                  | Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2024           | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.30  |                  | Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2024           | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 4.31  |                  | Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2024   | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5.1   |                  | Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025 | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted because no concerns were identified that would impact the suitability of the proposed auditors.</i></p> <p><i>Blended Rationale: Votes FOR are warranted because no concerns were identified that would impact the suitability of the proposed auditors.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5.2   |                  | Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025  | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5.3   |                  | Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2026                                    | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted because no concerns were identified that would impact the suitability of the proposed auditors.</i></p> <p><i>Blended Rationale: Votes FOR are warranted because no concerns were identified that would impact the suitability of the proposed auditors.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Approve Remuneration Report  | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with market practice, and pay and performance appear reasonably aligned at this time. However, it is not without some concern: * Target compensation levels were increased by 10 percent for all executives to align with market levels, although the report does not detail the specific outcomes of the benchmarking exercise. * Contributions under legacy pension arrangements remain very high in the context of market practice. * One executive received a service anniversary award, albeit in a limited amount.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with market practice, and pay and performance appear reasonably aligned at this time. However, it is not without some concern: * Target compensation levels were increased by 10 percent for all executives to align with market levels, although the report does not detail the specific outcomes of the benchmarking exercise. * Contributions under legacy pension arrangements remain very high in the context of market practice. * One executive received a service anniversary award, albeit in a limited amount.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Muenchener Rueckversicherungs-Gesellschaft AG

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 7   |                  | Approve Remuneration Policy  | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and proposed changes are supported by explanations. However, it is not without some concerns: * Specific financial metrics are not defined for the STI, while specific ESG metrics are not defined for the LTI. * The rationale for the increase to the maximum annual compensation caps is somewhat limited considering the flexibility they would afford for compensation increases. * The derogation clause remains broadly formulated and allows for substantial flexibility.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and proposed changes are supported by explanations. However, it is not without some concerns: * Specific financial metrics are not defined for the STI, while specific ESG metrics are not defined for the LTI. * The rationale for the increase to the maximum annual compensation caps is somewhat limited considering the flexibility they would afford for compensation increases. * The derogation clause remains broadly formulated and allows for substantial flexibility.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Approve Virtual-Only Shareholder Meetings Until 2027                   | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because: * The authorization is limited to a period of two years; * Alternative meeting formats are not precluded (the company held its 2024 AGM in-person, and is holding the 2025 AGM in-person as well); and * Shareholders' participation rights would be protected (in line with German law). However, support for this proposal is qualified because: * The company does not limit the use of the virtual meeting authorization to extraordinary circumstances only, nor do they clearly elaborate on the circumstances under which virtual-only meetings would be held in the future; rather, decisions will be made on a case-by-case basis at the discretion of the board.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because: * The authorization is limited to a period of two years; * Alternative meeting formats are not precluded (the company held its 2024 AGM in-person, and is holding the 2025 AGM in-person as well); and * Shareholders' participation rights would be protected (in line with German law). However, support for this proposal is qualified because: * The company does not limit the use of the virtual meeting authorization to extraordinary circumstances only, nor do they clearly elaborate on the circumstances under which virtual-only meetings would be held in the future; rather, decisions will be made on a case-by-case basis at the discretion of the board.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9.1   |                  | Amend Articles Re: Share Transfer Restriction                          | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted due to lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed article amendments are warranted due to lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9.2   |                  | Amend Articles Re: Third-Party Ownership Entries in the Share Register | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted due to lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed article amendments are warranted due to lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9.3   |                  | Amend Articles Re: Third-Party Ownership Voting Rights                 | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted due to lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed article amendments are warranted due to lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9.4   |                  | Amend Articles Re: Editorial Changes                                   | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted due to lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed article amendments are warranted due to lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9.5   |                  | Amend Articles Re: Editorial Changes                                   | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted due to lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed article amendments are warranted due to lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Muenchener Rueckversicherungs-Gesellschaft AG

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 9.6   |                  | Amend Articles Re: Sequence of Agenda Items   | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted due to lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed article amendments are warranted due to lack of concerns.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Approve Creation of EUR 117.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights   | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.</i></p>     |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11  |                  | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.5 Billion; Approve Creation of EUR 117.5 Million Pool of Capital to Guarantee Conversion Rights | Mgmt      | Yes              | For      | For     |                       | For               | Do Not Vote      | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.</i></p>     |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

## Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted |
|--|--------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | AutoApproved  | Auto-Instructed<br>03/21/2025 | Auto-Approved<br>03/21/2025 |                      | 5,275          | 0            |
| <b>Total Shares:</b>   |                          |               |                               |                             |                      | <b>5,275</b>   | <b>0</b>     |

# Kerry Group Plc

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 05/01/2025         | <b>Country:</b> Ireland         | <b>Ticker:</b> KRZ                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/27/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1928420           |                               |
| <b>Primary Security ID:</b> G52416107   | <b>Primary CUSIP:</b> G52416107 | <b>Primary ISIN:</b> IE0004906560    | <b>Primary SEDOL:</b> 4519579 |
| <b>Earliest Cutoff Date:</b> 04/25/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 8,514            | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 8,514      | <b>Shares Voted:</b> 8,514    |

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

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| Proposal Number   | Significant Vote | Proposal Text                         | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---------------------------------------|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 2   |                  | Approve Final Dividend                | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.</i></p>   |                  |                                       |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3a  |                  | Re-elect Gerry Behan as Director      | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> |                  |                                       |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3b  |                  | Re-elect Genevieve Berger as Director | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> |                  |                                       |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3c  |                  | Re-elect Fiona Dawson as Director     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> |                  |                                       |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3d  |                  | Re-elect Emer Gilvarry as Director    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> |                  |                                       |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3e  |                  | Re-elect Catherine Godson as Director | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> |                  |                                       |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3f  |                  | Re-elect Liz Hewitt as Director       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> |                  |                                       |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text                           | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 3g  |                  | Re-elect Michael Kerr as Director       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3h  |                  | Re-elect Marguerite Larkin as Director  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3i  |                  | Re-elect Tom Moran as Director          | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3j  |                  | Re-elect Christopher Rogers as Director | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3k  |                  | Re-elect Patrick Rohan as Director      | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3l  |                  | Re-elect Edmond Scanlon as Director     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 3m  |                  | Re-elect Jinlong Wang as Director  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified. It is noted that the Board Chair has now served for over nine years, contrary to UK Code recommendations. The Company however notes that this is an interim arrangement until the 2026 AGM to allow a succession plan.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4   |                  | Authorise Board to Fix Remuneration of Auditors  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is considered warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is considered warranted because there are no concerns regarding this proposal.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Approve Remuneration Report  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the remuneration report is considered warranted, although: * Concerns regarding the appropriateness of near maximum bonus payouts have been raised. The main reasons for support are: * There is no marked divergence between pay and the Company's wider performance year-on-year. The Company's explanation on target setting is also acknowledged; as is the positive shareholder experience during the year.</i></p> <p><i>Blended Rationale: A vote FOR the remuneration report is considered warranted, although: * Concerns regarding the appropriateness of near maximum bonus payouts have been raised. The main reasons for support are: * There is no marked divergence between pay and the Company's wider performance year-on-year. The Company's explanation on target setting is also acknowledged; as is the positive shareholder experience during the year.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Authorise Issue of Equity  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Authorise Issue of Equity without Pre-emptive Rights   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Authorise Market Purchase of A Ordinary Shares   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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## Kerry Group Plc

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 10  |                  | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is considered warranted. No issues of concern have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is considered warranted. No issues of concern have been identified.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

### Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 8,514          | 8,514        |
|  |                          |               | 04/17/2025      | 04/17/2025    |                      |                |              |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>8,514</b>   | <b>8,514</b> |

## DSM-Firmenich AG

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 05/06/2025         | <b>Country:</b> Switzerland     | <b>Ticker:</b> DSFIR                 | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b>                     | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1947652           |                               |
| <b>Primary Security ID:</b> H0245V108   | <b>Primary CUSIP:</b> H0245V108 | <b>Primary ISIN:</b> CH1216478797    | <b>Primary SEDOL:</b> BPCPSD6 |
| <b>Earliest Cutoff Date:</b> 04/30/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 12,330           | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 12,330     | <b>Shares Voted:</b> 12,330   |

| Proposal Number   | Significant Vote | Proposal Text                                     | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1.1   |                  | Accept Financial Statements and Statutory Reports | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 1.2   |                  | Approve Sustainability Report                     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the approval of the company's non-financial report is warranted due to a lack of significant concerns.</i></p> <p><i>Blended Rationale: A vote FOR the approval of the company's non-financial report is warranted due to a lack of significant concerns.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 1.3   |                  | Approve Remuneration Report                       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and pay and performance appear reasonably aligned at this time.</i></p> <p><i>Blended Rationale: A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and pay and performance appear reasonably aligned at this time.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2   |                  | Approve Discharge of Board and Senior Management  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties. However, some shareholders may wish to vote against this item on a precautionary basis in light of the ongoing investigations concerning antitrust violations.</i></p> <p><i>Blended Rationale: A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties. However, some shareholders may wish to vote against this item on a precautionary basis in light of the ongoing investigations concerning antitrust violations.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 3   |                  | Approve Allocation of Income and Dividends of EUR 2.50 per Share | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of significant concerns.</i></p> <p><i>Blended Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of significant concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.1.a   |                  | Reelect Thomas Leysen as Director and Board Chair                | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.1.b   |                  | Reelect Patrick Firmenich as Director                            | Mgmt      | Yes              | For      | For     |                       | Against           | Against          | Yes               | No                  | Yes              |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.1.c   |                  | Reelect Sze Cotte-Tan as Director                                | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.1.d   |                  | Reelect Antoine Firmenich as Director                            | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.1.e   |                  | Reelect Erica Mann as Director                                   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.1.f   |                  | Reelect Carla Mahieu as Director                                 | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.1.g   |                  | Reelect Frits van Paasschen as Director                          | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# DSM-Firmenich AG

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 4.1.h   |                  | Reelect Andre Pometta as Director                                     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.1.i   |                  | Reelect John Ramsay as Director                                       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.1.j   |                  | Reelect Richard Ridinger as Director                                  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.1.k   |                  | Reelect Corien Wortmann as Director                                   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.2.1   |                  | Reappoint Carla Mahieu as Member of the Compensation Committee        | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.2.2   |                  | Reappoint Thomas Leysen as Member of the Compensation Committee       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.2.3   |                  | Reappoint Frits van Paasschen as Member of the Compensation Committee | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 4.2.4   |                  | Reappoint Andre Pometta as Member of the Compensation Committee  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Patrick Firmenich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5.1   |                  | Approve Remuneration of Directors in the Amount of EUR 3.7 Million   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5.2   |                  | Approve Remuneration of Executive Committee in the Amount of EUR 44 Million  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Ratify PricewaterhouseCoopers AG as Auditors   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Designate Christian Hochstrasser as Independent Proxy  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Approve Creation of Capital Band within the Upper Limit of EUR 2.9 Million and the Lower Limit of EUR 2.4 Million with or without Exclusion of Preemptive Rights | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the proposed authorization is warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: A vote FOR the proposed authorization is warranted due to a lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Transact Other Business (Voting)   | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

**Ballot Details**

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

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# DSM-Firmenich AG

## Ballot Details

| Institutional Account Detail<br>(IA Name, IA Number)            | Custodian<br>Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted  |
|---|-----------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU<br>SRI EX FOSSIL, unassigned | 283541.001                  | Confirmed     | Auto-Instructed<br>04/16/2025 | Auto-Approved<br>04/16/2025 |                      | 12,330         | 12,330        |
| <b>Total Shares:</b>  |                             |               |                               |                             |                      | <b>12,330</b>  | <b>12,330</b> |

## Eurazeo SE

|   |                                     |                                      |                               |
|---|-------------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 05/07/2025         | <b>Country:</b> France              | <b>Ticker:</b> RF                    | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 05/05/2025          | <b>Meeting Type:</b> Annual/Special | <b>Meeting ID:</b> 1947798           |                               |
| <b>Primary Security ID:</b> F3296A108   | <b>Primary CUSIP:</b> F3296A108     | <b>Primary ISIN:</b> FR0000121121    | <b>Primary SEDOL:</b> 7042395 |
| <b>Earliest Cutoff Date:</b> 05/02/2025 | <b>Total Ballots:</b> 1             | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 3,109            | <b>*Shares on Loan:</b> 0           | <b>Shares Instructed:</b> 3,109      | <b>Shares Voted:</b> 3,109    |

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1   |                  | Ordinary Business<br>Approve Financial Statements and Statutory Reports   | Mgmt      | No               | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2   |                  | Approve Treatment of Losses and Dividends of EUR 2.65 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted as the company maintains enough reserves to distribute this dividend.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the company maintains enough reserves to distribute this dividend.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3   |                  | Approve Consolidated Financial Statements and Statutory Reports   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4   |                  | Approve Auditors' Special Report on Related-Party Transactions  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted given the absence of any concerns.</i></p> <p><i>Blended Rationale: A vote FOR is warranted given the absence of any concerns.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 5   |                  | Reelect Olivier Merveilleux as Supervisory Board Member                    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the (re)elections of these non-independent nominees are warranted (Items 5 and 6) but are not without concerns considering the recurring high dissents (&gt;40% of the free float votes) on the executive remunerations for the members of the remuneration committee to be reelected.</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these non-independent nominees are warranted (Items 5 and 6) but are not without concerns considering the recurring high dissents (&gt;40% of the free float votes) on the executive remunerations for the members of the remuneration committee to be reelected.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Reelect JCDecaux Holding SAS as Supervisory Board Member                   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the (re)elections of these non-independent nominees are warranted (Items 5 and 6) but are not without concerns considering the recurring high dissents (&gt;40% of the free float votes) on the executive remunerations for the members of the remuneration committee to be reelected.</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these non-independent nominees are warranted (Items 5 and 6) but are not without concerns considering the recurring high dissents (&gt;40% of the free float votes) on the executive remunerations for the members of the remuneration committee to be reelected.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Approve Remuneration Policy of Supervisory Board Members                   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Approve Remuneration Policy of Management Board Members                    | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST is warranted as: * The base salary of one executive and LTI caps of all executives are increasing, and the company's rationale is not compelling, * Both STI and LTI have compensatory effects that could create misalignments between remuneration and performance. * The LTIP performance conditions may appear generous in vesting * The severance payment lacks stringency * The exceptional compensation of the STI is now uncapped with looser award conditions.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted as: * The base salary of one executive and LTI caps of all executives are increasing, and the company's rationale is not compelling, * Both STI and LTI have compensatory effects that could create misalignments between remuneration and performance. * The LTIP performance conditions may appear generous in vesting * The severance payment lacks stringency * The exceptional compensation of the STI is now uncapped with looser award conditions.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Approve Compensation Report of Corporate Officers                          | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST is warranted given the repeated significant dissent the company has faced on compensation items over previous AGMs.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted given the repeated significant dissent the company has faced on compensation items over previous AGMs.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Approve Compensation of Jean-Charles Decaux, Chairman of Supervisory Board | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 11  |                  | Approve Compensation of Christophe Bavière, Management Board Member                     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted but is not without concerns as: * One criterion for the LTIP appear generous, while the plan could fully vest despite one criterion not being achieved. The main reason for support is the absence of any other concerns.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted but is not without concerns as: * One criterion for the LTIP appear generous, while the plan could fully vest despite one criterion not being achieved. The main reason for support is the absence of any other concerns.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12  |                  | Approve Compensation of William Kadouch-Chassaing, Management Board Member              | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted but is not without concerns as: * One criterion for the LTIP appear generous, while the plan could fully vest despite one criterion not being achieved. The main reason for support is the absence of any other concerns.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted but is not without concerns as: * One criterion for the LTIP appear generous, while the plan could fully vest despite one criterion not being achieved. The main reason for support is the absence of any other concerns.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13  |                  | Approve Compensation of Sophie Flak, Management Board Member                            | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted but is not without concerns as: * One criterion for the LTIP appear generous, while the plan could fully vest despite one criterion not being achieved. The main reason for support is the absence of any other concerns.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted but is not without concerns as: * One criterion for the LTIP appear generous, while the plan could fully vest despite one criterion not being achieved. The main reason for support is the absence of any other concerns.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 14  |                  | Approve Compensation and Termination Package of Olivier Millet, Management Board Member | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted but not without concerns as: * One criterion for the LTIP appear generous, while the plan could fully vest despite one criterion not being achieved. * The termination package of Olivier Millet lacks a compelling rationale. Support is nonetheless warranted as: * The termination payment is made as part of contractual obligations of the company and no additional termination payment is being made. * The non-compete clause would not be awarded.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted but not without concerns as: * One criterion for the LTIP appear generous, while the plan could fully vest despite one criterion not being achieved. * The termination package of Olivier Millet lacks a compelling rationale. Support is nonetheless warranted as: * The termination payment is made as part of contractual obligations of the company and no additional termination payment is being made. * The non-compete clause would not be awarded.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 15  |                  | Authorize Repurchase of Up to 10 Percent of Issued Share Capital                        | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted but is not without concerns as its use during a takeover period is not fully excluded. Support is nonetheless warranted as the authorization significantly limits its usage conditions during a takeover period.</i></p> <p><i>Blended Rationale: A vote FOR is warranted but is not without concerns as its use during a takeover period is not fully excluded. Support is nonetheless warranted as the authorization significantly limits its usage conditions during a takeover period.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number  | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|--|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 16   |                  | Appoint FORVIS MAZARS as Auditor for Sustainability Reporting  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 17   |                  | Ratify Change Location of Registered Office to 66, rue Pierre Charron, 75008 Paris                   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: This non-contentious proposal merits a vote FOR.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: This non-contentious proposal merits a vote FOR.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 18   |                  | Extraordinary Business<br>Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 18   |                  | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares                           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 19   |                  | Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans                        | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted but not without concerns as: * The LTI has compensatory effects that could create misalignments between remuneration and performance. * The LTIP performance conditions may appear generous in vesting Support is nonetheless warranted given the absence of any other concerns.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted but not without concerns as: * The LTI has compensatory effects that could create misalignments between remuneration and performance. * The LTIP performance conditions may appear generous in vesting Support is nonetheless warranted given the absence of any other concerns.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 20   |                  | Authorize Capital Issuances for Use in Employee Stock Purchase Plans                                 | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted because the plans could increase employee participation to a level of ownership that would remain acceptable for savings-related share purchase plans.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted because the plans could increase employee participation to a level of ownership that would remain acceptable for savings-related share purchase plans.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 21   |                  | Amend Article 13 of Bylaws Re: Board Deliberations   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR Item 21 is warranted as the proposed amendment is not considered contentious.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR Item 21 is warranted as the proposed amendment is not considered contentious.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 22   |                  | Ordinary Business<br>Authorize Filing of Required Documents/Other Formalities                        | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 22   |                  | Authorize Filing of Required Documents/Other Formalities   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this routine item is warranted.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

