

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	217	
Meetings Voted	211	97.24%
Meetings with One or More Votes Against Management	102	47.00%
Votable Ballots	223	
Ballots Voted	214	95.96%

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	2990		183		3173	
Proposals Voted	2946	98.53%	178	97.27%	3124	98.46%
FOR Votes	2816	94.18%	100	54.64%	2916	91.90%
AGAINST Votes	109	3.65%	73	39.89%	182	5.74%
ABSTAIN Votes	4	0.13%	5	2.73%	9	0.28%
WITHHOLD Votes	14	0.47%	0	0.00%	14	0.44%
Votes WITH Management	2832	94.72%	82	44.81%	2914	91.84%
Votes AGAINST Management	114	3.81%	96	52.46%	210	6.62%
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	224	7.06%	216	6.81%	223	7.03%	1	0.03%	0	0.00%	0	0.00%
Capitalization	178	5.61%	178	5.61%	178	5.61%	0	0.00%	1	0.03%	0	0.00%
Company Articles	38	1.20%	29	0.91%	34	1.07%	4	0.13%	0	0.00%	0	0.00%
Compensation	365	11.50%	363	11.44%	348	10.97%	17	0.54%	30	0.95%	0	0.00%
Corporate Governance	19	0.60%	19	0.60%	0	0.00%	19	0.60%	12	0.38%	0	0.00%
Director Election	1835	57.83%	1815	57.20%	1822	57.42%	13	0.41%	72	2.27%	0	0.00%
Director Related	190	5.99%	186	5.86%	174	5.48%	16	0.50%	19	0.60%	0	0.00%
E&S Blended	40	1.26%	40	1.26%	9	0.28%	31	0.98%	5	0.16%	0	0.00%
Environmental	26	0.82%	26	0.82%	1	0.03%	25	0.79%	24	0.76%	0	0.00%
Miscellaneous	10	0.32%	10	0.32%	1	0.03%	9	0.28%	0	0.00%	0	0.00%
Mutual Funds	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Non-Routine Business	5	0.16%	5	0.16%	3	0.09%	2	0.06%	2	0.06%	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	159	5.01%	153	4.82%	155	4.88%	4	0.13%	13	0.41%	0	0.00%
Social	51	1.61%	51	1.61%	9	0.28%	42	1.32%	32	1.01%	0	0.00%
Strategic Transactions	6	0.19%	6	0.19%	6	0.19%	0	0.00%	0	0.00%	0	0.00%
Takeover Related	27	0.85%	27	0.85%	27	0.85%	0	0.00%	0	0.00%	0	0.00%
Total	3173	100.00%	3124	98.46%	2990	94.23%	183	5.77%	210	6.62%	0	0.00%

Deutsche Wohnen SE

Meeting Date: 01/23/2025	Country: Germany	Ticker: DWNI	Proxy Level: N/A
Record Date: 12/31/2024	Meeting Type: Extraordinary Shareholders	Meeting ID: 1917611	
Primary Security ID: D2046U176	Primary CUSIP: D2046U176	Primary ISIN: DE000A0HN5C6	Primary SEDOL: B0YZ0Z5
Earliest Cutoff Date: 01/14/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 26,029	*Shares on Loan: 0	Shares Instructed: 26,029	Shares Voted: 26,029

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1		Approve Domination Agreement with Vonovia SE	Mgmt	Yes	For	For			For	For	No	No	No

*Voting Policy Rationale: A vote FOR this proposal is warranted based on: * The offered consideration, which appears fair; and * The opinion of the independent auditor appointed by the court to assess the fairness of the consideration. Notwithstanding this, some shareholders may have concerns with the potential conflict of interests as raised by multiple shareholders and evidenced by the continued lack of independence at Deutsche Wohnen SE.*

*Blended Rationale: A vote FOR this proposal is warranted based on: * The offered consideration, which appears fair; and * The opinion of the independent auditor appointed by the court to assess the fairness of the consideration. Notwithstanding this, some shareholders may have concerns with the potential conflict of interests as raised by multiple shareholders and evidenced by the continued lack of independence at Deutsche Wohnen SE.*

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		26,029	26,029
			12/27/2024	12/27/2024			
Total Shares:						26,029	26,029

Intuit Inc.

Meeting Date: 01/23/2025	Country: USA	Ticker: INTU	Proxy Level: 3
Record Date: 11/25/2024	Meeting Type: Annual	Meeting ID: 1913871	
Primary Security ID: 461202103	Primary CUSIP: 461202103	Primary ISIN: US4612021034	Primary SEDOL: 2459020
Earliest Cutoff Date: 01/22/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 785	*Shares on Loan: 0	Shares Instructed: 785	Shares Voted: 785

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

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

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

1b		Elect Director Scott D. Cook	Mgmt	Yes	For	For			For	For	No	No	No
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Voting Policy Rationale: A vote FOR the director nominees is warranted.

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

1c		Elect Director Richard L. Dalzell	Mgmt	Yes	For	For			For	For	No	No	No
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Voting Policy Rationale: A vote FOR the director nominees is warranted.

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

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director Sasan K. Goodarzi	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Deborah Liu	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Tekedra Mawakana	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Forrest Norrod	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director Vasant Prabhu	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1j		Elect Director Ryan Roslansky	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1k		Elect Director Thomas Szkutak	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1l		Elect Director Raul Vazquez	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1m		Elect Director Eric S. Yuan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives were primarily determined by pre-set financial metrics and half of the long-term incentive award is targeted to be performance based. In addition, long-term performance shares utilize multi-year measurement periods and payouts are generally capped at target in the event of negative absolute TSR performance.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives were primarily determined by pre-set financial metrics and half of the long-term incentive award is targeted to be performance based. In addition, long-term performance shares utilize multi-year measurement periods and payouts are generally capped at target in the event of negative absolute TSR performance.</i></p>												
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 12/22/2024	Auto-Approved 12/24/2024		785	785
Total Shares:						785	785

Metro Inc.

Meeting Date: 01/28/2025	Country: Canada	Ticker: MRU	Proxy Level: 4
Record Date: 12/04/2024	Meeting Type: Annual	Meeting ID: 1910009	
Primary Security ID: 59162N109	Primary CUSIP: 59162N109	Primary ISIN: CA59162N1096	Primary SEDOL: 2583952
Earliest Cutoff Date: 01/27/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 5,000	*Shares on Loan: 0	Shares Instructed: 5,000	Shares Voted: 5,000

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Lori-Ann Beausoleil	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.2		Elect Director Maryse Bertrand	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.3		Elect Director Pierre Boivin	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.4		Elect Director Francois J. Coutu	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.5		Elect Director Michel Coutu	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.6		Elect Director Stephanie Coyles	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.7		Elect Director Genevieve Fortier	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.8		Elect Director Marc Guay	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.9		Elect Director Eric R. La Fleche	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.10		Elect Director Christine Magee	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.11		Elect Director Brian McManus	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
1.12		Elect Director Pietro Satriano	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										
		<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>										

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Metro Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (1 percent) were reasonable relative to total fees paid to the auditor.</i></p> <p><i>Blended Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (1 percent) were reasonable relative to total fees paid to the auditor.</i></p>												
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i></p> <p><i>Blended Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i></p>												
4		Re-approve Shareholder Rights Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the shareholder rights plan because it is a "new generation" plan that is structured to protect the interests of shareholders in the event of a bid for their shares.</i></p> <p><i>Blended Rationale: Vote FOR the shareholder rights plan because it is a "new generation" plan that is structured to protect the interests of shareholders in the event of a bid for their shares.</i></p> <p>Shareholder Proposal</p>												
5		Auditor Rotation	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. There does not appear to be any publicly disclosed audit related controversy at the company that may raise concerns with respect to the rigor and veracity of the company's annual audit. The audit firms are not only subject to rigorous regulations but also to significant ethical codes. Given the conclusions presented by the IWG review, and regulations surrounding the audit firms, support is not warranted for this shareholder proposal.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. There does not appear to be any publicly disclosed audit related controversy at the company that may raise concerns with respect to the rigor and veracity of the company's annual audit. The audit firms are not only subject to rigorous regulations but also to significant ethical codes. Given the conclusions presented by the IWG review, and regulations surrounding the audit firms, support is not warranted for this shareholder proposal.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		5,000	5,000
			01/10/2025	01/10/2025			
Total Shares:						5,000	5,000

CGI Inc.

Meeting Date: 01/29/2025	Country: Canada	Ticker: GIB.A	Proxy Level: 1
Record Date: 12/02/2024	Meeting Type: Annual	Meeting ID: 1909791	
Primary Security ID: 12532H104	Primary CUSIP: 12532H104	Primary ISIN: CA12532H1047	Primary SEDOL: BJ2L575
Earliest Cutoff Date: 01/27/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,356	*Shares on Loan: 0	Shares Instructed: 3,356	Shares Voted: 3,356

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
		Meeting for Holders of Class A Subordinate Voting and Class B Multiple Voting Shares	Mgmt	No								

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Francois Boulanger	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.2		Elect Director Sophie Brochu	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.3		Elect Director George A. Cope	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.4		Elect Director Jacynthe Cote	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.5		Elect Director Julie Godin	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.6		Elect Director Serge Godin	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.7		Elect Director Gilles Labbe	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.8		Elect Director Michael B. Pedersen	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.9		Elect Director Stephen S. Poloz	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.10		Elect Director Mary G. Powell	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.11		Elect Director Alison C. Reed	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.12		Elect Director George D. Schindler	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1.13		Elect Director Kathy N. Waller	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1.14		Elect Director Frank Witter	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
2		Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Audit and Risk Management Committee to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (17 percent) were reasonable relative to total fees paid to the auditor.</i></p> <p><i>Blended Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (17 percent) were reasonable relative to total fees paid to the auditor.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,356	3,356
			12/24/2024	12/29/2024			
Total Shares:						3,356	3,356

Applied Materials, Inc.

Meeting Date: 03/06/2025	Country: USA	Ticker: AMAT	Proxy Level: 3
Record Date: 01/08/2025	Meeting Type: Annual	Meeting ID: 1923152	
Primary Security ID: 038222105	Primary CUSIP: 038222105	Primary ISIN: US0382221051	Primary SEDOL: 2046552
Earliest Cutoff Date: 03/05/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,700	*Shares on Loan: 0	Shares Instructed: 1,700	Shares Voted: 1,700

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Rani Borkar	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1b		Elect Director Judy Bruner	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director Xun (Eric) Chen	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Aart J. de Geus	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Gary E. Dickerson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Thomas J. Iannotti	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Alexander A. Karsner	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Kevin P. March	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Yvonne McGill	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Scott A. McGregor	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the proposal is warranted, as pay and performance are reasonably aligned for the year in review. Additionally, long-term incentive awards for the CEO are majority performance-based, with performance shares based on three-year goals. However, concerns continue to be raised regarding the annual incentive program. In particular, the non-disclosure of metric objectives and most of the performance results continue to preclude investors from fully understanding the rigor of the program. In addition, relative TSR PSUs target merely median performance with no cap on payouts should absolute TSR be negative.</i>										
		<i>Blended Rationale: A vote FOR the proposal is warranted, as pay and performance are reasonably aligned for the year in review. Additionally, long-term incentive awards for the CEO are majority performance-based, with performance shares based on three-year goals. However, concerns continue to be raised regarding the annual incentive program. In particular, the non-disclosure of metric objectives and most of the performance results continue to preclude investors from fully understanding the rigor of the program. In addition, relative TSR PSUs target merely median performance with no cap on payouts should absolute TSR be negative.</i>										

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Applied Materials, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,700	1,700
			02/02/2025	02/04/2025			
Total Shares:						1,700	1,700

Novartis AG

Meeting Date: 03/07/2025	Country: Switzerland	Ticker: NOVN	Proxy Level: N/A
Record Date:	Meeting Type: Annual	Meeting ID: 1915379	
Primary Security ID: H5820Q150	Primary CUSIP: H5820Q150	Primary ISIN: CH0012005267	Primary SEDOL: 7103065
Earliest Cutoff Date: 03/03/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 10,376	*Shares on Loan: 0	Shares Instructed: 10,376	Shares Voted: 10,376

Proposal Number	Significant Vote	Proposal Text	Proponent	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 Non-Financial 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>													
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.</i></p> <p><i>Blended Rationale: A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.</i></p>													
3		Approve Allocation of Income and Dividends of CHF 3.50 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 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>													

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Proposal Number	Significant Vote	Proposal Text	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 CHF 38 Million Reduction 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 the proposed share capital reduction is warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: A vote FOR the proposed share capital reduction is warranted due to a lack of concerns.</i></p>												
5		Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the proposed share repurchase program is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the proposed share repurchase program is warranted.</i></p>												
6		Approve Virtual-Only Shareholder Meetings	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because: * Since approval of the virtual-only AGM authorization at the 2023 AGM, the company has only held in-person AGMs, and has also confirmed that there are no current plans to hold a virtual-only AGM. * A clear rationale has been provided for confirming the current authorization with regards to retaining flexibility per Swiss law. * Shareholders' participation rights would be protected (in line with Swiss law).</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because: * Since approval of the virtual-only AGM authorization at the 2023 AGM, the company has only held in-person AGMs, and has also confirmed that there are no current plans to hold a virtual-only AGM. * A clear rationale has been provided for confirming the current authorization with regards to retaining flexibility per Swiss law. * Shareholders' participation rights would be protected (in line with Swiss law).</i></p>												
7.1		Approve Remuneration of Directors in the Amount of CHF 8.2 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 broadly in line with market practice.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount is broadly in line with market practice.</i></p>												
7.2		Approve Remuneration of Executive Committee in the Amount of CHF 95 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>												
7.3		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>												
8.1		Elect Giovanni Caforio as Director and Board Chair	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8.2		Reelect Nancy Andrews as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
8.3		Reelect Ton Buechner as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
8.4		Reelect Patrice Bula as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
8.5		Reelect Elizabeth Doherty as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
8.6		Reelect Bridgette Heller as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
8.7		Reelect Daniel Hochstrasser as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
8.8		Reelect Frans van Houten as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
8.9		Reelect Simon Moroney as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</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
8.10		Reelect Ana de Pro Gonzalo as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
8.11		Reelect John Young as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
8.12		Elect Elizabeth McNally as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
9.1		Reappoint Patrice Bula as Member of the Compensation Committee	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
9.2		Reappoint Bridgette Heller as Member of the Compensation Committee	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
9.3		Reappoint Simon Moroney as Member of the Compensation Committee	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
9.4		Appoint John Young as Member of the Compensation Committee	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
10		Ratify KPMG AG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because 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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Proposal Number	Significant Vote	Proposal Text	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		Designate Peter Zahn 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>												
12		Transact Other Business (Voting)	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of 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
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		10,376	10,376
			03/01/2025	03/01/2025			
Total Shares:						10,376	10,376

Johnson Controls International plc

Meeting Date: 03/12/2025	Country: Ireland	Ticker: JCI	Proxy Level: N/A
Record Date: 01/07/2025	Meeting Type: Annual	Meeting ID: 1922934	
Primary Security ID: G51502105	Primary CUSIP: G51502105	Primary ISIN: IE00BY7QL619	Primary SEDOL: BY7QL61
Earliest Cutoff Date: 03/11/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 5,683	*Shares on Loan: 0	Shares Instructed: 5,683	Shares Voted: 5,683

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Timothy M. Archer	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1b		Elect Director Jean Blackwell	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1c		Elect Director Pierre Cohade	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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Johnson Controls International 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
1d		Elect Director Patrick K. Decker	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director W. Roy Dunbar	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Gretchen R. Haggerty	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Ayesha Khanna	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Seetarama (Swamy) Kotagiri	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director George R. Oliver	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Jurgen Tinggren	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Mark Vergnano	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director John D. Young	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2a		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these proposals to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR these proposals to ratify the auditor is warranted.</i>										
2b		Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these proposals to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR these proposals to ratify the auditor is warranted.</i>										

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Johnson Controls International 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	
3		Authorize Market Purchases of Company Shares	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The terms of the repurchase program are reasonable and all shareholders would have the opportunity to participate, and as there are no company-specific concerns relating to the board's authority to conduct open-market repurchases.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. The terms of the repurchase program are reasonable and all shareholders would have the opportunity to participate, and as there are no company-specific concerns relating to the board's authority to conduct open-market repurchases.</i></p>													
4		Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. This is a routine item for companies incorporated in Ireland and no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. This is a routine item for companies incorporated in Ireland and no significant concerns have been identified.</i></p>													
5		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The annual and long-term incentive programs are primarily based on pre-set, objective performance targets. CEO pay and TSR performance were also reasonably aligned for the year in review.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. The annual and long-term incentive programs are primarily based on pre-set, objective performance targets. CEO pay and TSR performance were also reasonably aligned for the year in review.</i></p>													
6		Approve the Directors' Authority to Allot Shares	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted. The proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted. The proposed amounts and durations are within recommended limits.</i></p>													
7		Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted. The proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted. The proposed amounts and durations are within recommended limits.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 02/23/2025	Auto-Approved 02/23/2025		5,683	5,683
Total Shares:						5,683	5,683

DSV A/S

Meeting Date: 03/20/2025	Country: Denmark	Ticker: DSV	Proxy Level: N/A
Record Date: 03/13/2025	Meeting Type: Annual	Meeting ID: 1924141	
Primary Security ID: K31864117	Primary CUSIP: K31864117	Primary ISIN: DK0060079531	Primary SEDOL: B1WT5G2

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

Earliest Cutoff Date: 03/13/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 1,770

*Shares on Loan: 0

Shares Instructed: 1,770

Shares Voted: 1,770

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive Report of Board	Mgmt	No								
<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>												
2		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>												
3		Approve Allocation of Income and Dividends of DKK 7 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 dividend is in line with the company's dividend policy.</i></p> <p><i>Blended Rationale: A vote FOR this income allocation proposal is warranted because the proposed dividend is in line with the company's dividend policy.</i></p>												
4		Approve Remuneration of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted, as the board fees can be considered justified in consideration of the overall size of the company and in light of its recent expansion. However, the recommendation is qualified as some concerns are noted regarding the magnitude of the increase in fees.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted, as the board fees can be considered justified in consideration of the overall size of the company and in light of its recent expansion. However, the recommendation is qualified as some concerns are noted regarding the magnitude of the increase in fees.</i></p>												
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice.</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.</i></p>												
6.1		Reelect Thomas Plenborg as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: An ABSTAIN vote for Tarek Sultan Al-Essa is warranted due to them being considered overboarded. A vote FOR the remaining candidates is warranted.</i></p> <p><i>Blended Rationale: An ABSTAIN vote for Tarek Sultan Al-Essa is warranted due to them being considered overboarded. A vote FOR the remaining candidates is warranted.</i></p>												
6.2		Reelect Jorgen Moller as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: An ABSTAIN vote for Tarek Sultan Al-Essa is warranted due to them being considered overboarded. A vote FOR the remaining candidates is warranted.</i></p> <p><i>Blended Rationale: An ABSTAIN vote for Tarek Sultan Al-Essa is warranted due to them being considered overboarded. A vote FOR the remaining candidates is warranted.</i></p>												
6.3		Reelect Beat Walti as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: An ABSTAIN vote for Tarek Sultan Al-Essa is warranted due to them being considered overboarded. A vote FOR the remaining candidates is warranted.</i></p> <p><i>Blended Rationale: An ABSTAIN vote for Tarek Sultan Al-Essa is warranted due to them being considered overboarded. A vote FOR the remaining candidates 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
6.4		Reelect Tarek Sultan Al-Essa as Director	Mgmt	Yes	For	Abstain		Abstain	Abstain	Yes	No	No
<p><i>Voting Policy Rationale: An ABSTAIN vote for Tarek Sultan Al-Essa is warranted due to them being considered overboarded. A vote FOR the remaining candidates is warranted.</i></p> <p><i>Blended Rationale: An ABSTAIN vote for Tarek Sultan Al-Essa is warranted due to them being considered overboarded. A vote FOR the remaining candidates is warranted.</i></p>												
6.5		Reelect Benedikte Leroy as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: An ABSTAIN vote for Tarek Sultan Al-Essa is warranted due to them being considered overboarded. A vote FOR the remaining candidates is warranted.</i></p> <p><i>Blended Rationale: An ABSTAIN vote for Tarek Sultan Al-Essa is warranted due to them being considered overboarded. A vote FOR the remaining candidates is warranted.</i></p>												
6.6		Elect Natalie Shaverdian Riise-Knudsen as New Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: An ABSTAIN vote for Tarek Sultan Al-Essa is warranted due to them being considered overboarded. A vote FOR the remaining candidates is warranted.</i></p> <p><i>Blended Rationale: An ABSTAIN vote for Tarek Sultan Al-Essa is warranted due to them being considered overboarded. A vote FOR the remaining candidates is warranted.</i></p>												
6.7		Elect Sabine Bendiek as New Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: An ABSTAIN vote for Tarek Sultan Al-Essa is warranted due to them being considered overboarded. A vote FOR the remaining candidates is warranted.</i></p> <p><i>Blended Rationale: An ABSTAIN vote for Tarek Sultan Al-Essa is warranted due to them being considered overboarded. A vote FOR the remaining candidates is warranted.</i></p>												
7		Ratify PricewaterhouseCoopers 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>												
8.1		Approve Creation of DKK 48.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 48.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 48.1 Million	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.</i></p> <p><i>Blended Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.</i></p>												
8.2		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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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8.3		Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	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. However, support is qualified as some concerns are noted regarding the presence of a capped discretionary mandate.</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. However, support is qualified as some concerns are noted regarding the presence of a capped discretionary mandate.</i></p>												
9		Other Business	Mgmt	No								
<p><i>Voting Policy Rationale: This is a routine, non-voting item.</i></p> <p><i>Blended Rationale: This is a routine, non-voting item.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/01/2025	Auto-Approved 03/01/2025		1,770	1,770
Total Shares:						1,770	1,770