**Ballot Details**

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 3,109          | 3,109        |
|  |                          |               | 04/16/2025      | 04/16/2025    |                      |                |              |

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Schneider Electric SE

Meeting Date: 05/07/2025 Country: France Ticker: SU Proxy Level: N/A  
 Record Date: 05/05/2025 Meeting Type: Annual/Special Meeting ID: 1946710  
 Primary Security ID: F86921107 Primary CUSIP: F86921107 Primary ISIN: FR0000121972 Primary SEDOL: 4834108

Earliest Cutoff Date: 05/02/2025 Total Ballots: 1 Voting Policy: Sustainability Additional Policy:  
 Votable Shares: 22,212 \*Shares on Loan: 0 Shares Instructed: 22,212 Shares Voted: 22,212

| Proposal Number | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|-----------------|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1               |                  | Ordinary Business  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | Approve Financial Statements and Statutory Reports   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>     |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>           |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2               |                  | Approve Consolidated Financial Statements and Statutory Reports  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>     |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>           |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3               |                  | Approve Allocation of Income and Dividends of EUR 3.90 per Share   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i> |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>       |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4               |                  | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR is warranted in the absence of specific concerns.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR is warranted in the absence of specific concerns.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5               |                  | Approve Compensation Report of Corporate Officers  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>                            |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>                                  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6               |                  | Approve Compensation of Olivier Blum, CEO from November 1, 2024 to December 31, 2024   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>                            |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>                                  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 7   |                  | Approve Compensation of Peter Herweck, CEO from January 1, 2024 to November 1, 2024 | Mgmt      | Yes              | For      | Against |                       |                   | Against          | Against           | Yes                 | No               | No |
| <p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as: * The triggering event of the termination payment is questionable. * The proposed amount does not seem to comply with the wording of the approved remuneration policy. * The termination payment exceeds the total cash compensation actually paid over the entire term of office of the former CEO.</i></p> <p><i>Blended Rationale: A vote AGAINST this remuneration report is warranted as: * The triggering event of the termination payment is questionable. * The proposed amount does not seem to comply with the wording of the approved remuneration policy. * The termination payment exceeds the total cash compensation actually paid over the entire term of office of the former CEO.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 8   |                  | Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board                 | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted but is not without concerns as the chairman benefits from full post mandate vesting of awards granted as chair/CEO.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted but is not without concerns as the chairman benefits from full post mandate vesting of awards granted as chair/CEO.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 9   |                  | Approve Remuneration Policy of CEO  | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR is warranted but is not without concern as in case of termination during FY25, after 12 months in office, (i.e. after November 1th, 2025) the CEO could receive a termination payment that may represent nearly twice the compensation actually paid under his corporate mandate for his total term of office. This concern is reinforced by the proposed increase of the STI opportunity (+30%) that would be used as a basis of calculation.</i></p> <p><i>Blended Rationale: A vote FOR is warranted but is not without concern as in case of termination during FY25, after 12 months in office, (i.e. after November 1th, 2025) the CEO could receive a termination payment that may represent nearly twice the compensation actually paid under his corporate mandate for his total term of office. This concern is reinforced by the proposed increase of the STI opportunity (+30%) that would be used as a basis of calculation.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 10  |                  | Approve Remuneration Policy of Chairman of the Board                                | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted in the absence of any significant concern.</i></p> <p><i>Blended Rationale: Votes FOR these remuneration policies are warranted in the absence of any significant concern.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 11  |                  | Approve Remuneration Policy of Directors  | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted in the absence of any significant concern.</i></p> <p><i>Blended Rationale: Votes FOR these remuneration policies are warranted in the absence of any significant concern.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

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| Proposal Number   | Significant Vote | Proposal Text                                     | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 12  |                  | Reelect Jean-Pascal Tricoire as Director          | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> <p><i>Blended Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13  |                  | Reelect Anna Ohlsson-Leijon as Director           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> <p><i>Blended Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 14  |                  | Ratify Appointment of Clotilde Delbos as Director | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> <p><i>Blended Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 15  |                  | Elect Xiaohong (Laura) Ding as Representative of Employee Shareholders to the Board  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> <p><i>Blended Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| A   |                  | Elect Alban de Beaulaincourt as Representative of Employee Shareholders to the Board | Mgmt      | Yes              | Against  | Against |                       | Against           | Against          | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> <p><i>Blended Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| B   |                  | Elect François Durif as Representative of Employee Shareholders to the Board         | Mgmt      | Yes              | Against  | Against |                       | Against           | Against          | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> <p><i>Blended Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| C   |                  | Elect Venkat Garimella as Representative of Employee Shareholders to the Board      | Mgmt      | Yes              | Against  | Against |                       | Against           | Against          | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> <p><i>Blended Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| D   |                  | Elect Gérard Le Gouefflec as Representative of Employee Shareholders to the Board   | Mgmt      | Yes              | Against  | Against |                       | Against           | Against          | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> <p><i>Blended Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| E   |                  | Elect Amandine Petitdemange as Representative of Employee Shareholders to the Board | Mgmt      | Yes              | Against  | Against |                       | Against           | Against          | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> <p><i>Blended Rationale: Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 92.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 12 to 14). Vote FOR the election of this nominee (employee shareholders Director) Xiaohong (Laura) Ding is warranted as her election is supported by the Board (Item 15) but is not without concerns as this nominee is not proposed by the most representative FCPE. Votes AGAINST the election of these nominees (employee shareholders Director - Items A, B, C, D and E) are warranted as only one candidate can be elected and the proposed elections are not supported by the board.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 16  |                  | Authorize Repurchase of Up to 10 Percent of Issued Share Capital  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i></p> <p><i>Blended Rationale: Such share buyback programs merit a vote FOR.</i></p>                                       |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Extraordinary Business  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 17  |                  | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million             | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p> <p><i>Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 18  |                  | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million          | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p> <p><i>Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 19  |                  | Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 224 Million               | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p> <p><i>Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 20  |                  | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p> <p><i>Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 21  |                  | Authorize Capital Increase of up to 9.73 Percent of Issued Capital for Contributions in Kind  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p> <p><i>Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 22  |                  | Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p> <p><i>Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number  | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|--|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 23   |                  | Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 24   |                  | Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i>                                     |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 25   |                  | Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted in the absence of any specific concerns.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted in the absence of any specific concerns.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 26   |                  | Authorize Capital Issuances for Use in Employee Stock Purchase Plans  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: Votes FOR the employee stock purchase plans are warranted as their proposed volume respects the 10-percent recommended guidelines.</i> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: Votes FOR the employee stock purchase plans are warranted as their proposed volume respects the 10-percent recommended guidelines.</i>       |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 27   |                  | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries                     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: Votes FOR the employee stock purchase plans are warranted as their proposed volume respects the 10-percent recommended guidelines.</i> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: Votes FOR the employee stock purchase plans are warranted as their proposed volume respects the 10-percent recommended guidelines.</i>       |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 28   |                  | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i>                                  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i>  |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 29   |                  | Amend Article 11.3 of Bylaws Re: Conditions for Replacement of Representative of Employees Shareholders                                       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: Votes FOR are warranted as the proposed amendments are not considered contentious.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: Votes FOR are warranted as the proposed amendments are not considered contentious.</i>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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## Schneider Electric SE

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 30  |                  | Amend Article 14.3 of Bylaws<br>Re: Board Deliberations  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted as the proposed amendments are not considered contentious.</i></p> <p><i>Blended Rationale: Votes FOR are warranted as the proposed amendments are not considered contentious.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 31  |                  | Authorize Filing of Required Documents/Other Formalities | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this routine item is warranted.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

### Ballot Details

| Institutional Account Detail<br>(IA Name, IA Number)            | Custodian<br>Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted  |
|---|-----------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU<br>SRI EX FOSSIL, unassigned | 283541.001                  | Confirmed     | Auto-Instructed<br>04/17/2025 | Auto-Approved<br>04/17/2025 | Issuer Confirmed     | 22,212         | 22,212        |
| <b>Total Shares:</b>  |                             |               |                               |                             |                      | <b>22,212</b>  | <b>22,212</b> |

## Cellnex Telecom SA

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 05/08/2025         | <b>Country:</b> Spain           | <b>Ticker:</b> CLNX                  | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 05/02/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1950429           |                               |
| <b>Primary Security ID:</b> E2R41M104   | <b>Primary CUSIP:</b> E2R41M104 | <b>Primary ISIN:</b> ES0105066007    | <b>Primary SEDOL:</b> BX90C05 |
| <b>Earliest Cutoff Date:</b> 05/05/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 29,795           | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 29,795     | <b>Shares Voted:</b> 29,795   |

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1   |                  | Approve Consolidated and Standalone Financial Statements | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i></p>                       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2   |                  | Approve Non-Financial Information Statement              | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of specific concern about the non-financial information reported by the company.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted due to a lack of specific concern about the non-financial information reported by the company.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3   |                  | Approve Allocation of Income                             | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concerns about the proposed income allocation.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted due to a lack of concerns about the proposed income allocation.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 4   |                  | Approve Discharge of Board   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Approve Dividends Charged Against Reserves                             | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concerns regarding the proposed dividend distribution.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted due to a lack of concerns regarding the proposed dividend distribution.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Approve Reduction in Share Capital via Cancellation of Treasury Shares | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted as it facilitates the return of capital to shareholders and may improve the efficiency of the balance sheet, which may also enhance returns over the long term.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as it facilitates the return of capital to shareholders and may improve the efficiency of the balance sheet, which may also enhance returns over the long term.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.1   |                  | Elect Luis Manas Anton as Director                                     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this Item is warranted due to the lack of concerns regarding the independent director nominee.</i></p> <p><i>Blended Rationale: A vote FOR this Item is warranted due to the lack of concerns regarding the independent director nominee.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.2   |                  | Maintain Vacant Board Seats and Number of Directors                    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concerns about the proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted due to a lack of concerns about the proposal.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8.1   |                  | Approve Annual Maximum Remuneration                                    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted, as the current fee cap is not sufficient for the board to adjust emoluments. Nonetheless, the non-disclosure of specific fees is a cause for concern.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted, as the current fee cap is not sufficient for the board to adjust emoluments. Nonetheless, the non-disclosure of specific fees is a cause for concern.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8.2   |                  | Approve Remuneration Policy  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted, based on the positive amendments to the company's director remuneration policy, mainly the significant reduction in maximum LTI opportunity, from 610 percent to 275 percent of target incentive, which demonstrates the board responsiveness to shareholder concerns.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted, based on the positive amendments to the company's director remuneration policy, mainly the significant reduction in maximum LTI opportunity, from 610 percent to 275 percent of target incentive, which demonstrates the board responsiveness to shareholder concerns.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8.3   |                  | Approve Stock-for-Salary Plan  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this shares-in-lieu-of-cash scheme is warranted because: * There is no value transfer; and * The plan is non-dilutive.</i></p> <p><i>Blended Rationale: A vote FOR this shares-in-lieu-of-cash scheme is warranted because: * There is no value transfer; and * The plan is non-dilutive.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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## Cellnex Telecom SA

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 9   |                  | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this standard resolution is warranted as it provides the board with the means to carry out the agreements validly adopted by the general meeting.</i></p> <p><i>Blended Rationale: A vote FOR this standard resolution is warranted as it provides the board with the means to carry out the agreements validly adopted by the general meeting.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Advisory Vote on Remuneration Report                       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted, as the company's pay practices in fiscal year under review overall proved uncontroversial. The pay for performance concern is due to the accrual of the EUR 1.05 million sign-on bonus accrued in March 2025 and reflected in this year's total pay. This sign-on bonus, which is subject to the CEO's having remained in office for two years following his appointment, compensated forfeited awards pro-rated to time and performance in the CEO's previous job. Besides, the board has been responsive to shareholder concerns over pay practices at the 2024 AGM (see Item 8.2).</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted, as the company's pay practices in fiscal year under review overall proved uncontroversial. The pay for performance concern is due to the accrual of the EUR 1.05 million sign-on bonus accrued in March 2025 and reflected in this year's total pay. This sign-on bonus, which is subject to the CEO's having remained in office for two years following his appointment, compensated forfeited awards pro-rated to time and performance in the CEO's previous job. Besides, the board has been responsive to shareholder concerns over pay practices at the 2024 AGM (see Item 8.2).</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

### Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 29,795         | 29,795        |
|  |                          |               | 04/22/2025      | 04/22/2025    |                      |                |               |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>29,795</b>  | <b>29,795</b> |

## Credit Agricole SA

|   |                                     |                                      |                               |
|---|-------------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 05/14/2025         | <b>Country:</b> France              | <b>Ticker:</b> ACA                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 05/12/2025          | <b>Meeting Type:</b> Annual/Special | <b>Meeting ID:</b> 1943120           |                               |
| <b>Primary Security ID:</b> F22797108   | <b>Primary CUSIP:</b> F22797108     | <b>Primary ISIN:</b> FR0000045072    | <b>Primary SEDOL:</b> 7262610 |
| <b>Earliest Cutoff Date:</b> 05/09/2025 | <b>Total Ballots:</b> 1             | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 60,710           | <b>*Shares on Loan:</b> 0           | <b>Shares Instructed:</b> 60,710     | <b>Shares Voted:</b> 60,710   |

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

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# Credit Agricole SA

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 2   |                  | Approve Consolidated Financial Statements and Statutory Reports  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p>         |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3   |                  | Approve Allocation of Income and Dividends of EUR 1.10 per Share   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> <p><i>Blended Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4   |                  | Approve Transaction with Worldline, ESTEY SAS and CAWL Re: Rights and Obligations of CAWL Shareholders                     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted based on the information disclosed in the auditors' special report.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted based on the information disclosed in the auditors' special report.</i></p>                                       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Approve Transaction with ESTEY SAS and Fédération Nationale du Crédit Agricole Re: Governance Rules of Holding ESTEY S.A.S | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted based on the information disclosed in the auditors' special report.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted based on the information disclosed in the auditors' special report.</i></p>                                       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Approve Transaction with SACAM Participations and CATE Re: Governance Rules of CATE  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted based on the information disclosed in the auditors' special report.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted based on the information disclosed in the auditors' special report.</i></p>                                       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Approve Transaction with Santander Investment and CACEIS Re: Cession Conditions of CACEIS                                  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted based on the information disclosed in the auditors' special report.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted based on the information disclosed in the auditors' special report.</i></p>                                       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Approve Transaction with CA Indosuez Re: Conditions for Exercising the Liquidity Clause                                    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted based on the information disclosed in the auditors' special report.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted based on the information disclosed in the auditors' special report.</i></p>                                       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Credit Agricole SA

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 9   |                  | Elect Olivier Desportes as Director                                      | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 9-14).</i></p> <p><i>Blended Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 9-14).</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Reelect Dominique Lefebvre as Director                                   | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 9-14).</i></p> <p><i>Blended Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 9-14).</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11  |                  | Reelect Pierre Cambefort as Director                                     | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 9-14).</i></p> <p><i>Blended Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 9-14).</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12  |                  | Reelect Jean-Pierre Gaillard as Director                                 | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 9-14).</i></p> <p><i>Blended Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 9-14).</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13  |                  | Reelect Christine Gandon as Director                                     | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 9-14).</i></p> <p><i>Blended Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 9-14).</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 14  |                  | Ratify Appointment of Gaëlle Regnard as Director                         | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 9-14).</i></p> <p><i>Blended Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 9-14).</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 15  |                  | Approve Remuneration Policy of Dominique Lefebvre, Chairman of the Board | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 16  |                  | Approve Remuneration Policy of Philippe Brassac, CEO from January 1, 2025 to May 14, 2025     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the remuneration policies under items 16-18 and 20 are warranted although the following concerns are raised: * The rationale provided for the new CEO and the remaining Vice-CEO's remunerations is limited. * The CEO's bonus performance conditions allow for some compensatory effects. * Some LTIP performance conditions are deemed to lack stringency. * The Vice-CEOs' termination packages are not subject to performance conditions. * The termination payments are only partially subject to performance conditions, of which the stringency cannot be assessed. A vote AGAINST the remuneration policy of Jerome Grivet is warranted (item 19) because: * In addition to the points listed above, the proposed policy introduces compensatory effects to the Vice-CEO's bonus.</i></p> <p><i>Blended Rationale: Votes FOR the remuneration policies under items 16-18 and 20 are warranted although the following concerns are raised: * The rationale provided for the new CEO and the remaining Vice-CEO's remunerations is limited. * The CEO's bonus performance conditions allow for some compensatory effects. * Some LTIP performance conditions are deemed to lack stringency. * The Vice-CEOs' termination packages are not subject to performance conditions. * The termination payments are only partially subject to performance conditions, of which the stringency cannot be assessed. A vote AGAINST the remuneration policy of Jerome Grivet is warranted (item 19) because: * In addition to the points listed above, the proposed policy introduces compensatory effects to the Vice-CEO's bonus.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 17  |                  | Approve Remuneration Policy of Olivier Gavalda, CEO from May 14, 2025 to December 31, 2025    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the remuneration policies under items 16-18 and 20 are warranted although the following concerns are raised: * The rationale provided for the new CEO and the remaining Vice-CEO's remunerations is limited. * The CEO's bonus performance conditions allow for some compensatory effects. * Some LTIP performance conditions are deemed to lack stringency. * The Vice-CEOs' termination packages are not subject to performance conditions. * The termination payments are only partially subject to performance conditions, of which the stringency cannot be assessed. A vote AGAINST the remuneration policy of Jerome Grivet is warranted (item 19) because: * In addition to the points listed above, the proposed policy introduces compensatory effects to the Vice-CEO's bonus.</i></p> <p><i>Blended Rationale: Votes FOR the remuneration policies under items 16-18 and 20 are warranted although the following concerns are raised: * The rationale provided for the new CEO and the remaining Vice-CEO's remunerations is limited. * The CEO's bonus performance conditions allow for some compensatory effects. * Some LTIP performance conditions are deemed to lack stringency. * The Vice-CEOs' termination packages are not subject to performance conditions. * The termination payments are only partially subject to performance conditions, of which the stringency cannot be assessed. A vote AGAINST the remuneration policy of Jerome Grivet is warranted (item 19) because: * In addition to the points listed above, the proposed policy introduces compensatory effects to the Vice-CEO's bonus.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 18  |                  | Approve Remuneration Policy of Olivier Gavalda, Vice-CEO from January 1, 2025 to May 14, 2025 | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the remuneration policies under items 16-18 and 20 are warranted although the following concerns are raised: * The rationale provided for the new CEO and the remaining Vice-CEO's remunerations is limited. * The CEO's bonus performance conditions allow for some compensatory effects. * Some LTIP performance conditions are deemed to lack stringency. * The Vice-CEOs' termination packages are not subject to performance conditions. * The termination payments are only partially subject to performance conditions, of which the stringency cannot be assessed. A vote AGAINST the remuneration policy of Jerome Grivet is warranted (item 19) because: * In addition to the points listed above, the proposed policy introduces compensatory effects to the Vice-CEO's bonus.</i></p> <p><i>Blended Rationale: Votes FOR the remuneration policies under items 16-18 and 20 are warranted although the following concerns are raised: * The rationale provided for the new CEO and the remaining Vice-CEO's remunerations is limited. * The CEO's bonus performance conditions allow for some compensatory effects. * Some LTIP performance conditions are deemed to lack stringency. * The Vice-CEOs' termination packages are not subject to performance conditions. * The termination payments are only partially subject to performance conditions, of which the stringency cannot be assessed. A vote AGAINST the remuneration policy of Jerome Grivet is warranted (item 19) because: * In addition to the points listed above, the proposed policy introduces compensatory effects to the Vice-CEO's bonus.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 19  |                  | Approve Remuneration Policy of Jérôme Grivet, Vice-CEO  | Mgmt      | Yes              | For      | Against |                       |                   | Against          | Against           | Yes                 | No               | No |
| <p><i>Voting Policy Rationale: Votes FOR the remuneration policies under items 16-18 and 20 are warranted although the following concerns are raised: * The rationale provided for the new CEO and the remaining Vice-CEO's remunerations is limited. * The CEO's bonus performance conditions allow for some compensatory effects. * Some LTIP performance conditions are deemed to lack stringency. * The Vice-CEOs' termination packages are not subject to performance conditions. * The termination payments are only partially subject to performance conditions, of which the stringency cannot be assessed. A vote AGAINST the remuneration policy of Jerome Grivet is warranted (item 19) because: * In addition to the points listed above, the proposed policy introduces compensatory effects to the Vice-CEO's bonus.</i></p> <p><i>Blended Rationale: Votes FOR the remuneration policies under items 16-18 and 20 are warranted although the following concerns are raised: * The rationale provided for the new CEO and the remaining Vice-CEO's remunerations is limited. * The CEO's bonus performance conditions allow for some compensatory effects. * Some LTIP performance conditions are deemed to lack stringency. * The Vice-CEOs' termination packages are not subject to performance conditions. * The termination payments are only partially subject to performance conditions, of which the stringency cannot be assessed. A vote AGAINST the remuneration policy of Jerome Grivet is warranted (item 19) because: * In addition to the points listed above, the proposed policy introduces compensatory effects to the Vice-CEO's bonus.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 20  |                  | Approve Remuneration Policy of Xavier Musca, Vice-CEO from January 1, 2025 until May 14, 2025 | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: Votes FOR the remuneration policies under items 16-18 and 20 are warranted although the following concerns are raised: * The rationale provided for the new CEO and the remaining Vice-CEO's remunerations is limited. * The CEO's bonus performance conditions allow for some compensatory effects. * Some LTIP performance conditions are deemed to lack stringency. * The Vice-CEOs' termination packages are not subject to performance conditions. * The termination payments are only partially subject to performance conditions, of which the stringency cannot be assessed. A vote AGAINST the remuneration policy of Jerome Grivet is warranted (item 19) because: * In addition to the points listed above, the proposed policy introduces compensatory effects to the Vice-CEO's bonus.</i></p> <p><i>Blended Rationale: Votes FOR the remuneration policies under items 16-18 and 20 are warranted although the following concerns are raised: * The rationale provided for the new CEO and the remaining Vice-CEO's remunerations is limited. * The CEO's bonus performance conditions allow for some compensatory effects. * Some LTIP performance conditions are deemed to lack stringency. * The Vice-CEOs' termination packages are not subject to performance conditions. * The termination payments are only partially subject to performance conditions, of which the stringency cannot be assessed. A vote AGAINST the remuneration policy of Jerome Grivet is warranted (item 19) because: * In addition to the points listed above, the proposed policy introduces compensatory effects to the Vice-CEO's bonus.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 21  |                  | Approve Remuneration Policy of Directors  | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 22  |                  | Approve Compensation of Dominique Lefebvre, Chairman of the Board                             | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 23  |                  | Approve Compensation of Philippe Brassac, CEO   | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted although the following concern is raised: * Compensatory effects allow the CEO to be paid his maximum bonus despite not reaching any criterion at maximum level. * The performance conditions attached to the LTIP are deemed to lack stringency. * The comparison group for the market value performance criterion attached to the LTIP is not disclosed. * Departing executives could retain full rights to their deferred bonuses and LTIPs The main reason for support is: * There are no other concerns.</i></p> <p><i>Blended Rationale: Votes FOR these remuneration reports are warranted although the following concern is raised: * Compensatory effects allow the CEO to be paid his maximum bonus despite not reaching any criterion at maximum level. * The performance conditions attached to the LTIP are deemed to lack stringency. * The comparison group for the market value performance criterion attached to the LTIP is not disclosed. * Departing executives could retain full rights to their deferred bonuses and LTIPs The main reason for support is: * There are no other concerns.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

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# Credit Agricole 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 |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 24  |                  | Approve Compensation of Olivier Gavalda, Vice-CEO   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted although the following concern is raised: * Compensatory effects allow the CEO to be paid his maximum bonus despite not reaching any criterion at maximum level. * The performance conditions attached to the LTIP are deemed to lack stringency. * The comparison group for the market value performance criterion attached to the LTIP is not disclosed. * Departing executives could retain full rights to their deferred bonuses and LTIPs The main reason for support is: * There are no other concerns.</i></p> <p><i>Blended Rationale: Votes FOR these remuneration reports are warranted although the following concern is raised: * Compensatory effects allow the CEO to be paid his maximum bonus despite not reaching any criterion at maximum level. * The performance conditions attached to the LTIP are deemed to lack stringency. * The comparison group for the market value performance criterion attached to the LTIP is not disclosed. * Departing executives could retain full rights to their deferred bonuses and LTIPs The main reason for support is: * There are no other concerns.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 25  |                  | Approve Compensation of Jérôme Grivet, Vice-CEO   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted although the following concern is raised: * Compensatory effects allow the CEO to be paid his maximum bonus despite not reaching any criterion at maximum level. * The performance conditions attached to the LTIP are deemed to lack stringency. * The comparison group for the market value performance criterion attached to the LTIP is not disclosed. * Departing executives could retain full rights to their deferred bonuses and LTIPs The main reason for support is: * There are no other concerns.</i></p> <p><i>Blended Rationale: Votes FOR these remuneration reports are warranted although the following concern is raised: * Compensatory effects allow the CEO to be paid his maximum bonus despite not reaching any criterion at maximum level. * The performance conditions attached to the LTIP are deemed to lack stringency. * The comparison group for the market value performance criterion attached to the LTIP is not disclosed. * Departing executives could retain full rights to their deferred bonuses and LTIPs The main reason for support is: * There are no other concerns.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 26  |                  | Approve Compensation of Xavier Musca, Vice-CEO  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted although the following concern is raised: * Compensatory effects allow the CEO to be paid his maximum bonus despite not reaching any criterion at maximum level. * The performance conditions attached to the LTIP are deemed to lack stringency. * The comparison group for the market value performance criterion attached to the LTIP is not disclosed. * Departing executives could retain full rights to their deferred bonuses and LTIPs The main reason for support is: * There are no other concerns.</i></p> <p><i>Blended Rationale: Votes FOR these remuneration reports are warranted although the following concern is raised: * Compensatory effects allow the CEO to be paid his maximum bonus despite not reaching any criterion at maximum level. * The performance conditions attached to the LTIP are deemed to lack stringency. * The comparison group for the market value performance criterion attached to the LTIP is not disclosed. * Departing executives could retain full rights to their deferred bonuses and LTIPs The main reason for support is: * There are no other concerns.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 27  |                  | Approve Compensation Report of Corporate Officers   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 28  |                  | Approve the Aggregate Remuneration Granted in 2024 to Senior Management, Responsible Officers and Regulated Risk-Takers | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 29  |                  | Authorize Repurchase of Up to 10 Percent of Issued Share Capital  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i></p> <p><i>Blended Rationale: Such share buyback programs merit a vote FOR.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Credit Agricole 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 |    |
|-----------------|------------------|--|------------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
|                 |                  | Extraordinary Business   | Mgmt       | No               |          |         |                       |                   |                  |                   |                     |                  |    |
| 30              |                  | Amend Article 14 of Bylaws Re: Written Consultation  | Mgmt       | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
|                 |                  | <i>Voting Policy Rationale: A vote FOR Item 30 is warranted as it does not raise concerns.</i>   |            |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: A vote FOR Item 30 is warranted as it does not raise concerns.</i>   |            |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 31              |                  | Authorize Capital Issuances for Use in Employee Stock Purchase Plans   | Mgmt       | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
|                 |                  | <i>Voting Policy Rationale: Votes FOR these proposals are warranted as they do not raise concerns.</i>   |            |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: Votes FOR these proposals are warranted as they do not raise concerns.</i>   |            |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 32              |                  | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group Subsidiaries  | Mgmt       | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
|                 |                  | <i>Voting Policy Rationale: Votes FOR these proposals are warranted as they do not raise concerns.</i>   |            |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: Votes FOR these proposals are warranted as they do not raise concerns.</i>   |            |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 33              |                  | Authorize up to 0.10 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Executive Corporate Officers With Performance Conditions Attached  | Mgmt       | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
|                 |                  | <i>Voting Policy Rationale: A vote FOR this proposal is warranted although the following concern is raised: * The performance conditions are deemed to lack stringency. The main reason for support is: * There are no other concerns.</i> |            |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: A vote FOR this proposal is warranted although the following concern is raised: * The performance conditions are deemed to lack stringency. The main reason for support is: * There are no other concerns.</i>       |            |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 34              |                  | Authorize Filing of Required Documents/Other Formalities   | Mgmt       | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
|                 |                  | <i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>   |            |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: A vote FOR this routine item is warranted.</i>   |            |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| A               |                  | Shareholder Proposals Submitted by Crédit Agricole SA Actions (Fond Commun de Placement d'Entreprise)<br>Amending Items 31 and 32 of Current Meeting to Apply a Discount on Shares   | Mgmt<br>SH | No<br>Yes        |          | Against | Against               |                   | Against          | Against           | No                  | No               | No |
|                 |                  | <i>Voting Policy Rationale: A vote AGAINST this item is proposed in the absence of concerns regarding the Board's decisions regarding employee stock purchase plans.</i>   |            |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: A vote AGAINST this item is proposed in the absence of concerns regarding the Board's decisions regarding employee stock purchase plans.</i>   |            |                  |          |         |                       |                   |                  |                   |                     |                  |    |

## Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted |
|--|--------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed<br>04/26/2025 | Auto-Approved<br>04/26/2025 | Issuer Confirmed     | 60,710         | 60,710       |

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

Deutsche Boerse AG

Meeting Date: 05/14/2025 Country: Germany Ticker: DB1 Proxy Level: N/A  
 Record Date: 05/07/2025 Meeting Type: Annual Meeting ID: 1925883  
 Primary Security ID: D1882G119 Primary CUSIP: D1882G119 Primary ISIN: DE0005810055 Primary SEDOL: 7021963