Givaudan SA

Meeting Date: 03/20/2025	Country: Switzerland	Ticker: GIVN	Proxy Level: N/A
Record Date:	Meeting Type: Annual	Meeting ID: 1913638	
Primary Security ID: H3238Q102	Primary CUSIP: H3238Q102	Primary ISIN: CH0010645932	Primary SEDOL: 5980613
Earliest Cutoff Date: 03/12/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 180	*Shares on Loan: 0	Shares Instructed: 180	Shares Voted: 180

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p>												
2		Approve Non-Financial 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>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A 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. However, it is not without some concern: * The CEO pension benefit remains at a high level relative to peer companies and underlying arrangements not clearly explained.</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. However, it is not without some concern: * The CEO pension benefit remains at a high level relative to peer companies and underlying arrangements not clearly explained.</i></p>												
4		Approve Allocation of Income and Dividends of CHF 70.00 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>												
5		Approve Discharge of Board of Directors	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 the board on a precautionary basis in light of the ongoing investigations both concerning antitrust violations as well as the Kentucky plant explosion.</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 the board on a precautionary basis in light of the ongoing investigations both concerning antitrust violations as well as the Kentucky plant explosion.</i></p>												
6.1.1		Reelect Victor Balli as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Calvin Grieder 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 Calvin Grieder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.1.2		Reelect Ingrid Deltenre as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Calvin Grieder 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 Calvin Grieder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.1.3		Reelect Sophie Gasperment as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Calvin Grieder 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 Calvin Grieder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.1.4		Reelect Calvin Grieder as Director and Board Chair	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Calvin Grieder 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 Calvin Grieder 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
6.1.5		Reelect Roberto Guidetti as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Calvin Grieder 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 Calvin Grieder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.1.6		Reelect Tom Knutzen as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Calvin Grieder 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 Calvin Grieder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.2.1		Elect Melanie Maas-Brunner as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Calvin Grieder 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 Calvin Grieder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.2.2		Elect Louie D'Amico as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Calvin Grieder 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 Calvin Grieder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.3.1		Reappoint Victor Balli 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 Calvin Grieder 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 Calvin Grieder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.3.2		Reappoint Ingrid Deltenre 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 Calvin Grieder 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 Calvin Grieder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.3.3		Appoint Tom Knutzen 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 Calvin Grieder 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 Calvin Grieder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.4		Designate Manuel Isler 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>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6.5		Ratify KPMG AG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because 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>												
7.1		Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i></p>												
7.2.1		Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i></p> <p><i>Blended Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i></p>												
7.2.2		Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i></p> <p><i>Blended Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i></p>												
8		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
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/04/2025	Auto-Approved 03/04/2025		180	180
Total Shares:						180	180

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The Walt Disney Company

Meeting Date: 03/20/2025	Country: USA	Ticker: DIS	Proxy Level: 3
Record Date: 01/21/2025	Meeting Type: Annual	Meeting ID: 1923333	
Primary Security ID: 254687106	Primary CUSIP: 254687106	Primary ISIN: US2546871060	Primary SEDOL: 2270726
Earliest Cutoff Date: 03/19/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 6,623	*Shares on Loan: 0	Shares Instructed: 6,623	Shares Voted: 6,623

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Mary T. Barra	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1b		Elect Director Amy L. Chang	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director D. Jeremy Darroch	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Carolyn N. Everson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Michael B.G. Froman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director James P. Gorman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Robert A. Iger	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Calvin R. McDonald	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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The Walt Disney Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1j		Elect Director Derica W. Rice	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance were reasonably aligned for the year in review and incentive programs were largely performance-based. There are concerns regarding the lack of forward-looking goal disclosure for the ROIC metric in the PBU grant, which comprises half of the performance weighting, though the performance period is measured over multiple years and targets are retroactively disclosed.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Pay and performance were reasonably aligned for the year in review and incentive programs were largely performance-based. There are concerns regarding the lack of forward-looking goal disclosure for the ROIC metric in the PBU grant, which comprises half of the performance weighting, though the performance period is measured over multiple years and targets are retroactively disclosed.</i></p>												
4		Report on Climate Risk in Retirement Plan Options	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's management of related risks.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's management of related risks.</i></p>												
5		Reconsider Participation in Human Rights Campaign's Corporate Equality Index	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the resolution is warranted. Absent evidence that participation in the Human Rights Campaign's Corporate Equality Index survey has negative effects on shareholder value, management should be afforded discretion in determining the company's information disclosure strategy.</i></p> <p><i>Blended Rationale: A vote AGAINST the resolution is warranted. Absent evidence that participation in the Human Rights Campaign's Corporate Equality Index survey has negative effects on shareholder value, management should be afforded discretion in determining the company's information disclosure strategy.</i></p>												
6		Report on Risks of Discriminating Based on Religious and Political Views	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company provides sufficient disclosure of its own policies and practices regarding advertising and marketing, including oversight of the associated risks.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The company provides sufficient disclosure of its own policies and practices regarding advertising and marketing, including oversight of the associated risks.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		6,623	6,623
			03/03/2025	03/03/2025			
Total Shares:						6,623	6,623

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Sika AG

Meeting Date: 03/25/2025	Country: Switzerland	Ticker: SIKA	Proxy Level: N/A
Record Date:	Meeting Type: Annual	Meeting ID: 1915380	
Primary Security ID: H7631K273	Primary CUSIP: H7631K273	Primary ISIN: CH0418792922	Primary SEDOL: BF2DSG3
Earliest Cutoff Date: 03/19/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,294	*Shares on Loan: 0	Shares Instructed: 1,294	Shares Voted: 1,294

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p>												
2.1		Approve Allocation of Income and Dividends of CHF 1.80 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR are warranted due to a lack of concerns.</i></p>												
2.2		Approve Dividends of CHF 1.80 per Share from Capital Contribution Reserves	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR are warranted due to a lack of concerns.</i></p>												
3		Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the formal discharge of the board of directors and senior management is warranted. However, some shareholders may wish to vote against the board 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. However, some shareholders may wish to vote against the board on a precautionary basis in light of the ongoing investigations concerning antitrust violations.</i></p>												
4.1.1		Reelect Thierry Vanlancker as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i></p>												
4.1.2		Reelect Viktor Balli as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.1.3		Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
4.1.4		Reelect Justin Howell as Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
4.1.5		Reelect Gordana Landen as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
4.1.6		Reelect Paul Schuler as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
4.1.7		Reelect Thomas Aebischer as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
4.2		Elect Kwok Wang Ng as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
4.3		Elect Thierry Vanlancker as Board Chair	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
4.4.1		Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.4.2		Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
4.4.3		Reappoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.</i>										
4.5		Ratify KPMG AG as Auditors	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>										
4.6		Designate Jost Windlin as Independent Proxy	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i>										
5		Approve Sustainability Report	Mgmt	Yes	For	For		For	For	No	No	No
		<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>										
		<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>										
6.1		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and no significant concerns are noted.</i>										
		<i>Blended Rationale: A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and no significant concerns are noted.</i>										
6.2		Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i>										
		<i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i>										
6.3		Approve Remuneration of Executive Committee in the Amount of CHF 26 Million	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.</i>										
		<i>Blended Rationale: A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.</i>										

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Proposal Number	Significant Vote	Proposal Text	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		Amend Articles Re: Variable Remuneration of Executive Committee	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the proposed article amendments is warranted because they are in line with market practice and are supported by a rationale.</i></p> <p><i>Blended Rationale: A vote FOR the proposed article amendments is warranted because they are in line with market practice and are supported by a rationale.</i></p>													
8		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
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,294	1,294
			03/11/2025	03/11/2025			
Total Shares:						1,294	1,294

ABB Ltd.