Earliest Cutoff Date: 05/05/2025 Total Ballots: 1 Voting Policy: Sustainability Additional Policy:  
 Votable Shares: 8,210 \*Shares on Loan: 0 Shares Instructed: 8,210 Shares Voted: 8,210

| 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   |                  | Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)                           | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2   |                  | Approve Allocation of Income and Dividends of EUR 4.00 per Share   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3   |                  | Approve Discharge of Management Board for Fiscal Year 2024   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, some shareholders may wish to vote against the boards on a precautionary basis in light of the ongoing investigations concerning suspicions of possible antitrust violations in the area of financial derivatives.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, some shareholders may wish to vote against the boards on a precautionary basis in light of the ongoing investigations concerning suspicions of possible antitrust violations in the area of financial derivatives.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4   |                  | Approve Discharge of Supervisory Board for Fiscal Year 2024  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, some shareholders may wish to vote against the boards on a precautionary basis in light of the ongoing investigations concerning suspicions of possible antitrust violations in the area of financial derivatives.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, some shareholders may wish to vote against the boards on a precautionary basis in light of the ongoing investigations concerning suspicions of possible antitrust violations in the area of financial derivatives.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Amend Articles Re: Electronic Securities   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the proposed article amendment is warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: A vote FOR the proposed article amendment is warranted due to a lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Approve Creation of EUR 18.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the proposed authorization is warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: A vote FOR the proposed authorization is warranted due to a lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 7   |                  | Elect Jean Mustier to the Supervisory Board   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the proposed nominee is warranted due to a lack of governance concerns and controversy surrounding the nominee or the supervisory board.</i></p> <p><i>Blended Rationale: A vote FOR the proposed nominee is warranted due to a lack of governance concerns and controversy surrounding the nominee or the supervisory board.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Approve Virtual-Only Shareholder Meetings Until 2027  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because: * Alternative meeting formats are not precluded (the company is holding the 2025 AGM in-person); * The authorization is limited to a period of two years; and * Shareholders' participation rights would be protected (in line with German law). However, support for this proposal is qualified because: * The company does not limit the use of the virtual meeting authorization to extraordinary circumstances only, nor do they elaborate adequately on the circumstances under which virtual-only meetings would be held in the future; rather, decisions will be made on a case-by-case basis at the discretion of the board.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because: * Alternative meeting formats are not precluded (the company is holding the 2025 AGM in-person); * The authorization is limited to a period of two years; and * Shareholders' participation rights would be protected (in line with German law). However, support for this proposal is qualified because: * The company does not limit the use of the virtual meeting authorization to extraordinary circumstances only, nor do they elaborate adequately on the circumstances under which virtual-only meetings would be held in the future; rather, decisions will be made on a case-by-case basis at the discretion of the board.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Approve Remuneration Policy   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and SRD II. However, this is not without concerns: * The increased level of flexibility results in less transparency on the pay composition setting and according payouts. * The changed vesting schedule under the LTI TSR measure appears less stringent.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and SRD II. However, this is not without concerns: * The increased level of flexibility results in less transparency on the pay composition setting and according payouts. * The changed vesting schedule under the LTI TSR measure appears less stringent.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Approve Remuneration Report   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with best practice standards in Germany, and pay and performance appear reasonably aligned at this time. However, it is not without concerns: * Ex-post disclosure regarding the assessment of individual performance criteria under the STI remains somewhat underdeveloped. * ESG targets set for granted LTI awards may not be sufficiently challenging. * Pension contributions are considered high in the context of European market practice.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with best practice standards in Germany, and pay and performance appear reasonably aligned at this time. However, it is not without concerns: * Ex-post disclosure regarding the assessment of individual performance criteria under the STI remains somewhat underdeveloped. * ESG targets set for granted LTI awards may not be sufficiently challenging. * Pension contributions are considered high in the context of European market practice.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11.a  |                  | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025 | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Deutsche Boerse AG

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 11.b  |                  | Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2025 | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

## Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 8,210          | 8,210        |
|  |                          |               | 04/23/2025      | 04/23/2025    |                      |                |              |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>8,210</b>   | <b>8,210</b> |

# adidas AG

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 05/15/2025         | <b>Country:</b> Germany         | <b>Ticker:</b> ADS                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 05/08/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1925885           |                               |
| <b>Primary Security ID:</b> D0066B185   | <b>Primary CUSIP:</b> D0066B185 | <b>Primary ISIN:</b> DE000A1EWWW0    | <b>Primary SEDOL:</b> 4031976 |
| <b>Earliest Cutoff Date:</b> 05/06/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 10,356           | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 10,356     | <b>Shares Voted:</b> 10,356   |

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1   |                  | Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting) | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2   |                  | Approve Allocation of Income and Dividends of EUR 2.00 per Share                     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3   |                  | Approve Discharge of Management Board for Fiscal Year 2024                           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, some shareholders may wish to vote against the boards on a precautionary basis in light of the ongoing investigations concerning suspicions of tax evasion related to customs duties and import sales tax.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, some shareholders may wish to vote against the boards on a precautionary basis in light of the ongoing investigations concerning suspicions of tax evasion related to customs duties and import sales tax.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 4   |                  | Approve Discharge of Supervisory Board for Fiscal Year 2024  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, some shareholders may wish to vote against the boards on a precautionary basis in light of the ongoing investigations concerning suspicions of tax evasion related to customs duties and import sales tax.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, some shareholders may wish to vote against the boards on a precautionary basis in light of the ongoing investigations concerning suspicions of tax evasion related to customs duties and import sales tax.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Approve Remuneration Report  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the remuneration report is warranted, though it is not without concerns: * Disclosure of non-financial performance achievements under the STI remains lacking. * Pension contributions under legacy arrangements are considered very high in the context of market practice. * While the report addresses the low shareholder support on last year's vote, it does not provide a detailed description of concerns raised by shareholders. The main reasons for support are: * Compensation practices in the past year do not raise significant concerns. * Pay and performance appear reasonably aligned at this time.</i></p> <p><i>Blended Rationale: A vote FOR the remuneration report is warranted, though it is not without concerns: * Disclosure of non-financial performance achievements under the STI remains lacking. * Pension contributions under legacy arrangements are considered very high in the context of market practice. * While the report addresses the low shareholder support on last year's vote, it does not provide a detailed description of concerns raised by shareholders. The main reasons for support are: * Compensation practices in the past year do not raise significant concerns. * Pay and performance appear reasonably aligned at this time.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Elect Thomas Rabe to the Supervisory Board   | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Thomas Rabe is warranted for lack of diversity on the board. A vote AGAINST Thomas Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as adidas' supervisory board chair and an outside CEO position.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Thomas Rabe is warranted for lack of diversity on the board. A vote AGAINST Thomas Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as adidas' supervisory board chair and an outside CEO position.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Approve Creation of EUR 50 Million Pool of Authorized Capital 2025/I with Preemptive Rights                          | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Approve Creation of EUR 20 Million Pool of Authorized Capital 2025/II with or without Exclusion of Preemptive Rights | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Approve Virtual-Only Shareholder Meetings Until 2027   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because: * The company confirms that it has no plans to host a virtual general meeting (and the company held its last two AGMs in-person, and is holding the 2025 AGM in-person as well); * The authorization is limited to a period of two years; and * Shareholders' participation rights would be protected (in line with German law).</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because: * The company confirms that it has no plans to host a virtual general meeting (and the company held its last two AGMs in-person, and is holding the 2025 AGM in-person as well); * The authorization is limited to a period of two years; and * Shareholders' participation rights would be protected (in line with German law).</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 10.1  |                  | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025 | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 10.2  |                  | Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025  | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

**Ballot Details**

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 10,356         | 10,356        |
|  |                          |               | 04/18/2025      | 04/18/2025    |                      |                |               |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>10,356</b>  | <b>10,356</b> |

**Wolters Kluwer NV**

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 05/15/2025         | <b>Country:</b> Netherlands     | <b>Ticker:</b> WKL                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/17/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1927425           |                               |
| <b>Primary Security ID:</b> N9643A197   | <b>Primary CUSIP:</b> N9643A197 | <b>Primary ISIN:</b> NL0000395903    | <b>Primary SEDOL:</b> 5671519 |
| <b>Earliest Cutoff Date:</b> 05/07/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 15,178           | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 15,178     | <b>Shares Voted:</b> 15,178   |

| Proposal Number   | Significant Vote | Proposal Text                       | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|-------------------------------------|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1.  |                  | Annual Meeting Agenda               | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Open Meeting                        | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p> |                  |                                     |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2.a.  |                  | Receive Report of Executive Board   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p> |                  |                                     |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2.b.  |                  | Receive Report of Supervisory Board | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p> |                  |                                     |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text                                    | 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.c.  |                  | Approve Remuneration Report                      | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A qualified vote FOR is warranted as the remuneration report is considered to be in line with best market standards. However, Sustainability Advisory Services also identified the following concern: The Pay for Performance evaluation indicates the 2024 pay package is considered excessive relative to Sustainability Advisory Services selected European peers. Similar concerns were raised for previous year pay packages in 2015 until 2023. We note that over the years the multiple of median is diminishing.</i></p> <p><i>Blended Rationale: A qualified vote FOR is warranted as the remuneration report is considered to be in line with best market standards. However, Sustainability Advisory Services also identified the following concern: The Pay for Performance evaluation indicates the 2024 pay package is considered excessive relative to Sustainability Advisory Services selected European peers. Similar concerns were raised for previous year pay packages in 2015 until 2023. We note that over the years the multiple of median is diminishing.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3.a.  |                  | Adopt Financial Statements and Statutory Reports | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3.b.  |                  | Receive Explanation on Company's Dividend Policy | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3.c.  |                  | Approve Dividends                                | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> <p><i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.a.  |                  | Approve Discharge of Executive Board             | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.b.  |                  | Approve Discharge of Supervisory Board           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5.a.  |                  | Reelect Kevin Entricken to Executive Board       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p> <p><i>Blended Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 5.b.  |                  | Elect Stacey Caywood to Executive Board                                  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p> <p><i>Blended Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6.  |                  | Elect Ann Ziegler to Supervisory Board                                   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p> <p><i>Blended Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.  |                  | Approve Remuneration Policy of Executive Board                           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted as the proposed amendment(s) as well as the overall structure of the remuneration policy are considered to be in line with market practice. However, this is not without continued for the use of fair value as basis to calculate the LTIP grant and has been identified as one of the accelerators of LTIP quantum over the past years.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the proposed amendment(s) as well as the overall structure of the remuneration policy are considered to be in line with market practice. However, this is not without continued for the use of fair value as basis to calculate the LTIP grant and has been identified as one of the accelerators of LTIP quantum over the past years.</i></p>                                       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8.a.  |                  | Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8.b.  |                  | Authorize Board to Exclude Preemptive Rights from Share Issuances        | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9.  |                  | Authorize Repurchase of Up to 10 Percent of Issued Share Capital         | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Wolters Kluwer to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Wolters Kluwer to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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## Wolters Kluwer NV

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 10.   |                  | Approve Cancellation of Shares  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11.   |                  | Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p>                               |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12.   |                  | Other Business (Non-Voting)   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13.   |                  | Close Meeting   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

### Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed<br>04/14/2025 | Auto-Approved<br>04/14/2025 |                      | 15,178         | 15,178        |
| <b>Total Shares:</b>   |                          |               |                               |                             |                      | <b>15,178</b>  | <b>15,178</b> |

## Compagnie Generale des Etablissements Michelin SCA

|   |                                     |                                      |                               |
|---|-------------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 05/16/2025         | <b>Country:</b> France              | <b>Ticker:</b> ML                    | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 05/14/2025          | <b>Meeting Type:</b> Annual/Special | <b>Meeting ID:</b> 1951262           |                               |
| <b>Primary Security ID:</b> F61824870   | <b>Primary CUSIP:</b> F61824870     | <b>Primary ISIN:</b> FR001400AJ45    | <b>Primary SEDOL:</b> BPBPJ01 |
| <b>Earliest Cutoff Date:</b> 05/05/2025 | <b>Total Ballots:</b> 1             | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 40,328           | <b>*Shares on Loan:</b> 0           | <b>Shares Instructed:</b> 40,328     | <b>Shares Voted:</b> 40,328   |

| Proposal Number   | Significant Vote | Proposal Text                                      | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1   |                  | Ordinary Business                                  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Approve Financial Statements and Statutory Reports | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: * A vote FOR the approval of the annual accounts is warranted due to the unqualified auditors' opinion and lack of concerns (Item 1). * A QUALIFIED FOR the consolidated statements is warranted as the company has failed to disclose the breakdown of CSRD-related fees paid to each auditor for FY 2024 (Item 3).</i></p> <p><i>Blended Rationale: * A vote FOR the approval of the annual accounts is warranted due to the unqualified auditors' opinion and lack of concerns (Item 1). * A QUALIFIED FOR the consolidated statements is warranted as the company has failed to disclose the breakdown of CSRD-related fees paid to each auditor for FY 2024 (Item 3).</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Compagnie Generale des Etablissements Michelin SCA

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 2   |                  | Approve Allocation of Income and Dividends of EUR 1.38 per Share  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> <p><i>Blended Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3   |                  | Approve Consolidated Financial Statements and Statutory Reports   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: * A vote FOR the approval of the annual accounts is warranted due to the unqualified auditors' opinion and lack of concerns (Item 1). * A QUALIFIED FOR the consolidated statements is warranted as the company has failed to disclose the breakdown of CSRD-related fees paid to each auditor for FY 2024 (Item 3).</i></p> <p><i>Blended Rationale: * A vote FOR the approval of the annual accounts is warranted due to the unqualified auditors' opinion and lack of concerns (Item 1). * A QUALIFIED FOR the consolidated statements is warranted as the company has failed to disclose the breakdown of CSRD-related fees paid to each auditor for FY 2024 (Item 3).</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4   |                  | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Authorize Repurchase of Up to 10 Percent of Issued Share Capital  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i></p> <p><i>Blended Rationale: Such share buyback programs merit a vote FOR.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Approve Remuneration Policy of General Managers   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the remuneration policy of the general managers, although the bonus structure of Florent Menegaux raises some concerns: * The bonus structure could allow a substantial compensatory effect between its two components. The achievement of its first part could reach the total cap, without considering the achievement of its second part. This could create a distortion between pay and performance. The main reasons to support are: * The compensation effect between the two components of the bonus is a theoretical risk. It is brought by the complex composition of Menegaux's remuneration, due to the legal form of the company, between the statutory remuneration in profit shares and the allocation of a bonus with performance criteria attached. * Under the policy of Florent Menegaux, the first component of the bonus in profit shares is limited by a sub-cap which would diminish the risk of compensation effects. * The absence of any other significant concern.</i></p> <p><i>Blended Rationale: A vote FOR the remuneration policy of the general managers, although the bonus structure of Florent Menegaux raises some concerns: * The bonus structure could allow a substantial compensatory effect between its two components. The achievement of its first part could reach the total cap, without considering the achievement of its second part. This could create a distortion between pay and performance. The main reasons to support are: * The compensation effect between the two components of the bonus is a theoretical risk. It is brought by the complex composition of Menegaux's remuneration, due to the legal form of the company, between the statutory remuneration in profit shares and the allocation of a bonus with performance criteria attached. * Under the policy of Florent Menegaux, the first component of the bonus in profit shares is limited by a sub-cap which would diminish the risk of compensation effects. * The absence of any other significant concern.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Approve Remuneration Policy of Supervisory Board Members  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Compagnie Generale des Etablissements Michelin SCA

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 8   |                  | Approve Compensation Report of Corporate Officers   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Approve Compensation of Florent Menegaux  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Item 9. Approve Compensation of Florent Menegaux, General Manager A vote FOR this remuneration report is warranted, although the following concerns are raised: * The risk of compensation effects between the two bonus components materialized in 2024. The first component enabled to reach the bonus cap while not all criteria under the second component were fully achieved. The main reasons for support are: * The compensation effects did not allow to reach the bonus cap. * The absence of any other significant concern. Item 10. Approve Compensation of Yves Chapot, Manager A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: Item 9. Approve Compensation of Florent Menegaux, General Manager A vote FOR this remuneration report is warranted, although the following concerns are raised: * The risk of compensation effects between the two bonus components materialized in 2024. The first component enabled to reach the bonus cap while not all criteria under the second component were fully achieved. The main reasons for support are: * The compensation effects did not allow to reach the bonus cap. * The absence of any other significant concern. Item 10. Approve Compensation of Yves Chapot, Manager A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Approve Compensation of Yves Chapot   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Item 9. Approve Compensation of Florent Menegaux, General Manager A vote FOR this remuneration report is warranted, although the following concerns are raised: * The risk of compensation effects between the two bonus components materialized in 2024. The first component enabled to reach the bonus cap while not all criteria under the second component were fully achieved. The main reasons for support are: * The compensation effects did not allow to reach the bonus cap. * The absence of any other significant concern. Item 10. Approve Compensation of Yves Chapot, Manager A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: Item 9. Approve Compensation of Florent Menegaux, General Manager A vote FOR this remuneration report is warranted, although the following concerns are raised: * The risk of compensation effects between the two bonus components materialized in 2024. The first component enabled to reach the bonus cap while not all criteria under the second component were fully achieved. The main reasons for support are: * The compensation effects did not allow to reach the bonus cap. * The absence of any other significant concern. Item 10. Approve Compensation of Yves Chapot, Manager A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11  |                  | Approve Compensation of Barbara Dalibard  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12  |                  | Elect Wolf-Henning Scheider as Supervisory Board Member                                       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 12).</i></p> <p><i>Blended Rationale: A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 12).</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13  |                  | Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 1.15 Million | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted since the proposed amount remains in line with French market practices.</i></p> <p><i>Blended Rationale: A vote FOR is warranted since the proposed amount remains in line with French market practices.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Extraordinary Business  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |

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# Compagnie Generale des Etablissements Michelin SCA

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 14  |                  | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 15  |                  | Authorize Filing of Required Documents/Other Formalities                   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this routine item is warranted.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

## Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status                                | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|--|-------------------------------|-----------------------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Rejected - NO SERVICE OFFERED FOR THE OPTION | Auto-Instructed<br>04/24/2025 | Auto-Approved<br>04/24/2025 |                      | 40,328         | 40,328        |
| <b>Total Shares:</b>   |                          |  |                               |                             |                      | <b>40,328</b>  | <b>40,328</b> |

## ageas SA/NV

|   |                                     |                                      |                               |
|---|-------------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 05/21/2025         | <b>Country:</b> Belgium             | <b>Ticker:</b> AGS                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 05/07/2025          | <b>Meeting Type:</b> Annual/Special | <b>Meeting ID:</b> 1921012           |                               |
| <b>Primary Security ID:</b> B0148L138   | <b>Primary CUSIP:</b> B0148L138     | <b>Primary ISIN:</b> BE0974264930    | <b>Primary SEDOL:</b> B86S2N0 |
| <b>Earliest Cutoff Date:</b> 05/13/2025 | <b>Total Ballots:</b> 1             | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 9,020            | <b>*Shares on Loan:</b> 0           | <b>Shares Instructed:</b> 9,020      | <b>Shares Voted:</b> 9,020    |

| Proposal Number  | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|--|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1  |                  | Annual/Special Meeting Agenda  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|  |                  | Open Meeting   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: No vote is required.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: No vote is required.</i>             |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2.1.1  |                  | Receive Directors' and Auditors' Reports (Non-Voting)                        | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: No vote is required.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: No vote is required.</i>             |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2.1.2  |                  | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: This is a non-voting item.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: This is a non-voting item.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 2.1.3   |                  | Approve Financial Statements and Allocation of Income | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> <p><i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2.2.1   |                  | Information on the Dividend Policy                    | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2.2.2   |                  | Approve Dividends of EUR 3.50 Per Share               | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> <p><i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2.3.1   |                  | Approve Discharge of Directors                        | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2.3.2   |                  | Approve Discharge of Auditors                         | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3   |                  | Approve Remuneration Report                           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the remuneration report is in line with market best practice and the company provides clear disclosure on the performance framework and no further concerns are raised with the pay practices and quantum is not considered problematic.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the remuneration report is in line with market best practice and the company provides clear disclosure on the performance framework and no further concerns are raised with the pay practices and quantum is not considered problematic.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.1   |                  | Reelect Bart De Smet as Director                      | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>     |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.2   |                  | Reelect Jean-Michel Chatagny as Independent Director  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>     |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 4.3   |                  | Reelect Katleen Vandeweyer as Independent Director                                       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Appoint PwC as Auditor for Sustainability Reporting and Approve Their Remuneration       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6.1.1   |                  | Receive Special Board Report Re: Authorized Capital                                      | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6.1.2   |                  | Renew Authorization to Increase Share Capital within the Framework of Authorized Capital | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the potential increase without preemptive rights is not considered to be excessive (10 percent).</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the potential increase without preemptive rights is not considered to be excessive (10 percent).</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Authorize Repurchase of Up to 10 Percent of Issued Share Capital                         | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards; * The authorization would allow ageas SA/NV to repurchase 10.00 percent of the outstanding share capital.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards; * The authorization would allow ageas SA/NV to repurchase 10.00 percent of the outstanding share capital.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Close Meeting  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: No vote is required.</i></p> <p><i>Blended Rationale: No vote is required.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

**Ballot Details**

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 9,020          | 9,020        |
|  |                          |               | 04/30/2025      | 04/30/2025    |                      |                |              |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>9,020</b>   | <b>9,020</b> |

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|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 05/21/2025         | <b>Country:</b> Germany         | <b>Ticker:</b> PUM                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/29/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1925873           |                               |
| <b>Primary Security ID:</b> D62318148   | <b>Primary CUSIP:</b> D62318148 | <b>Primary ISIN:</b> DE0006969603    | <b>Primary SEDOL:</b> 5064722 |
| <b>Earliest Cutoff Date:</b> 05/12/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 5,992            | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 5,992      | <b>Shares Voted:</b> 5,992    |

| Proposal Number  | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|--|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1  |                  | Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting) | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: This is a non-voting item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: This is a non-voting item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2  |                  | Approve Allocation of Income and Dividends of EUR 0.61 per Share                     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>                                     |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3  |                  | Approve Discharge of Management Board for Fiscal Year 2024                           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4  |                  | Approve Discharge of Supervisory Board for Fiscal Year 2024                          | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5.1  |                  | Ratify KPMG AG as Auditors for Fiscal Year 2025                                      | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i>     |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i>           |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5.2  |                  | Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025         | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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## PUMA 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 |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 6   |                  | Approve Remuneration Report  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the company's remuneration report is broadly in line with best practice standards in Germany and no significant concerns were identified. However, shareholders may wish to note that: * Awards vested under the PSU tranche 2021 corresponded to -36 percent below peer median performance. However, we do note that the current LTIP TSR vesting schedule (i.e. 250 percentage points below peer median performance is still rewarded with 50 percent of target LTIP) has been changed under the new remuneration and is now more aligned with market practice.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the company's remuneration report is broadly in line with best practice standards in Germany and no significant concerns were identified. However, shareholders may wish to note that: * Awards vested under the PSU tranche 2021 corresponded to -36 percent below peer median performance. However, we do note that the current LTIP TSR vesting schedule (i.e. 250 percentage points below peer median performance is still rewarded with 50 percent of target LTIP) has been changed under the new remuneration and is now more aligned with market practice.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Approve Remuneration Policy  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and SRD II and PUMA SE has taken several positive steps to improve its remuneration system.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and SRD II and PUMA SE has taken several positive steps to improve its remuneration system.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Approve Creation of EUR 30 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the proposed authorization is warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: A vote FOR the proposed authorization is warranted due to a lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Approve Draft of Hive-Down and Takeover Agreement between PUMA SE and PUMA Europe GmbH                       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the proposed resolution is warranted because: * The agreement deals with the internal reorganization of assets within the company, and shareholders' ownership is not affected.</i></p> <p><i>Blended Rationale: A vote FOR the proposed resolution is warranted because: * The agreement deals with the internal reorganization of assets within the company, and shareholders' ownership is not affected.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

### Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted |
|--|--------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed<br>04/29/2025 | Auto-Approved<br>04/29/2025 |                      | 5,992          | 5,992        |
| <b>Total Shares:</b>   |                          |               |                               |                             |                      | <b>5,992</b>   | <b>5,992</b> |

## argenx SE

|                                       |                                 |                                   |                               |
|---------------------------------------|---------------------------------|-----------------------------------|-------------------------------|
| <b>Meeting Date:</b> 05/27/2025       | <b>Country:</b> Netherlands     | <b>Ticker:</b> ARGX               | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 04/29/2025        | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1928619        |                               |
| <b>Primary Security ID:</b> N0610Q109 | <b>Primary CUSIP:</b> N0610Q109 | <b>Primary ISIN:</b> NL0010832176 | <b>Primary SEDOL:</b> BNHKYX4 |

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Earliest Cutoff Date: 05/20/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 3,688

\*Shares on Loan: 0

Shares Instructed: 3,688

Shares Voted: 3,688

| Proposal Number | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|-----------------|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 1.              |                  | Annual Meeting Agenda  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | Open Meeting   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Voting Policy Rationale: No vote is required for this item.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: No vote is required for this item.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 2.              |                  | Receive Report of Management Board (Non-Voting)  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Voting Policy Rationale: No vote is required for this item.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: No vote is required for this item.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 3.              |                  | Approve Remuneration Report  | Mgmt      | Yes              | For      | Against |                       |                   | Against          | Against           | Yes                 | No               | No |
|                 |                  | <i>Voting Policy Rationale: A vote AGAINST is warranted because: * The LTIP is not linked to performance targets (combination of stock options and RSUs), and equity vests before the third anniversary from date of grant in deviation of market best practice. * Although the result of strong share price performance, concerns are raised with the high quantum of the remuneration package for the CEO, with total 2024 realized pay of EUR 12.1 million, leading to multiple of 5.38 times to ISS-selected peers. However, this is not without recognizing the company's strong and comprehensive response to shareholder feedback as set out in the remuneration report. The company's responsiveness includes increased transparency on target setting, and a new policy that no longer allows for awarding stock options to non-executives, increasing the 'at-risk' portion of the LTI, introducing clear award levels under the LTI, and implementing a 3-year cliff vesting.</i> |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: A vote AGAINST is warranted because: * The LTIP is not linked to performance targets (combination of stock options and RSUs), and equity vests before the third anniversary from date of grant in deviation of market best practice. * Although the result of strong share price performance, concerns are raised with the high quantum of the remuneration package for the CEO, with total 2024 realized pay of EUR 12.1 million, leading to multiple of 5.38 times to ISS-selected peers. However, this is not without recognizing the company's strong and comprehensive response to shareholder feedback as set out in the remuneration report. The company's responsiveness includes increased transparency on target setting, and a new policy that no longer allows for awarding stock options to non-executives, increasing the 'at-risk' portion of the LTI, introducing clear award levels under the LTI, and implementing a 3-year cliff vesting.</i>       |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 4.a.            |                  | Discuss Annual Report for FY 2024  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Voting Policy Rationale: No vote is required for this item.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: No vote is required for this item.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 4.b.            |                  | Adopt Financial Statements and Statutory Reports   | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
|                 |                  | <i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 4.c.            |                  | Discussion on Company's Corporate Governance Structure   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Voting Policy Rationale: This is a non-voting item.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: This is a non-voting item.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 4.d.  |                  | Approve Allocation of Income to the Retained Earnings of the Company | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the company's proposal to not pay any dividend over the fiscal year under review is warranted because not paying dividends is in the interest of the financial health of the company.</i></p> <p><i>Blended Rationale: A vote FOR the company's proposal to not pay any dividend over the fiscal year under review is warranted because not paying dividends is in the interest of the financial health of the company.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.e.  |                  | Approve Discharge of Directors                                       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5.  |                  | Approve Remuneration Policy  | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * Excessive potential pay of up to USD 18.45 million for future executives. Maximum LTI awards are up to 15x base salary (at-target up to 12x base salary) and substantially above market practice, while the proposed total pay for the current CEO ("founder CEO") is still considered excessive with respect to an European pay practice. * Up to half of LTI awards vest without performance conditions (stock options), despite the introduction of PSUs (minimum 50 percent of LTI) and removal of RSUs which represents an improvement. * Founder CEO receives full equity vesting upon termination as part of a legacy agreement. Nevertheless, we note that the company introduced several improvements to the remuneration policy on shareholding requirements, clear LTI award levels, removal of RSU awards, increased disclosure on STI and LTI metrics and LTI vesting schedule. Moreover, the company provided clear disclosure and rationale regarding the peer benchmarking and current company's business and impact on pay practices and retention.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because: * Excessive potential pay of up to USD 18.45 million for future executives. Maximum LTI awards are up to 15x base salary (at-target up to 12x base salary) and substantially above market practice, while the proposed total pay for the current CEO ("founder CEO") is still considered excessive with respect to an European pay practice. * Up to half of LTI awards vest without performance conditions (stock options), despite the introduction of PSUs (minimum 50 percent of LTI) and removal of RSUs which represents an improvement. * Founder CEO receives full equity vesting upon termination as part of a legacy agreement. Nevertheless, we note that the company introduced several improvements to the remuneration policy on shareholding requirements, clear LTI award levels, removal of RSU awards, increased disclosure on STI and LTI metrics and LTI vesting schedule. Moreover, the company provided clear disclosure and rationale regarding the peer benchmarking and current company's business and impact on pay practices and retention.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6.  |                  | Reelect Anthony Rosenberg as Non-Executive Director                  | Mgmt      | Yes              | For      | For     |                       | Against           | Against          | Yes               | No                  | Yes              |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominee Anthony (Tony) Rosenberg is warranted for lack of diversity on the board.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominee Anthony (Tony) Rosenberg is warranted for lack of diversity on the board.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.  |                  | Grant Board Authority to Issue Shares and Exclude Pre-emptive Rights | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8.  |                  | Other Business (Non-Voting)  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9.  |                  | Close Meeting  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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**Ballot Details**

| Institutional Account Detail<br>(IA Name, IA Number)            | Custodian<br>Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted |
|---|-----------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU<br>SRI EX FOSSIL, unassigned | 283541.001                  | Confirmed     | Auto-Instructed<br>05/06/2025 | Auto-Approved<br>05/06/2025 |                      | 3,688          | 3,688        |
| <b>Total Shares:</b>  |                             |               |                               |                             |                      | <b>3,688</b>   | <b>3,688</b> |

**Publicis Groupe SA**

|   |                                     |                                      |                               |
|---|-------------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 05/27/2025         | <b>Country:</b> France              | <b>Ticker:</b> PUB                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 05/23/2025          | <b>Meeting Type:</b> Annual/Special | <b>Meeting ID:</b> 1952437           |                               |
| <b>Primary Security ID:</b> F7607Z165   | <b>Primary CUSIP:</b> F7607Z165     | <b>Primary ISIN:</b> FR0000130577    | <b>Primary SEDOL:</b> 4380429 |
| <b>Earliest Cutoff Date:</b> 05/22/2025 | <b>Total Ballots:</b> 1             | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 14,348           | <b>*Shares on Loan:</b> 0           | <b>Shares Instructed:</b> 14,348     | <b>Shares Voted:</b> 14,348   |

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1   |                  | Ordinary Business<br>Approve Financial Statements and Statutory Reports                       | Mgmt      | No               | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p>         |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2   |                  | Approve Consolidated Financial Statements and Statutory Reports                               | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p>         |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3   |                  | Approve Allocation of Income and Dividends of EUR 3.60 per Share                              | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> <p><i>Blended Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4   |                  | Approve Auditors' Special Report on Related-Party Transactions Mentioning One New Transaction | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any specific concerns.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any specific concerns.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Appoint PricewaterhouseCoopers Audit as Auditor   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i></p> <p><i>Blended Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Publicis Groupe SA