Meeting Date: 03/27/2025	Country: Switzerland	Ticker: ABBN	Proxy Level: N/A
Record Date:	Meeting Type: Annual	Meeting ID: 1915375	
Primary Security ID: H0010V101	Primary CUSIP: H0010V101	Primary ISIN: CH0012221716	Primary SEDOL: 7108899
Earliest Cutoff Date: 03/19/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 33,546	*Shares on Loan: 0	Shares Instructed: 33,546	Shares Voted: 33,546

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		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p>													
2		Approve Remuneration Report (Non-Binding)	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and pay and performance appear reasonably aligned at this time.</i></p> <p><i>Blended Rationale: A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and pay and performance appear reasonably aligned at this time.</i></p>													

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Approve Sustainability Report (Non-Binding)	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the approval of the company's sustainability report is warranted due to a lack of significant concerns.</i></p> <p><i>Blended Rationale: A vote FOR the approval of the company's sustainability report is warranted due to a lack of significant concerns.</i></p>												
4		Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.</i></p>												
5		Approve Allocation of Income and Dividends of CHF 0.90 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>												
6.1		Approve Remuneration of Directors in the Amount of CHF 4.3 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i></p>												
6.2		Approve Remuneration of Executive Committee in the Amount of CHF 44.5 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>												
7.1		Reelect David Constable as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
7.2		Reelect Frederico Curado as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
7.3		Reelect Johan Forssell as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7.4		Reelect Denise Johnson as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
7.5		Reelect Jennifer Xin-Zhe Li as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
7.6		Reelect Geraldine Matchett as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
7.7		Reelect David Meline as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
7.8		Elect Claudia Nemat as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
7.9		Reelect Mats Rahmstrom as Director	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
7.10		Reelect Peter Voser as Director and Board Chair	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
8.1		Reappoint David Constable as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8.2		Reappoint Frederico Curado as Member of the Compensation Committee	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 board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
8.3		Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
9		Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i></p>												
10		Ratify KPMG AG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because 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>												
11		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
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/08/2025	Auto-Approved 03/08/2025		33,546	33,546
Total Shares:						33,546	33,546

Novo Nordisk A/S

Meeting Date: 03/27/2025	Country: Denmark	Ticker: NOVO.B	Proxy Level: N/A
Record Date: 03/20/2025	Meeting Type: Annual	Meeting ID: 1924131	
Primary Security ID: K72807140	Primary CUSIP: K72807140	Primary ISIN: DK0062498333	Primary SEDOL: BP6KMJ1

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Earliest Cutoff Date: 03/20/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 12,050

*Shares on Loan: 0

Shares Instructed: 12,050

Shares Voted: 12,050

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive Report of Board	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>												
2		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>												
3		Approve Allocation of Income and Dividends of DKK 7.9 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>												
4		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.</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.</i></p>												
5.1		Approve Remuneration of Directors for 2024	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to a lack of concern regarding board remuneration over the last fiscal year.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration proposal is warranted due to a lack of concern regarding board remuneration over the last fiscal year.</i></p>												
5.2		Approve Remuneration Level of Directors for 2025	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>												
6.1		Reelect Helge Lund (Chair) as Director	Mgmt	Yes	For	For		Abstain	Abstain	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior 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
6.2		Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	Yes	For	Abstain		Abstain	Abstain	Yes	No	No
<p><i>Voting Policy Rationale: A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. A vote FOR the remaining director nominees is warranted.</i></p>												
6.3a		Reelect Laurence Debroux as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. A vote FOR the remaining director nominees is warranted.</i></p>												
6.3b		Reelect Andreas Fibig as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. A vote FOR the remaining director nominees is warranted.</i></p>												
6.3c		Reelect Sylvie Gregoire as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. A vote FOR the remaining director nominees is warranted.</i></p>												
6.3d		Reelect Kasim Kutay as Director	Mgmt	Yes	For	Abstain		Abstain	Abstain	Yes	No	No
<p><i>Voting Policy Rationale: A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior 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
6.3e		Reelect Christina Law as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. A vote FOR the remaining director nominees is warranted.</i></p>												
6.3f		Reelect Martin Mackay as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. A vote FOR the remaining director nominees is warranted.</i></p>												
7		Ratify Deloitte as Auditors; Ratify Deloitte as Auditors 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>												
8.1		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>												
8.2		Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	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>												
		Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt	No								
8.3		Approve Proposal Regarding Regulated Working Conditions at Construction Sites	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because the proposal lacks a compelling rationale.</i></p> <p><i>Blended Rationale: A vote AGAINST this item is warranted because the proposal lacks a compelling rationale.</i></p>												

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Novo Nordisk A/S

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9		Management Proposals	Mgmt	No								
		Other Business	Mgmt	No								
<i>Voting Policy Rationale: This is a routine, non-voting item.</i>												
<i>Blended Rationale: This is a routine, non-voting item.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		12,050	12,050
			03/10/2025	03/10/2025			
Total Shares:						12,050	12,050

Volvo AB

Meeting Date: 04/02/2025	Country: Sweden	Ticker: VOLV.B	Proxy Level: N/A
Record Date: 03/25/2025	Meeting Type: Annual	Meeting ID: 1924146	
Primary Security ID: 928856301	Primary CUSIP: 928856301	Primary ISIN: SE0000115446	Primary SEDOL: B1QH830
Earliest Cutoff Date: 03/25/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 13,908	*Shares on Loan: 0	Shares Instructed: 13,908	Shares Voted: 13,908

Proposal Number	Significant Vote	Proposal Text	Proponent	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		Elect Chair of Meeting	Mgmt	Yes	For	For		For	For	No	No	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>											
<i>Blended Rationale: These are routine meeting formalities.</i>												
3		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>												
4		Approve Agenda of Meeting	Mgmt	Yes	For	For		For	For	No	No	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>											
<i>Blended Rationale: These are routine meeting formalities.</i>												
5		Designate Inspector(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>												

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Proposal Number	Significant Vote	Proposal Text	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		Acknowledge Proper Convening of Meeting	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>												
<i>Blended Rationale: These are routine meeting formalities.</i>												
7		Receive President's Report	Mgmt	No								
<i>Voting Policy Rationale: These are routine, non-voting items.</i>												
<i>Blended Rationale: These are routine, non-voting items.</i>												
8		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>												
9		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>												
10		Approve Allocation of Income and Dividends of SEK 8 Per Share and an Extra Dividend of SEK 10.50 Per Share	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted 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>												
11.1		Approve Discharge of Matti Alahuhta	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>												
11.2		Approve Discharge of Bo Annvik	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>												
11.3		Approve Discharge of Par Boman	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO 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
11.4		Approve Discharge of Jan Carlson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
11.5		Approve Discharge of Eric Elzvik	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
11.6		Approve Discharge of Martha Finn Brooks	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
11.7		Approve Discharge of Kurt Jofs	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
11.8		Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
11.9		Approve Discharge of Kathryn V. Marinello	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
11.10		Approve Discharge of Martina Merz	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
11.11		Approve Discharge of Helena Stjernholm	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO 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
11.12		Approve Discharge of Carl-Henric Svanberg	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i></p>												
11.13		Approve Discharge of Lars Ask (Employee Representative)	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i></p>												
11.14		Approve Discharge of Mari Larsson (Employee Representative)	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i></p>												
11.15		Approve Discharge of Urban Spannär (Employee Representative)	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i></p>												
11.16		Approve Discharge of Therese Koggdal (Employee Representative)	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i></p>												
11.17		Approve Discharge of Danny Bilger (Deputy Employee Representative)	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i></p>												
11.18		Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO 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
11.19		Approve Discharge of Erik Svensson (Deputy Employee Representative)	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
11.20		Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>										
12.1		Determine Number of Members (11) of Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i>										
12.2		Determine Number Deputy Members (0) of Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.</i>										
13		Approve Remuneration of Directors in the Amount of SEK 4.3 Million for Chair and SEK 1.28 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A qualified vote FOR this remuneration proposal is warranted because while board fees are high compared to domestic peers, a supporting rationale has been provided and the company is among the largest in its peer group. Nevertheless, the continual increases in recent years are a cause for concern.</i>										
		<i>Blended Rationale: A qualified vote FOR this remuneration proposal is warranted because while board fees are high compared to domestic peers, a supporting rationale has been provided and the company is among the largest in its peer group. Nevertheless, the continual increases in recent years are a cause for concern.</i>										
14.1		Reelect Matti Alahuhta as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
14.2		Reelect Bo Annvik as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p>												
14.3		Reelect Par Boman as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p>												
14.4		Reelect Jan Carlson as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p>												
14.5		Reelect Eric Elzvik as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p>												
14.6		Reelect Martha Finn Brooks as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
14.7		Reelect Kurt Jofs as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p>												
14.8		Reelect Martin Lundstedt as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p>												
14.9		Reelect Kathryn V. Marinello as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p>												
14.10		Reelect Martina Merz as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p>												
14.11		Reelect Helena Stjernholm as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee member Par Boman is warranted for lack of diversity on the board. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights. A vote FOR the remaining nominees is warranted at this time.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
15		Elect Par Boman as Board Chair	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.</i>												
<i>Blended Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.</i>												
16		Approve Remuneration of 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>												
17		Ratify Deloitte AB 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>												
18.1		Elect Fredrik Persson as Member of Nominating Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST Item 18.5 is warranted because the election of Par Boman to the board of directors is not supported. A vote FOR all other nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST Item 18.5 is warranted because the election of Par Boman to the board of directors is not supported. A vote FOR all other nominees is warranted.</i>												
18.2		Elect Anders Oscarsson as Member of Nominating Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST Item 18.5 is warranted because the election of Par Boman to the board of directors is not supported. A vote FOR all other nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST Item 18.5 is warranted because the election of Par Boman to the board of directors is not supported. A vote FOR all other nominees is warranted.</i>												
18.3		Elect Carina Silberg as Member of Nominating Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST Item 18.5 is warranted because the election of Par Boman to the board of directors is not supported. A vote FOR all other nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST Item 18.5 is warranted because the election of Par Boman to the board of directors is not supported. A vote FOR all other nominees is warranted.</i>												
18.4		Elect Anders Algotsson as Member of Nominating Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote AGAINST Item 18.5 is warranted because the election of Par Boman to the board of directors is not supported. A vote FOR all other nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST Item 18.5 is warranted because the election of Par Boman to the board of directors is not supported. A vote FOR all other nominees is warranted.</i>												
18.5		Elect Chair of the Board as Member of Nominating Committee	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<i>Voting Policy Rationale: A vote AGAINST Item 18.5 is warranted because the election of Par Boman to the board of directors is not supported. A vote FOR all other nominees is warranted.</i>												
<i>Blended Rationale: A vote AGAINST Item 18.5 is warranted because the election of Par Boman to the board of directors is not supported. A vote FOR all other nominees is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
19		Approve Remuneration Report	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice. Concerns are noted regarding the lack of ex post disclosure of performance targets under the variable incentive plans, in addition to the CEO base salary increase without supporting rationale.</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. Concerns are noted regarding the lack of ex post disclosure of performance targets under the variable incentive plans, in addition to the CEO base salary increase without supporting rationale.</i></p>													
		Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt	No									
20		Approve Proposal Regarding Development of Standardized Low-power Charger for Electric Buses and Electric Trucks	SH	Yes	None	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because it lacks a compelling rationale. Decisions of this nature is best left to the board and management.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted because it lacks a compelling rationale. Decisions of this nature is best left to the board and management.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		13,908	13,908
			03/13/2025	03/13/2025			
Total Shares:						13,908	13,908

The Bank of Nova Scotia

Meeting Date: 04/08/2025	Country: Canada	Ticker: BNS	Proxy Level: 3
Record Date: 02/11/2025	Meeting Type: Annual	Meeting ID: 1920314	
Primary Security ID: 064149107	Primary CUSIP: 064149107	Primary ISIN: CA0641491075	Primary SEDOL: 2076281
Earliest Cutoff Date: 04/03/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 18,962	*Shares on Loan: 0	Shares Instructed: 18,962	Shares Voted: 18,962

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1		Elect Director Nora A. Aufreiter	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>													
1.2		Elect Director Guillermo E. Babatz	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>													

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1.3		Elect Director Daniel (Don) H. Callahan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.4		Elect Director W. Dave Dowrich	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.5		Elect Director Michael B. Medline	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.6		Elect Director Lynn K. Patterson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.7		Elect Director Una M. Power	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.8		Elect Director Aaron W. Regent	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.9		Elect Director Sandra J. Stuart	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.10		Elect Director L. Scott Thomson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.11		Elect Director Steven C. Van Wyk	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.12		Elect Director Benita M. Warmbold	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.</i>												
<i>Blended Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.</i>												

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3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i></p> <p><i>Blended Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i></p>												
4		SP 1: Publish a Third-Party Racial Equity Audit	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as it would strengthen the bank's commitment towards addressing diversity, equity, and inclusion efforts in its business operations and across the venture capital industry. In addition, it would allow shareholders to better assess the effectiveness of the bank's diversity initiatives and its management of related risks.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted, as it would strengthen the bank's commitment towards addressing diversity, equity, and inclusion efforts in its business operations and across the venture capital industry. In addition, it would allow shareholders to better assess the effectiveness of the bank's diversity initiatives and its management of related risks.</i></p>												
5		SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's approach to addressing forced labor and child labor in its loan portfolios would enhance investor understanding of how the company is managing risk in the entities that it finances. Additionally, increased transparency on related policies and due diligence could provide assurance to the shareholders of the company's efforts to mitigate said risks.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's approach to addressing forced labor and child labor in its loan portfolios would enhance investor understanding of how the company is managing risk in the entities that it finances. Additionally, increased transparency on related policies and due diligence could provide assurance to the shareholders of the company's efforts to mitigate said risks.</i></p>												
6		SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST this proposal in light of its prescriptiveness. The bank has provided adequate disclosure surrounding its approach to managing AI risk. Furthermore, there does not appear to be compelling evidence that the adherence or adoption of one specific code or framework for handling AI risk is preferable to another at this time.</i></p> <p><i>Blended Rationale: Vote AGAINST this proposal in light of its prescriptiveness. The bank has provided adequate disclosure surrounding its approach to managing AI risk. Furthermore, there does not appear to be compelling evidence that the adherence or adoption of one specific code or framework for handling AI risk is preferable to another at this time.</i></p>												
7		SP 4: Employee Language Skills Disclosure	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this shareholder proposal is warranted at this time. All of the company's shareholder materials are made available in French and English, including materials prepared for the annual meetings of shareholders. Considering the above and the fact that the company is already complying with all laws and regulations applicable to doing business in Nova Scotia, the request of the proponent pertaining to disclosing the languages by all employees appears to be overly prescriptive.</i></p> <p><i>Blended Rationale: A vote AGAINST this shareholder proposal is warranted at this time. All of the company's shareholder materials are made available in French and English, including materials prepared for the annual meetings of shareholders. Considering the above and the fact that the company is already complying with all laws and regulations applicable to doing business in Nova Scotia, the request of the proponent pertaining to disclosing the languages by all employees appears to be overly prescriptive.</i></p>												

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The Bank of Nova Scotia

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
8		SP 5: Advisory Vote on Environmental Policies	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this shareholder proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change-related risks. Such information would also allow shareholders to express their opinions on the climate risk management practices of the company. The bank, along with Canada's other major banks, departed from the Net-Zero banking alliance (NZBA) in January 2025. It is also noted that the company has not set targets approved by the Science-based Targets Initiative (SBTI).</i></p> <p><i>Blended Rationale: A vote FOR this shareholder proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change-related risks. Such information would also allow shareholders to express their opinions on the climate risk management practices of the company. The bank, along with Canada's other major banks, departed from the Net-Zero banking alliance (NZBA) in January 2025. It is also noted that the company has not set targets approved by the Science-based Targets Initiative (SBTI).</i></p>													
9		SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this shareholder proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.</i></p> <p><i>Blended Rationale: A vote FOR this shareholder proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/21/2025	Auto-Approved 03/21/2025		18,962	18,962
Total Shares:						18,962	18,962

Carrier Global Corporation

Meeting Date: 04/09/2025	Country: USA	Ticker: CARR	Proxy Level: 3
Record Date: 02/13/2025	Meeting Type: Annual	Meeting ID: 1931337	
Primary Security ID: 14448C104	Primary CUSIP: 14448C104	Primary ISIN: US14448C1045	Primary SEDOL: BK4N0D7
Earliest Cutoff Date: 04/08/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 9,725	*Shares on Loan: 0	Shares Instructed: 9,725	Shares Voted: 9,725

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Jean-Pierre Garnier	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1b		Elect Director David L. Gitlin	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Carrier Global Corporation

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

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Carrier Global Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Following last year's low say-on-pay vote, the committee demonstrated sufficient responsiveness by taking certain actions to address shareholders' concerns, primarily related to enhanced disclosure regarding supplemental awards granted to the CEO and CFO in FY24, which were initially discussed in last year's proxy and reported in this year's pay tables. Furthermore, the quantitative pay-for-performance misalignment is primarily driven by the value of the supplemental grants that shareholders assessed last year when casting their votes, and additional mitigating factors have been identified. Certain components of the STI and LTI programs raise goal rigor and disclosure concerns, and a significant component of the STI is based on individual assessments. However, the remainder of the STI is based on clearly disclosed financial goals and the committee exercised negative discretion to reduce payouts. In addition, half of annual LTI awards were based on multi-year performance goals and the relative TSR metric caps vesting at target if absolute TSR is negative over the performance period.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, with caution. Following last year's low say-on-pay vote, the committee demonstrated sufficient responsiveness by taking certain actions to address shareholders' concerns, primarily related to enhanced disclosure regarding supplemental awards granted to the CEO and CFO in FY24, which were initially discussed in last year's proxy and reported in this year's pay tables. Furthermore, the quantitative pay-for-performance misalignment is primarily driven by the value of the supplemental grants that shareholders assessed last year when casting their votes, and additional mitigating factors have been identified. Certain components of the STI and LTI programs raise goal rigor and disclosure concerns, and a significant component of the STI is based on individual assessments. However, the remainder of the STI is based on clearly disclosed financial goals and the committee exercised negative discretion to reduce payouts. In addition, half of annual LTI awards were based on multi-year performance goals and the relative TSR metric caps vesting at target if absolute TSR is negative over the performance period.</i></p>												
3		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>												
4		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
5		Report on Lobbying Payments and Policy	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as greater disclosure would allow shareholders to better evaluate the company's lobbying activities.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted, as greater disclosure would allow shareholders to better evaluate the company's lobbying activities.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/20/2025	Auto-Approved 03/20/2025		9,725	9,725
Total Shares:						9,725	9,725

Koninklijke Ahold Delhaize NV

Meeting Date: 04/09/2025	Country: Netherlands	Ticker: AD	Proxy Level: N/A
Record Date: 03/12/2025	Meeting Type: Annual	Meeting ID: 1922048	
Primary Security ID: N0074E105	Primary CUSIP: N0074E105	Primary ISIN: NL0011794037	Primary SEDOL: 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: 54,813

*Shares on Loan: 0

Shares Instructed: 54,813

Shares Voted: 54,813

Proposal Number	Significant Vote	Proposal Text	Proponent	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 Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/10/2025	Auto-Approved 03/10/2025	Issuer Confirmed	54,813	54,813
Total Shares:						54,813	54,813

Zurich Insurance Group AG

Meeting Date: 04/09/2025	Country: Switzerland	Ticker: ZURN	Proxy Level: N/A
Record Date:	Meeting Type: Annual	Meeting ID: 1917799	
Primary Security ID: H9870Y105	Primary CUSIP: H9870Y105	Primary ISIN: CH0011075394	Primary SEDOL: 5983816
Earliest Cutoff Date: 04/02/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,272	*Shares on Loan: 0	Shares Instructed: 1,272	Shares Voted: 1,272