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 6   |                  | Appoint PricewaterhouseCoopers Audit as Auditor for Sustainability Reporting                         | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Appoint KPMG S.A as Auditor for Sustainability Reporting   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>  |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Approve Compensation Report of Corporate Officers  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted but is not without concerns given the limited reaction to shareholders' dissent received at last AGM.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted but is not without concerns given the limited reaction to shareholders' dissent received at last AGM.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Approve Compensation of Maurice Lévy, Chairman of Supervisory Board until May 29, 2024               | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>                           |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>                                 |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Approve Compensation of Arthur Sadoun, Chairman of Management Board until May 29, 2024               | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i>                         |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i>                               |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11  |                  | Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member until May 29, 2024       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>                           |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>                                 |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12  |                  | Approve Compensation of Loris Nold, Management Board Member from February 8, 2024 until May 29, 2024 | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>                           |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>                                 |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13  |                  | Approve Compensation of Michel-Alain Proch, Management Board Member until February 8, 2024           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>                           |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>                                 |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Publicis Groupe SA

| Proposal Number | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|-----------------|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 14              |                  | Approve Compensation of Arthur Sadoun, Chairman and CEO from May 29, 2024  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 15              |                  | Approve Remuneration Policy of Chairman and CEO  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted but is not without concerns as: * The derogation policy is too broad. * The severance payment does not prevent the risk of pay for failure. * Post mandate vesting is possible at board discretion.</i> |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR this remuneration policy is warranted but is not without concerns as: * The derogation policy is too broad. * The severance payment does not prevent the risk of pay for failure. * Post mandate vesting is possible at board discretion.</i>       |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 16              |                  | Approve Remuneration Policy of Directors   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 17              |                  | Authorize Repurchase of Up to 10 Percent of Issued Share Capital   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: Such share buyback programs merit a vote FOR.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 18              |                  | Extraordinary Business   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 18              |                  | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 19              |                  | Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: A vote FOR is warranted but is not without concerns as limited information is available on the performance conditions. Mitigating, the CEO will not receive any options grant for FY25.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: A vote FOR is warranted but is not without concerns as limited information is available on the performance conditions. Mitigating, the CEO will not receive any options grant for FY25.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 20              |                  | Authorize Capital Issuances for Use in Employee Stock Purchase Plans   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 21              |                  | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|                 |                  | <i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | <i>Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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## Publicis Groupe SA

| Proposal Number  | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|--|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 22   |                  | Amend Articles 12, 13, and 19 of Bylaws to Incorporate Legal Changes | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <i>Voting Policy Rationale: A vote FOR is warranted as the proposed amendments are not considered contentious.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| <i>Blended Rationale: A vote FOR is warranted as the proposed amendments are not considered contentious.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|  |                  | Ordinary Business  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
| 23   |                  | Authorize Filing of Required Documents/Other Formalities             | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| <i>Blended Rationale: A vote FOR this routine item is warranted.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

### Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 14,348         | 14,348        |
|  |                          |               | 05/07/2025      | 05/07/2025    |                      |                |               |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>14,348</b>  | <b>14,348</b> |

## Zalando SE

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 05/27/2025         | <b>Country:</b> Germany         | <b>Ticker:</b> ZAL                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 05/05/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1925870           |                               |
| <b>Primary Security ID:</b> D98423102   | <b>Primary CUSIP:</b> D98423102 | <b>Primary ISIN:</b> DE000ZAL1111    | <b>Primary SEDOL:</b> BQV0SV7 |
| <b>Earliest Cutoff Date:</b> 05/16/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 13,111           | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 13,111     | <b>Shares Voted:</b> 13,111   |

  

| Proposal Number  | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|--|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 1  |                  | Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting) | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
| <i>Voting Policy Rationale: This is a non-voting item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| <i>Blended Rationale: This is a non-voting item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 2  |                  | Approve Allocation of Income and Omission of Dividends                               | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <i>Voting Policy Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>                                     |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| <i>Blended Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 3  |                  | Approve Discharge of Management Board for Fiscal Year 2024                           | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| <i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

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

| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 4   |                  | Approve Discharge of Supervisory Board for Fiscal Year 2024   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5.a   |                  | Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025 | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i></p> <p><i>Blended Rationale: Votes FOR are warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5.b   |                  | Ratify KPMG AG as Auditors for the Review of Interim Financial Statements Until 2026 AGM  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR are warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i></p> <p><i>Blended Rationale: Votes FOR are warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5.c   |                  | Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Approve Remuneration Report   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because: * Zalando SE has taken several positive steps to improve its remuneration report in the last years, and further is demonstrating responsiveness to shareholder concerns; and * Quantum levels for 2024 are unproblematic. Support is however qualified because some continued level of concern exists: * It remains the case that the company does not disclose on what basis certain share or option awards have accrued or vested under the LTI plans, although the vested awards can only be exercised after the waiting period based on the performance of pre-determined targets. * The co-CEO and another executive received a significant base salary increase during the year. This is however a result of the 2024 revamped remuneration policy and having a more balanced approach to the pay mix.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because: * Zalando SE has taken several positive steps to improve its remuneration report in the last years, and further is demonstrating responsiveness to shareholder concerns; and * Quantum levels for 2024 are unproblematic. Support is however qualified because some continued level of concern exists: * It remains the case that the company does not disclose on what basis certain share or option awards have accrued or vested under the LTI plans, although the vested awards can only be exercised after the waiting period based on the performance of pre-determined targets. * The co-CEO and another executive received a significant base salary increase during the year. This is however a result of the 2024 revamped remuneration policy and having a more balanced approach to the pay mix.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.a.a   |                  | Elect Kelly Bennett to the Supervisory Board  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 7.a.b   |                  | Elect Alice Delahunt to the Supervisory Board   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.a.c   |                  | Elect Niklas Oestberg to the Supervisory Board  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.a.d   |                  | Elect Anders Holch Povlsen to the Supervisory Board   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.a.e   |                  | Elect Mariella Roehm-Kottmann to the Supervisory Board  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.a.f   |                  | Elect Susanne Schroeter-Crossan to the Supervisory Board  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.b.a   |                  | Elect Zbigniew Laskowski, Rose Reynolds and Maggie Sloan as Employee Representatives to the Supervisory Board                         | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted because employee representatives are selected by company employees, and their nominations are binding at the AGM, meaning that these votes are a formality only.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted because employee representatives are selected by company employees, and their nominations are binding at the AGM, meaning that these votes are a formality only.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.b.b   |                  | Elect Surbhi Marwah, Klaus Møller-Arentoft and Andrea Ricciarelli to the Supervisory Board as Substitutes to Employee Representatives | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted because employee representatives are selected by company employees, and their nominations are binding at the AGM, meaning that these votes are a formality only.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted because employee representatives are selected by company employees, and their nominations are binding at the AGM, meaning that these votes are a formality only.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 8   |                  | Approve Virtual-Only Shareholder Meetings Until 2027   | Mgmt      | Yes              | For      | Against |                       |                   | Against          | Against           | Yes                 | No               | No |
| <p><i>Voting Policy Rationale: A vote AGAINST the proposed article amendment in regard to virtual-only shareholder meetings is warranted because: * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. * The rationale regarding why it was considered necessary to hold a virtual-only meeting in the past three years, or why the company chose the virtual-only format again for the 2025 AGM, is not considered compelling. * The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no commitment by the boards to giving shareholders an in-person attendance option in the near future. In this vein, the company only vaguely addresses the circumstances under which in-person meetings might be held in the future.</i></p> <p><i>Blended Rationale: A vote AGAINST the proposed article amendment in regard to virtual-only shareholder meetings is warranted because: * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. * The rationale regarding why it was considered necessary to hold a virtual-only meeting in the past three years, or why the company chose the virtual-only format again for the 2025 AGM, is not considered compelling. * The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no commitment by the boards to giving shareholders an in-person attendance option in the near future. In this vein, the company only vaguely addresses the circumstances under which in-person meetings might be held in the future.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 9   |                  | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares  | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR the proposed share repurchase program is warranted because this is a standard request in Germany.</i></p> <p><i>Blended Rationale: A vote FOR the proposed share repurchase program is warranted because this is a standard request in Germany.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 10  |                  | Authorize Use of Financial Derivatives when Repurchasing Shares  | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 11  |                  | Approve Creation of EUR 79.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights   | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concern.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted due to a lack of concern.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 12  |                  | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.4 Billion; Approve Creation of EUR 48.9 Million Pool of Capital to Guarantee Conversion Rights | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concern.</i></p> <p><i>Blended Rationale: Votes FOR these proposals are warranted due to a lack of concern.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 13  |                  | Approve Partial Cancellation of Conditional Capital 2014 and 2016  | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR this non-contentious proposal is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this non-contentious proposal is warranted.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

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## Ballot Details

| Institutional Account Detail<br>(IA Name, IA Number)            | Custodian<br>Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted  |
|---|-----------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU<br>SRI EX FOSSIL, unassigned | 283541.001                  | Confirmed     | Auto-Instructed<br>05/13/2025 | Auto-Approved<br>05/13/2025 |                      | 13,111         | 13,111        |
| <b>Total Shares:</b>  |                             |               |                               |                             |                      | <b>13,111</b>  | <b>13,111</b> |

## LEG Immobilien SE

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 05/28/2025         | <b>Country:</b> Germany         | <b>Ticker:</b> LEG                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 05/21/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1926094           |                               |
| <b>Primary Security ID:</b> D4960A103   | <b>Primary CUSIP:</b> D4960A103 | <b>Primary ISIN:</b> DE000LEG1110    | <b>Primary SEDOL:</b> B9G6L89 |
| <b>Earliest Cutoff Date:</b> 05/19/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 4,718            | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 4,718      | <b>Shares Voted:</b> 4,718    |

| Proposal Number  | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|--|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1  |                  | Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting) | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: This is a non-voting item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: This is a non-voting item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2  |                  | Approve Allocation of Income and Dividends of EUR 2.70 per Share                     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>                                     |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3  |                  | Approve Discharge of Management Board for Fiscal Year 2024                           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4  |                  | Approve Discharge of Supervisory Board for Fiscal Year 2024                          | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5.1  |                  | Ratify Deloitte GmbH as Auditors for Fiscal Year 2025                                | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i>     |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.</i>           |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# LEG Immobilien SE

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 5.2   |                  | Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025 | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Approve Remuneration Report  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, though it is not without some concern: * Per the report, significant compensation adjustments will be implemented in FY25 and FY26. While this represents a transparent approach and increases are supported by a rationale, some concern is noted regarding the fact that the report does not explain how the specific compensation levels were determined. * Specific considerations underlying the plus 10 percent adjustment for the FY24 STI are not detailed. The main reasons for support are: * The report provides a robust level of transparency on both an ex-post (FY24) and ex-ante (FY25) basis, while the company's compensation practices are broadly in line with market practice.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted, though it is not without some concern: * Per the report, significant compensation adjustments will be implemented in FY25 and FY26. While this represents a transparent approach and increases are supported by a rationale, some concern is noted regarding the fact that the report does not explain how the specific compensation levels were determined. * Specific considerations underlying the plus 10 percent adjustment for the FY24 STI are not detailed. The main reasons for support are: * The report provides a robust level of transparency on both an ex-post (FY24) and ex-ante (FY25) basis, while the company's compensation practices are broadly in line with market practice.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.1   |                  | Elect Sylvia Eichelberg to the Supervisory Board                                   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michael Zimmer is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Michael Zimmer is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.2   |                  | Elect Claus Nolting to the Supervisory Board                                       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michael Zimmer is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Michael Zimmer is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.3   |                  | Elect Katrin Suder to the Supervisory Board  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michael Zimmer is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Michael Zimmer is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.4   |                  | Elect Martin Wiesmann to the Supervisory Board                                     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michael Zimmer is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Michael Zimmer is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.5   |                  | Elect Michael Zimmer to the Supervisory Board                                      | Mgmt      | Yes              | For      | For     |                       | Against           | Against          | Yes               | No                  | Yes              |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michael Zimmer is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Michael Zimmer is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# LEG Immobilien 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   |                  | Approve Remuneration Policy  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice. However, it is not without some concerns: * There remains a change of control clause for executives, which falls short of market practice in Germany. * The derogation clause does not specify any limitations for deviations that may be applied; it only defines the applicable compensation components.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice. However, it is not without some concerns: * There remains a change of control clause for executives, which falls short of market practice in Germany. * The derogation clause does not specify any limitations for deviations that may be applied; it only defines the applicable compensation components.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 22.3 Million Pool of Capital to Guarantee Conversion Rights | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Approve Creation of EUR 29.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11  |                  | Approve Virtual-Only Shareholder Meetings Until 2027   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because: * The company provides assurance that a virtual-only meeting will only be convened in the case of extraordinary circumstances that necessitate restrictions on physical attendance; * The company held its last two AGMs in-person, and is holding the 2025 AGM in-person as well; * The authorization is limited to a period of two years; and * Shareholders' participation rights would be protected (in line with German law).</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because: * The company provides assurance that a virtual-only meeting will only be convened in the case of extraordinary circumstances that necessitate restrictions on physical attendance; * The company held its last two AGMs in-person, and is holding the 2025 AGM in-person as well; * The authorization is limited to a period of two years; and * Shareholders' participation rights would be protected (in line with German law).</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

## Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted |
|--|--------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed<br>05/12/2025 | Auto-Approved<br>05/12/2025 |                      | 4,718          | 4,718        |
| <b>Total Shares:</b>   |                          |               |                               |                             |                      | <b>4,718</b>   | <b>4,718</b> |

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|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 05/30/2025         | <b>Country:</b> Italy           | <b>Ticker:</b> PST                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 05/21/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1922097           |                               |
| <b>Primary Security ID:</b> T7S697106   | <b>Primary CUSIP:</b> T7S697106 | <b>Primary ISIN:</b> IT0003796171    | <b>Primary SEDOL:</b> BYYN701 |
| <b>Earliest Cutoff Date:</b> 05/22/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 25,766           | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 25,766     | <b>Shares Voted:</b> 25,766   |

| Proposal Number   | Significant Vote | Proposal Text   | 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               |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Management Proposals  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 1   |                  | Accept Financial Statements and Statutory Reports   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i></p>           |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2   |                  | Approve Allocation of Income and Dividend Distribution                                    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i></p>           |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 3.1   |                  | Slate 1 Submitted by Ministry of Economy and Finance                                      | SH        | Yes              | None     | Against |                       | Against           | Against          | No                | No                  | No               |
| <p><i>Voting Policy Rationale: This item warrants a vote AGAINST because: * Shareholders can support only one slate. * Slate 2 is likely to better represent the interests of global institutional investors and minority shareholders.</i></p> <p><i>Blended Rationale: This item warrants a vote AGAINST because: * Shareholders can support only one slate. * Slate 2 is likely to better represent the interests of global institutional investors and minority shareholders.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3.2   |                  | Slate 2 Submitted by Institutional Investors (Assogestioni)                               | SH        | Yes              | None     | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: This item warrants a vote FOR because: * Shareholders can support only one slate. * Candidates on this slate are better positioned to represent the interests of minority shareholders and carry out an effective oversight on the management's behavior. * Candidates on this slate have agreed to abide by the chart of corporate governance principles adopted by Assogestioni.</i></p> <p><i>Blended Rationale: This item warrants a vote FOR because: * Shareholders can support only one slate. * Candidates on this slate are better positioned to represent the interests of minority shareholders and carry out an effective oversight on the management's behavior. * Candidates on this slate have agreed to abide by the chart of corporate governance principles adopted by Assogestioni.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Shareholder Proposal Submitted by Ministry of Economy and Finance                         | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 4   |                  | Approve Internal Auditors' Remuneration   | SH        | Yes              | None     | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: This item warrants a vote FOR because the proposed remuneration has been disclosed, and no concerns have been noticed.</i></p> <p><i>Blended Rationale: This item warrants a vote FOR because the proposed remuneration has been disclosed, and no concerns have been noticed.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Shareholder Proposal Submitted by Institutional Investors (Assogestioni)  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Elect Alessandro Marchesini as Director   | SH        | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: This item warrants a vote FOR because all information regarding the proposed nominee has been disclosed, and no material concerns have been noticed.</i></p> <p><i>Blended Rationale: This item warrants a vote FOR because all information regarding the proposed nominee has been disclosed, and no material concerns have been noticed.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Management Proposals  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Approve Remuneration Policy   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene acceptable European executive remuneration practice.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene acceptable European executive remuneration practice.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7   |                  | Approve Second Section of the Remuneration Report   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: This item warrants a vote FOR because the 2024 compensation practices of the company do not raise material concerns.</i></p> <p><i>Blended Rationale: This item warrants a vote FOR because the 2024 compensation practices of the company do not raise material concerns.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Approve Equity-Based Incentive Plans  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the key terms of the proposed equity-based plans are not problematic, overall. This is not without noting that some of the performance targets may prove unchallenging based on information currently available.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the key terms of the proposed equity-based plans are not problematic, overall. This is not without noting that some of the performance targets may prove unchallenging based on information currently available.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Equity-Based Incentive Plans | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the key terms of the proposed equity-based plans are not problematic, overall. This is not without noting that some of the performance targets may prove unchallenging based on information currently available.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the key terms of the proposed equity-based plans are not problematic, overall. This is not without noting that some of the performance targets may prove unchallenging based on information currently available.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

## Ballot Details

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

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# Poste Italiane SpA

## Ballot Details

| Institutional Account Detail<br>(IA Name, IA Number)            | Custodian<br>Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted  |
|---|-----------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU<br>SRI EX FOSSIL, unassigned | 283541.001                  | Confirmed     | Auto-Instructed<br>05/12/2025 | Auto-Approved<br>05/12/2025 |                      | 25,766         | 25,766        |
| <b>Total Shares:</b>  |                             |               |                               |                             |                      | <b>25,766</b>  | <b>25,766</b> |

## Amadeus IT Group SA

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 06/03/2025         | <b>Country:</b> Spain           | <b>Ticker:</b> AMS                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 05/29/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1960709           |                               |
| <b>Primary Security ID:</b> E04648114   | <b>Primary CUSIP:</b> E04648114 | <b>Primary ISIN:</b> ES0109067019    | <b>Primary SEDOL:</b> B3MSM28 |
| <b>Earliest Cutoff Date:</b> 05/23/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 28,375           | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 28,375     | <b>Shares Voted:</b> 28,375   |

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1   |                  | Approve Consolidated and Standalone Financial Statements | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2   |                  | Approve Non-Financial Information Statement              | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of specific concern about the non-financial information reported by the company.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted due to a lack of specific concern about the non-financial information reported by the company.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3   |                  | Advisory Vote on Remuneration Report                     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of material concerns regarding the company's remuneration practices during the fiscal year under review. Nonetheless the company continues to report PSP outcomes with a one-year lag, which falls short of market practices. More broadly, there is room for improvement of retrospective information on variable pay.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted due to a lack of material concerns regarding the company's remuneration practices during the fiscal year under review. Nonetheless the company continues to report PSP outcomes with a one-year lag, which falls short of market practices. More broadly, there is room for improvement of retrospective information on variable pay.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4   |                  | Approve Allocation of Income and Dividends               | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.</i></p> <p><i>Blended Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Amadeus IT Group SA

| Proposal Number   | Significant Vote | Proposal Text                                    | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 5   |                  | Approve Discharge of Board                       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i></p>           |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6   |                  | Fix Number of Directors at 12                    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as the proposed board size would remain within the 15-director limit as per local code of best practice.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted as the proposed board size would remain within the 15-director limit as per local code of best practice.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.1   |                  | Elect Leo Puri as Director                       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p> <p><i>Blended Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.2   |                  | Reelect William Connelly as Director             | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p> <p><i>Blended Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.3   |                  | Reelect Luis Maroto Camino as Director           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p> <p><i>Blended Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.4   |                  | Reelect Pilar Garcia Ceballos-Zuniga as Director | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p> <p><i>Blended Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.5   |                  | Reelect Stephan Gemkow as Director               | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p> <p><i>Blended Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.6   |                  | Reelect Peter Kurpick as Director                | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p> <p><i>Blended Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Amadeus IT Group 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 |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 7.7   |                  | Reelect Xiaohun Clever-Steg as Director                    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p> <p><i>Blended Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.8   |                  | Reelect Amanda Mesler as Director                          | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p> <p><i>Blended Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.9   |                  | Reelect Jana Eggers as Director                            | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p> <p><i>Blended Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.10  |                  | Reelect Eriikka Soderstrom as Director                     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p> <p><i>Blended Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.11  |                  | Reelect David Vegara Figueras as Director                  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p> <p><i>Blended Rationale: A vote FOR is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Renew Appointment of Ernst & Young as Auditor              | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this standard resolution is warranted as it provides the board with the means to carry out the agreements validly adopted by the general meeting.</i></p> <p><i>Blended Rationale: A vote FOR this standard resolution is warranted as it provides the board with the means to carry out the agreements validly adopted by the general meeting.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

## Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 28,375         | 28,375        |
|  |                          |               | 05/13/2025      | 05/13/2025    |                      |                |               |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>28,375</b>  | <b>28,375</b> |

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

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 06/26/2025         | <b>Country:</b> Netherlands     | <b>Ticker:</b> QGEN                  | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 05/29/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1971953           |                               |
| <b>Primary Security ID:</b> N72482206   | <b>Primary CUSIP:</b> N72482206 | <b>Primary ISIN:</b> NL0015002CX3    | <b>Primary SEDOL:</b> BS2CPH1 |
| <b>Earliest Cutoff Date:</b> 06/16/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 12,302           | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 12,302     | <b>Shares Voted:</b> 12,302   |

| Proposal Number  | Significant Vote   | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|--|--|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1.   |  | Annual Meeting Agenda   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|  |  | Open Meeting  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: No vote is required for this item.</i>   |  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: No vote is required for this item.</i>   |  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2.   |  | Receive Report of Management Board (Non-Voting)               | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|  | <i>Voting Policy Rationale: No vote is required for these items.</i>   |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: No vote is required for these items.</i>   |  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3.   |  | Receive Report of Supervisory Board (Non-Voting)              | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|  | <i>Voting Policy Rationale: No vote is required for these items.</i>   |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: No vote is required for these items.</i>   |  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4.   |  | Adopt Financial Statements and Statutory Reports              | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|  | <i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>   |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>   |  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5.   |  | Approve Remuneration Report                                   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|  | <i>Voting Policy Rationale: A qualified vote FOR is warranted as the proposed remuneration report is broadly in line with market practice, however, the disclosure under the STIP would benefit from some improvement, especially concerning the "personal objectives" metric (25 percent weight) and the achievement of the non-financial metrics under the STIP.</i> |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A qualified vote FOR is warranted as the proposed remuneration report is broadly in line with market practice, however, the disclosure under the STIP would benefit from some improvement, especially concerning the "personal objectives" metric (25 percent weight) and the achievement of the non-financial metrics under the STIP.</i> |  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6.   |  | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|  | <i>Voting Policy Rationale: This is a non-voting item.</i>   |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: This is a non-voting item.</i>   |  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.   |  | Approve Dividends   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|  | <i>Voting Policy Rationale: A vote FOR this item is warrant as the payout is not excessive.</i>  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this item is warrant as the payout is not excessive.</i>  |  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8.   |  | Approve Discharge of Management Board                         | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
|  | <i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>   |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>   |  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text                                      | 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 Discharge of Supervisory Board             | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10.a.   |                  | Reelect Metin Colpan to Supervisory Board          | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Stephen (Steve) Rusckowski is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Stephen (Steve) Rusckowski is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10.b.   |                  | Reelect Toralf Haag to Supervisory Board           | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Stephen (Steve) Rusckowski is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Stephen (Steve) Rusckowski is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10.c.   |                  | Reelect Ross L. Levine to Supervisory Board        | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Stephen (Steve) Rusckowski is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Stephen (Steve) Rusckowski is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10.d.   |                  | Reelect Eva Pisa to Supervisory Board              | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Stephen (Steve) Rusckowski is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Stephen (Steve) Rusckowski is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10.e.   |                  | Reelect Stephen H. Rusckowski to Supervisory Board | Mgmt      | Yes              | For      | For     |                       | Against           | Against          | Yes               | No                  | Yes              |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Stephen (Steve) Rusckowski is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Stephen (Steve) Rusckowski is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10.f.   |                  | Reelect Elizabeth E. Tallett to Supervisory Board  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Stephen (Steve) Rusckowski is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Stephen (Steve) Rusckowski is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10.g.   |                  | Reelect Bert van Meurs to Supervisory Board        | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Stephen (Steve) Rusckowski is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Stephen (Steve) Rusckowski is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 10.h.   |                  | Reelect Eva van Pelt to Supervisory Board                                     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Stephen (Steve) Rusckowski is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Stephen (Steve) Rusckowski is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11.a.   |                  | Reelect Thierry Bernard to Management Board                                   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p> <p><i>Blended Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11.b.   |                  | Reelect Roland Sackers to Management Board                                    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p> <p><i>Blended Rationale: A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12  |                  | Approve Remuneration Policy   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted as the overall structure of the remuneration policy is considered to be in line with market practice. Although there is some level of additional flexibility in setting performance metrics and relative weighting, the company has demonstrated to provide compelling retrospective disclosure.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the overall structure of the remuneration policy is considered to be in line with market practice. Although there is some level of additional flexibility in setting performance metrics and relative weighting, the company has demonstrated to provide compelling retrospective disclosure.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13.a.   |                  | Grant Supervisory Board Authority to Issue Shares                             | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume (i.e. the management board would be able to issue share up to 50 percent of the issued share capital).</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume (i.e. the management board would be able to issue share up to 50 percent of the issued share capital).</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13.b.   |                  | Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume (i.e. the management board would be able to issue share up to 50 percent of the issued share capital).</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume (i.e. the management board would be able to issue share up to 50 percent of the issued share capital).</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 14.   |                  | Authorize Repurchase of Shares  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow QIAGEN to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow QIAGEN to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 15.   |                  | Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because this is an alternative return to shareholders.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because this is an alternative return to shareholders.</i></p>                       |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 16.   |                  | Approve Cancellation of Shares  | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 17.   |                  | Allow Questions   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
| <p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 18.   |                  | Close Meeting   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
| <p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

**Ballot Details**

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 12,302         | 12,302        |
|  |                          |               | 06/05/2025      | 06/05/2025    |                      |                |               |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>12,302</b>  | <b>12,302</b> |

**Redeia Corporacion SA**

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 06/30/2025         | <b>Country:</b> Spain           | <b>Ticker:</b> RED                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 06/25/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1978109           |                               |
| <b>Primary Security ID:</b> E42807110   | <b>Primary CUSIP:</b> E42807110 | <b>Primary ISIN:</b> ES0173093024    | <b>Primary SEDOL:</b> BD6FXN3 |
| <b>Earliest Cutoff Date:</b> 06/25/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 22,451           | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 22,451     | <b>Shares Voted:</b> 22,451   |

| Proposal Number   | Significant Vote | Proposal Text                           | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 1   |                  | Approve Standalone Financial Statements | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i></p> <p><i>Blended Rationale: A vote FOR is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

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| Proposal Number   | Significant Vote | Proposal Text                                 | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 2   |                  | Approve Consolidated Financial Statements     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i></p> <p><i>Blended Rationale: A vote FOR is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3   |                  | Approve Allocation of Income and Dividends    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted due to a lack of controversy surrounding the proposed income allocation and dividend distribution.</i></p> <p><i>Blended Rationale: A vote FOR is warranted due to a lack of controversy surrounding the proposed income allocation and dividend distribution.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 4   |                  | Approve Non-Financial Information Statement   | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of specific concern about the non-financial information reported by the company.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted due to a lack of specific concern about the non-financial information reported by the company.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 5   |                  | Approve Discharge of Board                    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6.1   |                  | Reelect Jose Maria Abad Hernandez as Director | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR Items 6.1-6.3 is warranted due to the lack of concerns about the independent director nominees. A vote FOR the election of NI-NED Maria Aranzazu Gonzalez Laya under Item 6.4 is warranted, as the board meets the 50 percent independence guideline for Spain-incorporated, non-controlled companies and there are no concerns about the composition of the board.</i></p> <p><i>Blended Rationale: A vote FOR Items 6.1-6.3 is warranted due to the lack of concerns about the independent director nominees. A vote FOR the election of NI-NED Maria Aranzazu Gonzalez Laya under Item 6.4 is warranted, as the board meets the 50 percent independence guideline for Spain-incorporated, non-controlled companies and there are no concerns about the composition of the board.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6.2   |                  | Elect Natalia Fabra Portela as Director       | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR Items 6.1-6.3 is warranted due to the lack of concerns about the independent director nominees. A vote FOR the election of NI-NED Maria Aranzazu Gonzalez Laya under Item 6.4 is warranted, as the board meets the 50 percent independence guideline for Spain-incorporated, non-controlled companies and there are no concerns about the composition of the board.</i></p> <p><i>Blended Rationale: A vote FOR Items 6.1-6.3 is warranted due to the lack of concerns about the independent director nominees. A vote FOR the election of NI-NED Maria Aranzazu Gonzalez Laya under Item 6.4 is warranted, as the board meets the 50 percent independence guideline for Spain-incorporated, non-controlled companies and there are no concerns about the composition of the board.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 6.3   |                  | Elect Albert Castellanos Maduell as Director  | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR Items 6.1-6.3 is warranted due to the lack of concerns about the independent director nominees. A vote FOR the election of NI-NED Maria Aranzazu Gonzalez Laya under Item 6.4 is warranted, as the board meets the 50 percent independence guideline for Spain-incorporated, non-controlled companies and there are no concerns about the composition of the board.</i></p> <p><i>Blended Rationale: A vote FOR Items 6.1-6.3 is warranted due to the lack of concerns about the independent director nominees. A vote FOR the election of NI-NED Maria Aranzazu Gonzalez Laya under Item 6.4 is warranted, as the board meets the 50 percent independence guideline for Spain-incorporated, non-controlled companies and there are no concerns about the composition of the board.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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# Redeia Corporacion SA

| Proposal Number   | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 6.4   |                  | Elect Maria Aranzazu Gonzalez Laya as Director             | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR Items 6.1-6.3 is warranted due to the lack of concerns about the independent director nominees. A vote FOR the election of NI-NED Maria Aranzazu Gonzalez Laya under Item 6.4 is warranted, as the board meets the 50 percent independence guideline for Spain-incorporated, non-controlled companies and there are no concerns about the composition of the board.</i></p> <p><i>Blended Rationale: A vote FOR Items 6.1-6.3 is warranted due to the lack of concerns about the independent director nominees. A vote FOR the election of NI-NED Maria Aranzazu Gonzalez Laya under Item 6.4 is warranted, as the board meets the 50 percent independence guideline for Spain-incorporated, non-controlled companies and there are no concerns about the composition of the board.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.1   |                  | Approve Remuneration Report                                | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concerns regarding the company's pay practices during FY2024.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted due to a lack of concerns regarding the company's pay practices during FY2024.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 7.2   |                  | Approve Remuneration of Directors                          | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed remuneration for board-related duties is within market standards and the quantum remains unchanged.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed remuneration for board-related duties is within market standards and the quantum remains unchanged.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 8   |                  | Renew Appointment of Ernst & Young as Auditor              | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 9   |                  | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR this standard resolution is warranted as it provides the board with the means to carry out the agreements validly adopted by the general meeting.</i></p> <p><i>Blended Rationale: A vote FOR this standard resolution is warranted as it provides the board with the means to carry out the agreements validly adopted by the general meeting.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 10  |                  | Receive Corporate Governance Report                        | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11  |                  | Receive Sustainability Report for FY 2024                  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 12  |                  | Receive Amendments to Board of Directors Regulations       | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

## Ballot Details

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

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# Redeia Corporacion SA

## Ballot Details

| Institutional Account Detail<br>(IA Name, IA Number)            | Custodian<br>Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted  |
|---|-----------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU<br>SRI EX FOSSIL, unassigned | 283541.001                  | Confirmed     | Auto-Instructed<br>06/10/2025 | Auto-Approved<br>06/10/2025 |                      | 22,451         | 22,451        |
| <b>Total Shares:</b>  |                             |               |                               |                             |                      | <b>22,451</b>  | <b>22,451</b> |

# Koninklijke Ahold Delhaize NV

|   |   |                                      |                               |
|---|---|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 08/08/2025         | <b>Country:</b> Netherlands                     | <b>Ticker:</b> AD                    | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 07/11/2025          | <b>Meeting Type:</b> Extraordinary Shareholders | <b>Meeting ID:</b> 1987732           |                               |
| <b>Primary Security ID:</b> N0074E105   | <b>Primary CUSIP:</b> N0074E105                 | <b>Primary ISIN:</b> NL0011794037    | <b>Primary SEDOL:</b> BD0Q398 |
| <b>Earliest Cutoff Date:</b> 07/31/2025 | <b>Total Ballots:</b> 1                         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 59,133           | <b>*Shares on Loan:</b> 0                       | <b>Shares Instructed:</b> 59,133     | <b>Shares Voted:</b> 59,133   |

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

## Ballot Details

| Institutional Account Detail<br>(IA Name, IA Number)            | Custodian<br>Account Number | Ballot Status | Instructed                    | Approved                    | Ballot Voting Status | Votable Shares | Shares Voted  |
|---|-----------------------------|---------------|-------------------------------|-----------------------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU<br>SRI EX FOSSIL, unassigned | 283541.001                  | Confirmed     | Auto-Instructed<br>06/25/2025 | Auto-Approved<br>07/01/2025 | Issuer Confirmed     | 59,133         | 59,133        |
| <b>Total Shares:</b>  |                             |               |                               |                             |                      | <b>59,133</b>  | <b>59,133</b> |