Proposal Number	Significant Vote	Proposal Text	Proponent	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>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	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 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 some concern: * Realized pay remains at a high level for the CEO, with incentive plans consistently paying out well above target, which raises some concern regarding the rigor of applied targets in the context of the broader pay-for-performance alignment. The main reasons for support are: * The report provides robust ex-post disclosure of performance achievements underlying variable payouts. * The company has announced more stringent target values for certain metrics under the 2025 LTI, as well as an increased focus on absolute shareholder returns.</i></p> <p><i>Blended Rationale: A vote FOR the remuneration report is warranted, though it is not without some concern: * Realized pay remains at a high level for the CEO, with incentive plans consistently paying out well above target, which raises some concern regarding the rigor of applied targets in the context of the broader pay-for-performance alignment. The main reasons for support are: * The report provides robust ex-post disclosure of performance achievements underlying variable payouts. * The company has announced more stringent target values for certain metrics under the 2025 LTI, as well as an increased focus on absolute shareholder returns.</i></p>												
1.3		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 sustainability 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 sustainability report is warranted due to a lack of significant concerns.</i></p>												
2		Approve Allocation of Income and Dividends of CHF 28.00 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 Board and Senior Management	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.</i></p>												
4.1.a		Reelect Michel Lies as Director and Board Chair	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michel Lies 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 Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
4.1.b		Reelect Joan Amble as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michel Lies 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 Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
4.1.c		Reelect Catherine Bessant as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michel Lies 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 Michel Lies 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
4.1.d		Reelect Christoph Franz as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michel Lies 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 Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
4.1.e		Reelect Michael Halbherr as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michel Lies 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 Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
4.1.h		Reelect Sabine Keller-Busse as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michel Lies 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 Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
4.1.i		Reelect Kishore Mahbubani as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michel Lies 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 Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
4.1.j		Reelect Peter Maurer as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michel Lies 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 Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
4.1.k		Reelect John Rafter as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michel Lies 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 Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
4.1.l		Reelect Jasmin Staiblin as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michel Lies 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 Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
4.1.m		Reelect Barry Stowe as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michel Lies 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 Michel Lies 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
4.1.n		Elect Thomas Jordan as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michel Lies 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 Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
4.2.1		Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Michel Lies 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 Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
4.2.2		Reappoint Catherine Bessant 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 Michel Lies 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 Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
4.2.3		Reappoint Christoph Franz 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 Michel Lies 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 Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
4.2.4		Reappoint Sabine Keller-Busse 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 Michel Lies 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 Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
4.2.5		Reappoint Kishore Mahbubani 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 Michel Lies 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 Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
4.2.6		Reappoint Jasmin Staiblin 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 Michel Lies 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 Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												

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Zurich Insurance 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	
4.3		Designate Keller AG 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>													
4.4		Ratify Ernst & Young 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>													
5.1		Approve Remuneration of Directors in the Amount of CHF 6 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 CHF 83 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		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
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/23/2025	Auto-Approved 03/23/2025		1,272	1,272
Total Shares:						1,272	1,272

The Toronto-Dominion Bank

Meeting Date: 04/10/2025	Country: Canada	Ticker: TD	Proxy Level: 3
Record Date: 02/10/2025	Meeting Type: Annual	Meeting ID: 1915402	
Primary Security ID: 891160509	Primary CUSIP: 891160509	Primary ISIN: CA8911605092	Primary SEDOL: 2897222

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Earliest Cutoff Date: 04/07/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 28,059

*Shares on Loan: 0

Shares Instructed: 28,059

Shares Voted: 28,059

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1		Elect Director Ayman Antoun	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p> <p><i>Blended Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>													
1.2		Elect Director Ana Arsov	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p> <p><i>Blended Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>													
1.3		Elect Director Cherie L. Brant	Mgmt	Yes	For	Withhold			Withhold	Withhold	Yes	No	No
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p> <p><i>Blended Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>													

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.4		Elect Director Raymond Chun	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p> <p><i>Blended Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>												
1.5		Elect Director Elio R. Luongo	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p> <p><i>Blended Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>												
1.6		Elect Director Alan N. MacGibbon	Mgmt	Yes	For	Withhold		Withhold	Withhold	Yes	No	No
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p> <p><i>Blended Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>												

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The Toronto-Dominion Bank

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1.7		Elect Director John B. MacIntyre	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p> <p><i>Blended Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>												
1.8		Elect Director Keith G. Martell	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p> <p><i>Blended Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>												
1.9		Elect Director Nathalie M. Palladitcheff	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p> <p><i>Blended Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>												

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1.10		Elect Director S. Jane Rowe	Mgmt	Yes	For	Withhold			Withhold	Withhold	Yes	No	No
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p> <p><i>Blended Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>													
1.11		Elect Director Nancy G. Tower	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p> <p><i>Blended Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>													
1.12		Elect Director Ajay K. Virmani	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p> <p><i>Blended Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>													

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The Toronto-Dominion Bank

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1.13		Elect Director Mary A. Winston	Mgmt	Yes	For	Withhold			Withhold	Withhold	Yes	No	No
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p> <p><i>Blended Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>													
1.14		Elect Director Paul C. Wirth	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p> <p><i>Blended Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>													
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (2 percent) were reasonable relative to total fees paid to the auditor.</i></p> <p><i>Blended Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (2 percent) were reasonable relative to total fees paid to the auditor.</i></p>													
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i></p> <p><i>Blended Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i></p>													
		Shareholder Proposals	Mgmt	No									
4		SP 1: Annual Energy Supply Ratio Disclosure	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would help shareholders better evaluate the company's management of climate risks from its lending and underwriting activities.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as it would help shareholders better evaluate the company's management of climate risks from its lending and underwriting activities.</i></p>													

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5		SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this shareholder proposal is warranted, as additional disclosure on the company's approach to addressing forced labor and child labor in its loan portfolios would enhance investor understanding of how the company is managing risk in the entities that it finances. Additionally, increased transparency on related policies and due diligence could provide assurance to the shareholders of the company's efforts to mitigate said risks.</i></p> <p><i>Blended Rationale: A vote FOR this shareholder proposal is warranted, as additional disclosure on the company's approach to addressing forced labor and child labor in its loan portfolios would enhance investor understanding of how the company is managing risk in the entities that it finances. Additionally, increased transparency on related policies and due diligence could provide assurance to the shareholders of the company's efforts to mitigate said risks.</i></p>												
6		SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST this proposal in light of its prescriptiveness as the bank has provided adequate disclosure surrounding its approach to managing AI risk. Furthermore, there does not appear to be compelling evidence that the adherence or adoption of one specific code or framework for handling AI risk is preferable to another at this time.</i></p> <p><i>Blended Rationale: Vote AGAINST this proposal in light of its prescriptiveness as the bank has provided adequate disclosure surrounding its approach to managing AI risk. Furthermore, there does not appear to be compelling evidence that the adherence or adoption of one specific code or framework for handling AI risk is preferable to another at this time.</i></p>												
7		SP 4: Employee Language Skills Disclosure	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The bank complies with all language laws and regulations applicable in Ontario. Under the Official Languages Act of 1969, both English and French have official federal status throughout Canada, in respect of all government services, including the courts, and all federal legislation is enacted bilingually. All of the bank's shareholder materials are made available in French and English, including materials prepared for the annual meetings of shareholders. Considering the above and the fact that the bank is already complying with all laws and regulations applicable to doing business in Ontario, and offers services in ten different languages, the request of the proponent pertaining to disclosing the languages by all employees appears to be overly prescriptive. As such, a vote AGAINST this shareholder proposal is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The bank complies with all language laws and regulations applicable in Ontario. Under the Official Languages Act of 1969, both English and French have official federal status throughout Canada, in respect of all government services, including the courts, and all federal legislation is enacted bilingually. All of the bank's shareholder materials are made available in French and English, including materials prepared for the annual meetings of shareholders. Considering the above and the fact that the bank is already complying with all laws and regulations applicable to doing business in Ontario, and offers services in ten different languages, the request of the proponent pertaining to disclosing the languages by all employees appears to be overly prescriptive. As such, a vote AGAINST this shareholder proposal is warranted at this time.</i></p>												
8		SP 5: Advisory Vote on Environmental Policies	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: Vote FOR this shareholder proposal. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change-related risks. Such information would also allow shareholders to express their opinions on the climate risk management practices of the company. The bank, along with Canada's other major banks, departed from the Net-Zero banking alliance (NZBA) in January 2025. It is also noted that the company has not set targets approved by the Science-based Targets Initiative (SBTI) and its existing reduction targets only partially cover the short, medium, and long term.</i></p> <p><i>Blended Rationale: Vote FOR this shareholder proposal. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change-related risks. Such information would also allow shareholders to express their opinions on the climate risk management practices of the company. The bank, along with Canada's other major banks, departed from the Net-Zero banking alliance (NZBA) in January 2025. It is also noted that the company has not set targets approved by the Science-based Targets Initiative (SBTI) and its existing reduction targets only partially cover the short, medium, and long term.</i></p>												

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9		SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this shareholder proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.</i></p> <p><i>Blended Rationale: A vote FOR this shareholder proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.</i></p>													
10		SP 7: Dismiss Bharat Masrani as the Bank's Advisor and Prohibit From Holding Any Other Position Within the Organization	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as compelling rationale has not been provided to support the dismissal of the former CEO from his limited advisory role where he may provide institutional knowledge and continuity with the bank's AML remediation effort until July 31, 2025. Furthermore, the board's actions appear to be supported by continued engagement with the bank's shareholders during 2024. Considering the foregoing, the proposal is seen as overly prescriptive.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted as compelling rationale has not been provided to support the dismissal of the former CEO from his limited advisory role where he may provide institutional knowledge and continuity with the bank's AML remediation effort until July 31, 2025. Furthermore, the board's actions appear to be supported by continued engagement with the bank's shareholders during 2024. Considering the foregoing, the proposal is seen as overly prescriptive.</i></p>													
11		SP 8: Establish Retirement Age and Term Limits for Directors	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST this shareholder proposal. The bank has demonstrated a proactive approach to board renewal, consistently recruiting new directors while maintaining board and committee independence. It also conducts annual performance evaluations at both the board and individual levels, a practice that should be more effective than imposing a fixed tenure limit. Additionally, the bank already enforces a 10-year term limit, with some flexibility, and has undergone substantial board renewal in recent years. Given these factors, the shareholder proposal does not warrant support at this time, notwithstanding that withhold vote recommendations are warranted for certain director nominees due to material governance failures.</i></p> <p><i>Blended Rationale: Vote AGAINST this shareholder proposal. The bank has demonstrated a proactive approach to board renewal, consistently recruiting new directors while maintaining board and committee independence. It also conducts annual performance evaluations at both the board and individual levels, a practice that should be more effective than imposing a fixed tenure limit. Additionally, the bank already enforces a 10-year term limit, with some flexibility, and has undergone substantial board renewal in recent years. Given these factors, the shareholder proposal does not warrant support at this time, notwithstanding that withhold vote recommendations are warranted for certain director nominees due to material governance failures.</i></p>													
12		SP 9: Hire a New Group President and CEO from Outside TD Bank	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST this proposal as it is overly prescriptive and mandates specific actions for the bank to take in contravention to the board's CEO succession process.</i></p> <p><i>Blended Rationale: Vote AGAINST this proposal as it is overly prescriptive and mandates specific actions for the bank to take in contravention to the board's CEO succession process.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		28,059	28,059
			03/24/2025	03/24/2025			
Total Shares:						28,059	28,059