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|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 08/20/2025         | <b>Country:</b> Netherlands     | <b>Ticker:</b> PRX                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 07/23/2025          | <b>Meeting Type:</b> Annual     | <b>Meeting ID:</b> 1974627           |                               |
| <b>Primary Security ID:</b> N7163R103   | <b>Primary CUSIP:</b> N7163R103 | <b>Primary ISIN:</b> NL0013654783    | <b>Primary SEDOL:</b> BJDS7L3 |
| <b>Earliest Cutoff Date:</b> 08/11/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 58,277           | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 58,277     | <b>Shares Voted:</b> 58,277   |

| Proposal Number | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|-----------------|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 1.              |                  | Annual Meeting Agenda   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | Receive Annual Report (Non-Voting)  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Voting Policy Rationale: No vote is required for this item.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: No vote is required for this item.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 2.              |                  | Approve Remuneration Report   | Mgmt      | Yes              | For      | Against |                       |                   | Against          | Against           | Yes                 | No               | No |
|                 |                  | <i>Voting Policy Rationale: A vote AGAINST is warranted because: * The quantum of total pay package for the new CEO remains high, with the FY25 LTI grant at USD 35.5 million fair value (a once off grant for entire appointment period of four years) and future moonshot award with potential payout valued at USD 100 million * The SAR plan is not sufficiently transparent and share options are not tied to separate performance conditions. * A substantial part of the LTI awards vest before the third anniversary in deviation of best practice recommendations.</i> |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: A vote AGAINST is warranted because: * The quantum of total pay package for the new CEO remains high, with the FY25 LTI grant at USD 35.5 million fair value (a once off grant for entire appointment period of four years) and future moonshot award with potential payout valued at USD 100 million * The SAR plan is not sufficiently transparent and share options are not tied to separate performance conditions. * A substantial part of the LTI awards vest before the third anniversary in deviation of best practice recommendations.</i>       |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 3.              |                  | Adopt Financial Statements  | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
|                 |                  | <i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 4.              |                  | Approve Allocation of Income  | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
|                 |                  | <i>Voting Policy Rationale: A vote FOR the allocation of income proposal is warranted. Although the company proposes to grant less than 30 percent of the earnings per share, the company gives adequate explanation why this is consistent with the company's dividend policy.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: A vote FOR the allocation of income proposal is warranted. Although the company proposes to grant less than 30 percent of the earnings per share, the company gives adequate explanation why this is consistent with the company's dividend policy.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 5.              |                  | Approve Discharge of Executive Directors  | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
|                 |                  | <i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 6.              |                  | Approve Discharge of Non-Executive Directors  | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
|                 |                  | <i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
|                 |                  | <i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

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| Proposal Number   | Significant Vote | Proposal Text   | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 7.  |                  | Approve Remuneration Policy                           | Mgmt      | Yes              | For      | Against |                       |                   | Against          | Against           | Yes                 | No               | No |
| <p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * The proposed policy remains largely unchanged and continued concern is raised with the design of the policy and the lack of responsiveness to address concerns raised by shareholders; * Continued concerns relate the (i) high quantum of the total pay package and considered to be excessive (total value of entire package for entire appointment term is valued at ca. USD 163 million), (ii) significant proportion of long-term incentives that are not performance-related, (iii) absence of clear award levels under the LTI, and (iv) a substantial portion of the LTI vests before the third anniversary and start vesting after the first anniversary of the grant.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because: * The proposed policy remains largely unchanged and continued concern is raised with the design of the policy and the lack of responsiveness to address concerns raised by shareholders; * Continued concerns relate the (i) high quantum of the total pay package and considered to be excessive (total value of entire package for entire appointment term is valued at ca. USD 163 million), (ii) significant proportion of long-term incentives that are not performance-related, (iii) absence of clear award levels under the LTI, and (iv) a substantial portion of the LTI vests before the third anniversary and start vesting after the first anniversary of the grant.</i></p>                 |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 8.  |                  | Approve Remuneration of Non-Executive Directors       | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A qualified vote FOR is warranted in the absence of major concerns regarding the proposed fees and the fees are not increased in this year. However, this is not without noting that the fees are relatively high compared to Dutch market practice and the company did not provide a rationale for the increase.</i></p> <p><i>Blended Rationale: A qualified vote FOR is warranted in the absence of major concerns regarding the proposed fees and the fees are not increased in this year. However, this is not without noting that the fees are relatively high compared to Dutch market practice and the company did not provide a rationale for the increase.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 9.  |                  | Elect Phuthi Mahanyele-Dabengwa as Executive Director | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais 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 A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koo) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights.</i></p> <p><i>Blended Rationale: A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais 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 A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koo) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 10.   |                  | Elect Nico Marais as Executive Director               | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais 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 A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koo) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights.</i></p> <p><i>Blended Rationale: A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais 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 A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koo) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

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| Proposal Number   | Significant Vote | Proposal Text                        | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|--------------------------------------|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 11.1.   |                  | Reelect Koos Bekker as Director      | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais 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 A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koo) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights.</i></p> <p><i>Blended Rationale: A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais 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 A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koo) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights.</i></p> |                  |                                      |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11.2.   |                  | Reelect Sharmistha Dubey as Director | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais 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 A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koo) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights.</i></p> <p><i>Blended Rationale: A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais 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 A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koo) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights.</i></p> |                  |                                      |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11.3.   |                  | Reelect Debra Meyer as Director      | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais 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 A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koo) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights.</i></p> <p><i>Blended Rationale: A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais 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 A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koo) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights.</i></p> |                  |                                      |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 11.4  |                  | Reelect Steve Pacak as Director      | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais 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 A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koo) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights.</i></p> <p><i>Blended Rationale: A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais 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 A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koo) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights.</i></p> |                  |                                      |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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

| Proposal Number  | Significant Vote | Proposal Text  | 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.  |                  | Ratify Deloitte Accountants B.V. as Auditors                                 | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 13.  |                  | Appoint Deloitte Accountants B.V. as Auditor for Sustainability Reporting    | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 14.  |                  | Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>       |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 15.  |                  | Authorize Repurchase of Shares   | Mgmt      | Yes              | For      | Against |                       | Against           | Against          | Yes               | No                  | No               |
| <i>Voting Policy Rationale: A vote AGAINST is warranted because the proposal is not in line with commonly used safeguards regarding volume.</i>          |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote AGAINST is warranted because the proposal is not in line with commonly used safeguards regarding volume.</i>                |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 16.  |                  | Approve Reduction in Share Capital Through Cancellation of Shares            | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <i>Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i>                                |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i>                                      |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 17.  |                  | Discuss Voting Results   | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: This is a non-voting item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: This is a non-voting item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 18.  |                  | Close Meeting  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <i>Voting Policy Rationale: No vote is required for this item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| <i>Blended Rationale: No vote is required for this item.</i>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |

**Ballot Details**

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 58,277         | 58,277        |
|  |                          |               | 08/01/2025      | 08/01/2025    |                      |                |               |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>58,277</b>  | <b>58,277</b> |

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

## Mediobanca Banca di Credito Finanziario SpA

|   |  |                                      |                               |
|---|--|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 08/21/2025         | <b>Country:</b> Italy                      | <b>Ticker:</b> MB                    | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 08/11/2025          | <b>Meeting Type:</b> Ordinary Shareholders | <b>Meeting ID:</b> 1964991           |                               |
| <b>Primary Security ID:</b> T10584117   | <b>Primary CUSIP:</b> T10584117            | <b>Primary ISIN:</b> IT0000062957    | <b>Primary SEDOL:</b> 4574813 |
| <b>Earliest Cutoff Date:</b> 08/12/2025 | <b>Total Ballots:</b> 1                    | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 28,099           | <b>*Shares on Loan:</b> 0                  | <b>Shares Instructed:</b> 28,099     | <b>Shares Voted:</b> 28,099   |

| Proposal Number | Significant Vote | Proposal Text  | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|-----------------|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1               |                  | Ordinary Business  | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | Authorizations Related to the Public Voluntary Exchange Offer for all the Shares of Banca Generali | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               |

*Voting Policy Rationale: Despite the non-negligible uncertainties surrounding the bid and the Banca Generali operation, this item warrants a vote FOR as the deal is supported by a sound rationale. Although this proposal is submitted against the backdrop of Banca Monte dei Paschi di Siena's hostile exchange offer, there are no concerns at this point that supporting Mediobanca's bid for Banca Generali would block an attractive or superior alternative deal for Mediobanca.*

*Blended Rationale: Despite the non-negligible uncertainties surrounding the bid and the Banca Generali operation, this item warrants a vote FOR as the deal is supported by a sound rationale. Although this proposal is submitted against the backdrop of Banca Monte dei Paschi di Siena's hostile exchange offer, there are no concerns at this point that supporting Mediobanca's bid for Banca Generali would block an attractive or superior alternative deal for Mediobanca.*

### Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 28,099         | 28,099        |
|  |                          |               | 08/08/2025      | 08/08/2025    |                      |                |               |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>28,099</b>  | <b>28,099</b> |

## Wolters Kluwer NV

|   |   |                                      |                               |
|---|---|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 11/03/2025         | <b>Country:</b> Netherlands                     | <b>Ticker:</b> WKL                   | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 10/06/2025          | <b>Meeting Type:</b> Extraordinary Shareholders | <b>Meeting ID:</b> 2010350           |                               |
| <b>Primary Security ID:</b> N9643A197   | <b>Primary CUSIP:</b> N9643A197                 | <b>Primary ISIN:</b> NL0000395903    | <b>Primary SEDOL:</b> 5671519 |
| <b>Earliest Cutoff Date:</b> 10/24/2025 | <b>Total Ballots:</b> 1                         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 15,178           | <b>*Shares on Loan:</b> 0                       | <b>Shares Instructed:</b> 15,178     | <b>Shares Voted:</b> 15,178   |

| Proposal Number | Significant Vote | Proposal Text                | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|-----------------|------------------|------------------------------|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1.              |                  | Extraordinary Meeting Agenda | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|                 |                  | Open Meeting                 | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |

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

*Blended Rationale: No vote is required for this item.*

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

## Wolters Kluwer NV

| Proposal Number   | Significant Vote | Proposal Text                           | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|---|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 2.a.  |                  | Elect Rose Lee to Supervisory Board     | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 2.b.  |                  | Elect Hikmet Ersek to Supervisory Board | Mgmt      | Yes              | For      | For     |                       | For               | For              | No                | No                  | No               |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i></p> |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |
| 3.  |                  | Close Meeting                           | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>   |                  |   |           |                  |          |         |                       |                   |                  |                   |                     |                  |

### Ballot Details

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 15,178         | 15,178        |
|  |                          |               | 09/25/2025      | 09/25/2025    |                      |                |               |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>15,178</b>  | <b>15,178</b> |

## argenx SE

|   |                                 |                                      |                               |
|---|---------------------------------|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 11/18/2025         | <b>Country:</b> Netherlands     | <b>Ticker:</b> ARGX                  | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 10/21/2025          | <b>Meeting Type:</b> Special    | <b>Meeting ID:</b> 2012996           |                               |
| <b>Primary Security ID:</b> N0610Q109   | <b>Primary CUSIP:</b> N0610Q109 | <b>Primary ISIN:</b> NL0010832176    | <b>Primary SEDOL:</b> BNHKYX4 |
| <b>Earliest Cutoff Date:</b> 11/10/2025 | <b>Total Ballots:</b> 1         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 3,605            | <b>*Shares on Loan:</b> 0       | <b>Shares Instructed:</b> 3,605      | <b>Shares Voted:</b> 3,605    |

| Proposal Number   | Significant Vote | Proposal Text                | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|------------------------------|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1.  |                  | Extraordinary Meeting Agenda | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Open Meeting                 | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p> |                  |                              |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text               | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|-----------------------------|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 2.  |                  | Approve Remuneration Policy | Mgmt      | Yes              | For      | For     |                       |                   | For              | For               | No                  | No               | No |
| <p><i>Voting Policy Rationale: A vote FOR is warranted because the revised remuneration policy demonstrates responsiveness to shareholder feedback, removes the disproportionate future-CEO LTI quantum from the rejected May 2025 AGM proposal, and rebalances the peer group with greater European representation. Compared with the current 2021 framework, it also introduces defined LTI caps, a 50 percent performance-based PSU component, a three-year cliff vesting schedule, and strengthened shareholding requirements, all of which improve structure and transparency. However, concerns persist because up to 50 percent of the LTI award may be delivered in the form of stock options that are not subject to any performance conditions.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the revised remuneration policy demonstrates responsiveness to shareholder feedback, removes the disproportionate future-CEO LTI quantum from the rejected May 2025 AGM proposal, and rebalances the peer group with greater European representation. Compared with the current 2021 framework, it also introduces defined LTI caps, a 50 percent performance-based PSU component, a three-year cliff vesting schedule, and strengthened shareholding requirements, all of which improve structure and transparency. However, concerns persist because up to 50 percent of the LTI award may be delivered in the form of stock options that are not subject to any performance conditions.</i></p> |                  |                             |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 3.  |                  | Other Business (Non-Voting) | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
| <p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>   |                  |                             |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 4.  |                  | Close Meeting               | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
| <p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>   |                  |                             |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

**Ballot Details**

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|--------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 3,605          | 3,605        |
|  |                          |               | 10/29/2025      | 10/29/2025    |                      |                |              |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>3,605</b>   | <b>3,605</b> |

**InPost SA**

|   |   |                                      |                               |
|---|---|--------------------------------------|-------------------------------|
| <b>Meeting Date:</b> 12/11/2025         | <b>Country:</b> Luxembourg                      | <b>Ticker:</b> INPST                 | <b>Proxy Level:</b> N/A       |
| <b>Record Date:</b> 11/27/2025          | <b>Meeting Type:</b> Extraordinary Shareholders | <b>Meeting ID:</b> 2021313           |                               |
| <b>Primary Security ID:</b> L5125Z108   | <b>Primary CUSIP:</b> L5125Z108                 | <b>Primary ISIN:</b> LU2290522684    | <b>Primary SEDOL:</b> BN4N9C0 |
| <b>Earliest Cutoff Date:</b> 12/08/2025 | <b>Total Ballots:</b> 1                         | <b>Voting Policy:</b> Sustainability | <b>Additional Policy:</b>     |
| <b>Votable Shares:</b> 14,500           | <b>*Shares on Loan:</b> 0                       | <b>Shares Instructed:</b> 14,500     | <b>Shares Voted:</b> 14,500   |

| Proposal Number   | Significant Vote | Proposal Text                | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|---|------------------|------------------------------|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|
| 1.  |                  | Extraordinary Meeting Agenda | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
|   |                  | Open Meeting                 | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |
| <p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p> |                  |                              |           |                  |          |         |                       |                   |                  |                   |                     |                  |

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| Proposal Number   | Significant Vote | Proposal Text                                | Proponent | Votable Proposal | Mgmt Rec | ISS Rec | Additional Policy Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |    |
|---|------------------|--|-----------|------------------|----------|---------|-----------------------|-------------------|------------------|-------------------|---------------------|------------------|----|
| 2.  |                  | Elect Jan Harrer as Supervisory Board Member | Mgmt      | Yes              | For      | Against |                       |                   | Against          | Against           | Yes                 | No               | No |
| <p><i>Voting Policy Rationale: Votes AGAINST Jan Harrer are warranted for lack of diversity on the board. Additionally, the envisaged audit committee composition lacks sufficient independence among its members.</i></p> <p><i>Blended Rationale: Votes AGAINST Jan Harrer are warranted for lack of diversity on the board. Additionally, the envisaged audit committee composition lacks sufficient independence among its members.</i></p> |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |
| 3.  |                  | Close Meeting                                | Mgmt      | No               |          |         |                       |                   |                  |                   |                     |                  |    |
| <p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>   |                  |  |           |                  |          |         |                       |                   |                  |                   |                     |                  |    |

**Ballot Details**

| Institutional Account Detail (IA Name, IA Number)            | Custodian Account Number | Ballot Status | Instructed      | Approved      | Ballot Voting Status | Votable Shares | Shares Voted  |
|--|--------------------------|---------------|-----------------|---------------|----------------------|----------------|---------------|
| Protea Fund - Orcadia Equities EMU SRI EX FOSSIL, unassigned | 283541.001               | Confirmed     | Auto-Instructed | Auto-Approved |                      | 14,500         | 14,500        |
|  |                          |               | 11/20/2025      | 11/20/2025    |                      |                |               |
| <b>Total Shares:</b>   |                          |               |                 |               |                      | <b>14,500</b>  | <b>14,500</b> |

**PARAMETERS**

- Location(s): All Locations
- Account Group(s): All Account Groups
- Institution Account(s): All Institution Accounts
- Custodian Account(s): Protea Fund - Orcadia Equities EMU SRI EX FOSSIL
- 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

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