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Meeting Date: 04/11/2025	Country: United Kingdom	Ticker: AZN	Proxy Level: N/A
Record Date: 04/09/2025	Meeting Type: Annual	Meeting ID: 1928686	
Primary Security ID: G0593M107	Primary CUSIP: G0593M107	Primary ISIN: GB0009895292	Primary SEDOL: 0989529
Earliest Cutoff Date: 04/08/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 8,080	*Shares on Loan: 0	Shares Instructed: 8,080	Shares Voted: 8,080

Proposal Number	Significant Vote	Proposal Text	Proponent	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>													
2		Approve Dividends	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>													
3		Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p>													
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 warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i></p>													
5a		Re-elect Michel Demare as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p> <p><i>Blended Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>													

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5b		Re-elect Pascal Soriot as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p> <p><i>Blended Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>												
5c		Re-elect Aradhana Sarin as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p> <p><i>Blended Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>												
5d		Re-elect Philip Broadley as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p> <p><i>Blended Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>												
5e		Re-elect Euan Ashley as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p> <p><i>Blended Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>												

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5f		Elect Birgit Conix as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p> <p><i>Blended Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>												
5g		Elect Rene Haas as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p> <p><i>Blended Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>												
5h		Elect Karen Knudsen as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p> <p><i>Blended Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>												
5i		Re-elect Diana Layfield as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p> <p><i>Blended Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered 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
5j		Re-elect Anna Manz as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p> <p><i>Blended Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>												
5k		Re-elect Sheri McCoy as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p> <p><i>Blended Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>												
5l		Re-elect Tony Mok as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p> <p><i>Blended Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>												
5m		Re-elect Nazneen Rahman as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p> <p><i>Blended Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered 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
5n		Re-elect Marcus Wallenberg as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p> <p><i>Blended Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>												
6		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted, but is not without concern: * Questions may still be posed as to whether the Remuneration Committee's response has sufficiently assuaged shareholder concerns raised at the 2024 AGM, where the proposals for the new remuneration policy and amended PSP each received the dissent of c.35% of the total votes cast. The main reasons for support are: * There are no fresh concerns regarding award framework and quantum to note at this time; and * Pay outcomes during the year under review are generally in line with performance.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted, but is not without concern: * Questions may still be posed as to whether the Remuneration Committee's response has sufficiently assuaged shareholder concerns raised at the 2024 AGM, where the proposals for the new remuneration policy and amended PSP each received the dissent of c.35% of the total votes cast. The main reasons for support are: * There are no fresh concerns regarding award framework and quantum to note at this time; and * Pay outcomes during the year under review are generally in line with performance.</i></p>												
7		Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i></p>												
8		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
9		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 warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
10		Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												

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AstraZeneca 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
11		Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p>												
12		Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/13/2025	Auto-Approved 03/13/2025		8,080	8,080
Total Shares:						8,080	8,080

Swiss Re AG

Meeting Date: 04/11/2025	Country: Switzerland	Ticker: SREN	Proxy Level: N/A
Record Date:	Meeting Type: Annual	Meeting ID: 1918937	
Primary Security ID: H8431B109	Primary CUSIP: H8431B109	Primary ISIN: CH0126881561	Primary SEDOL: B545MG5
Earliest Cutoff Date: 04/03/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,152	*Shares on Loan: 0	Shares Instructed: 2,152	Shares Voted: 2,152

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p>												
1.2		Approve Remuneration Report (Non-Binding)	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the remuneration report is warranted 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>												
1.3		Approve Sustainability Report (Non-Binding)	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the approval of the company's sustainability report is warranted due to a lack of significant concerns.</i></p> <p><i>Blended Rationale: A vote FOR the approval of the company's sustainability report is warranted due to a lack of significant 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 Allocation of Income and Dividends of USD 7.35 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 Board of Directors	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 is warranted, as there is no evidence that the board have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR the formal discharge of the board of directors is warranted, as there is no evidence that the board have not fulfilled their fiduciary duties.</i></p>												
4.1.a		Reelect Jacques de Vaucleroy as Director and Board Chair	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
4.1.b		Reelect Karen Gavan as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
4.1.c		Reelect Vanessa Lau as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
4.1.d		Reelect Geraldine Matchett as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
4.1.e		Reelect Joachim Oechslin as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
4.1.f		Reelect Deanna Ong as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												

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4.1.g		Reelect Jay Ralph as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
4.1.h		Reelect Joerg Reinhardt as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
4.1.i		Reelect Pia Tischhauser as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
4.1.j		Reelect Larry Zimpleman as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
4.1.k		Elect Morten Huebbe as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
4.1.l		Elect George Quinn as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
4.2.1		Reappoint Deanna Ong as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
4.2.2		Reappoint Jay Ralph as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												

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4.2.3		Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
4.2.4		Appoint Morten Huebbe as Member of the Compensation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p> <p><i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i></p>												
4.3		Designate Proxy Voting Services GmbH 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>												
4.4		Ratify KPMG AG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because 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>												
5.1		Approve Remuneration of Directors in the Amount of CHF 9 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 Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 12.5 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i></p> <p><i>Blended Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i></p>												
5.3		Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 31 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i></p> <p><i>Blended Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i></p>												

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6		Approve Creation of Capital Band within the Upper Limit of CHF 40.2 Million and the Lower Limit of CHF 28.6 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 issuance authorization is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the proposed issuance authorization is warranted.</i></p>													
7		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
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,152	2,152
			03/25/2025	03/25/2025			
Total Shares:						2,152	2,152

Moody's Corporation

Meeting Date: 04/15/2025	Country: USA	Ticker: MCO	Proxy Level: 3
Record Date: 02/19/2025	Meeting Type: Annual	Meeting ID: 1935645	
Primary Security ID: 615369105	Primary CUSIP: 615369105	Primary ISIN: US6153691059	Primary SEDOL: 2252058
Earliest Cutoff Date: 04/14/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 430	*Shares on Loan: 0	Shares Instructed: 430	Shares Voted: 430

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Jorge A. Bermudez	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1b		Elect Director Therese Esperdy	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1c		Elect Director Robert Fauber	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director Vincent A. Forlenza	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1e		Elect Director Lloyd W. Howell, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1f		Elect Director Jose M. Minaya	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1g		Elect Director Leslie F. Seidman	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1h		Elect Director Zig Serafin	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1i		Elect Director Bruce Van Saun	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Some concerns exist with the lack of disclosure of forward-looking targets in the LTIP, nondisclosure of the STIP financial metric weightings, and an incomplete disclosure of financial and strategic goals for the off-cycle awards. However, the awards are primarily performance-based, and pay and performance are reasonably aligned for the year in review.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, with caution. Some concerns exist with the lack of disclosure of forward-looking targets in the LTIP, nondisclosure of the STIP financial metric weightings, and an incomplete disclosure of financial and strategic goals for the off-cycle awards. However, the awards are primarily performance-based, and pay and performance are reasonably aligned for the year in review.</i></p>												
4		Submit Severance Agreement to Shareholder Vote	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company recently adopted a policy that limits cash severance to a reasonable basis, absent shareholder approval. Additionally, the company's severance arrangements are reasonable, and there have not been any recent severance controversies identified.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The company recently adopted a policy that limits cash severance to a reasonable basis, absent shareholder approval. Additionally, the company's severance arrangements are reasonable, and there have not been any recent severance controversies identified.</i></p>												

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Moody's Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/21/2025	Auto-Approved 03/21/2025		430	430
Total Shares:						430	430

The Bank of New York Mellon Corporation

Meeting Date: 04/15/2025	Country: USA	Ticker: BK	Proxy Level: 3
Record Date: 02/19/2025	Meeting Type: Annual	Meeting ID: 1935437	
Primary Security ID: 064058100	Primary CUSIP: 064058100	Primary ISIN: US0640581007	Primary SEDOL: B1Z77F6
Earliest Cutoff Date: 04/14/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 10,210	*Shares on Loan: 0	Shares Instructed: 10,210	Shares Voted: 10,210

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
1a		Elect Director Linda Z. Cook	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director M. Amy Gilliland	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Jeffrey A. Goldstein	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director K. Guru Gowrappan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Ralph Izzo	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Sandie O'Connor	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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The Bank of New York Mellon Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1h		Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1i		Elect Director Rakefet Russak-Aminoach	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1j		Elect Director Robin A. Vince	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1k		Elect Director Alfred W. "Al" Zollar	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The framework for determining total incentive pay incorporates a significant degree of discretion, is complex, and continues to lack transparency. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, with caution. The framework for determining total incentive pay incorporates a significant degree of discretion, is complex, and continues to lack transparency. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review.</i></p>												
3		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		10,210	10,210
			03/24/2025	03/24/2025			
Total Shares:						10,210	10,210

U.S. Bancorp

Meeting Date: 04/15/2025	Country: USA	Ticker: USB	Proxy Level: 3
Record Date: 02/18/2025	Meeting Type: Annual	Meeting ID: 1935665	
Primary Security ID: 902973304	Primary CUSIP: 902973304	Primary ISIN: US9029733048	Primary SEDOL: 2736035

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Earliest Cutoff Date: 04/14/2025		Total Ballots: 1		Voting Policy: Sustainability			Additional Policy:					
Votable Shares: 14,595		*Shares on Loan: 0		Shares Instructed: 14,595			Shares Voted: 14,595					
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Warner L. Baxter	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p>												
1b		Elect Director Dorothy Bridges	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p>												
1c		Elect Director Elizabeth L. Buse	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p>												
1d		Elect Director Andrew Cecere	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p>												
1e		Elect Director Alan B. Colberg	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p>												
1f		Elect Director Kimberly N. Ellison-Taylor	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p>												
1g		Elect Director Aleem Gillani	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p>												
1h		Elect Director Kimberly J. Harris *Withdrawn Resolution*	Mgmt	No								
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</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
1i		Elect Director Roland A. Hernandez	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p>												
1j		Elect Director Gunjan Kedia	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p>												
1k		Elect Director Richard P. McKenney	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p>												
1l		Elect Director Yusuf I. Mehdi	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p>												
1m		Elect Director Loretta E. Reynolds	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p>												
1n		Elect Director John P. Wiehoff	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted. Kimberly J. Harris has withdrawn as a nominee and the Sustainability Advisory Services recommendation is NONE.</i></p>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Certain disclosure and goal rigor concerns are noted for the year in review. However, annual incentives are primarily based on pre-set financial metrics and the LTI is majority performance-based and utilizes a multi-year performance period. Furthermore, the concerns noted above have not resulted in a quantitative pay-for-performance misalignment.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, with caution. Certain disclosure and goal rigor concerns are noted for the year in review. However, annual incentives are primarily based on pre-set financial metrics and the LTI is majority performance-based and utilizes a multi-year performance period. Furthermore, the concerns noted above have not resulted in a quantitative pay-for-performance misalignment.</i></p>												
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company provides adequate disclosure of relevant policies, practices, and board-level oversight by multiple board committees related to fair lending and responsible banking practices, including non-discrimination and legal and regulatory compliance.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The company provides adequate disclosure of relevant policies, practices, and board-level oversight by multiple board committees related to fair lending and responsible banking practices, including non-discrimination and legal and regulatory compliance.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		14,595	14,595
			03/31/2025	03/31/2025			
Total Shares:						14,595	14,595

Texas Instruments Incorporated

Meeting Date: 04/17/2025	Country: USA	Ticker: TXN	Proxy Level: 3
Record Date: 02/20/2025	Meeting Type: Annual	Meeting ID: 1935661	
Primary Security ID: 882508104	Primary CUSIP: 882508104	Primary ISIN: US8825081040	Primary SEDOL: 2885409
Earliest Cutoff Date: 04/16/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,460	*Shares on Loan: 0	Shares Instructed: 2,460	Shares Voted: 2,460

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	
1a		Elect Director Mark Blinn	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1b		Elect Director Todd Bluedorn	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1c		Elect Director Janet Clark	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1d		Elect Director Carrie Cox	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1e		Elect Director Martin Craighead	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Texas Instruments Incorporated

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f		Elect Director Reginald DesRoches	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Curtis Farmer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Jean Hobby	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Haviv Ilan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Ronald Kirk	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Pamela Patsley	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Robert Sanchez	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1m		Elect Director Richard Templeton	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company continues to grant annual incentive awards according to a non-formulaic subjective review of company performance and the long-term incentive awards remain entirely time-based. However, CEO pay and company performance remain reasonably aligned for the year-in-review.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. The company continues to grant annual incentive awards according to a non-formulaic subjective review of company performance and the long-term incentive awards remain entirely time-based. However, CEO pay and company performance remain reasonably aligned for the year-in-review.</i>										
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

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Texas Instruments Incorporated

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold to call a special meeting would enhance shareholder ability to utilize the right, and the likelihood of its abuse is low.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold to call a special meeting would enhance shareholder ability to utilize the right, and the likelihood of its abuse is low.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/24/2025	Auto-Approved 03/24/2025		2,460	2,460
Total Shares:						2,460	2,460

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

Meeting Date: 04/17/2025	Country: Luxembourg	Ticker: UIMR	Proxy Level: N/A
Record Date: 04/11/2025	Meeting Type: Annual	Meeting ID: 1941392	
Primary Security ID: L9398E651	Primary CUSIP: L9398E651	Primary ISIN: LU0629460675	Primary SEDOL: B59RQP3
Earliest Cutoff Date: 04/03/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 14,288	*Shares on Loan: 0	Shares Instructed: 14,288	Shares Voted: 14,288

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1		Receive and Approve Board's and Auditor's Reports	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal.</i></p>													
2		Approve Financial Statements	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted as no concerns were identified and is generally unproblematic. However, this is not without concern that the annual report is not publicly available, despite supposedly being available to all shareholders.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as no concerns were identified and is generally unproblematic. However, this is not without concern that the annual report is not publicly available, despite supposedly being available to all shareholders.</i></p>													
3		Approve Allocation of Income and Dividends	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal.</i></p>													
4		Approve Discharge of Directors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted given the lack of any specific concern with the board's actions over the past year.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted given the lack of any specific concern with the board's actions over the past year.</i></p>													

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

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.a		Approve Discharge of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted in the absence of concern about the auditor's actions during the last fiscal year.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted in the absence of concern about the auditor's actions during the last fiscal year.</i></p>												
5.b		Renew Appointment of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this auditor election is warranted due to a lack of concern regarding the suitability of the auditor.</i></p> <p><i>Blended Rationale: A vote FOR this auditor election is warranted due to a lack of concern regarding the suitability of the auditor.</i></p>												
6		Transact Other Business (Non-Voting)	Mgmt	No								
<p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Rejected - SUB DO NOT OFFER SERVICE FOR ETF SECURITIES. SUB ONLY MANAGE MEETINGS FOR EQUITIES	Auto-Instructed 03/22/2025	Auto-Approved 03/22/2025		14,288	14,288
Total Shares:						14,288	14,288

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

Meeting Date: 04/17/2025	Country: Luxembourg	Ticker: FRCJ	Proxy Level: N/A
Record Date: 04/11/2025	Meeting Type: Annual	Meeting ID: 1941400	
Primary Security ID: L93979646	Primary CUSIP: L93979646	Primary ISIN: LU1230561679	Primary SEDOL: BYQDZ27
Earliest Cutoff Date: 04/04/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 186,395	*Shares on Loan: 0	Shares Instructed: 186,395	Shares Voted: 186,395

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive and Approve Board's and Auditor's Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal.</i></p>												
2		Approve Financial Statements	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted as no concerns were identified and is generally unproblematic. However, this is not without concern that the annual report is not publicly available, despite supposedly being available to all shareholders.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as no concerns were identified and is generally unproblematic. However, this is not without concern that the annual report is not publicly available, despite supposedly being available to all shareholders.</i></p>												

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

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Approve Allocation of Income and Dividends	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal.</i>												
<i>Blended Rationale: A vote FOR this item is warranted due to the lack of concerns regarding this proposal.</i>												
4		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this item is warranted given the lack of any specific concern with the board's actions over the past year.</i>												
<i>Blended Rationale: A vote FOR this item is warranted given the lack of any specific concern with the board's actions over the past year.</i>												
5.a		Approve Discharge of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this item is warranted in the absence of concern about the auditor's actions during the last fiscal year.</i>												
<i>Blended Rationale: A vote FOR this item is warranted in the absence of concern about the auditor's actions during the last fiscal year.</i>												
5.b		Renew Appointment of Ernst & Young as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this auditor election is warranted due to a lack of concern regarding the suitability of the auditor.</i>												
<i>Blended Rationale: A vote FOR this auditor election is warranted due to a lack of concern regarding the suitability of the auditor.</i>												
6		Transact Other Business (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>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/19/2025	Auto-Approved 03/19/2025		186,395	186,395
Total Shares:						186,395	186,395

United Overseas Bank Limited (Singapore)

Meeting Date: 04/21/2025	Country: Singapore	Ticker: U11	Proxy Level: N/A
Record Date:	Meeting Type: Annual	Meeting ID: 1943563	
Primary Security ID: Y9T10P105	Primary CUSIP: Y9T10P105	Primary ISIN: SG1M31001969	Primary SEDOL: 6916781
Earliest Cutoff Date: 04/11/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 19,700	*Shares on Loan: 0	Shares Instructed: 19,700	Shares Voted: 19,700

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	Yes	For	For		For	For	No	No	No

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United Overseas Bank Limited (Singapore)

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<i>Voting Policy Rationale: In the absence of any known issues concerning the bank's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i>										
		<i>Blended Rationale: In the absence of any known issues concerning the bank's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i>										
2		Approve Final and Special Dividend	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.</i>										
		<i>Blended Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.</i>										
3		Approve Directors' Fees	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Director fees in Singapore are usually reasonable. In the absence of known concerns over director fees at the bank, a vote FOR this proposal is warranted.</i>										
		<i>Blended Rationale: Director fees in Singapore are usually reasonable. In the absence of known concerns over director fees at the bank, a vote FOR this proposal is warranted.</i>										
4		Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i>										
5		Elect Wee Ee Lim as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the bank's board and committee dynamics.</i>										
		<i>Blended Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the bank's board and committee dynamics.</i>										
6		Elect Tracey Woon Kim Hong as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the bank's board and committee dynamics.</i>										
		<i>Blended Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the bank's board and committee dynamics.</i>										
7		Elect Teo Lay Lim as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the bank's board and committee dynamics.</i>										
		<i>Blended Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the bank's board and committee dynamics.</i>										
8		Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the issuance request without preemptive rights is within the recommended limit.</i>										
		<i>Blended Rationale: A vote FOR this resolution is warranted because the issuance request without preemptive rights is within the recommended limit.</i>										
9		Approve Issuance of Shares Pursuant to the UOB Scrip Dividend Scheme	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this resolution is warranted given that this is a routine dividend proposal.</i>										
		<i>Blended Rationale: A vote FOR this resolution is warranted given that this is a routine dividend proposal.</i>										

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United Overseas Bank Limited (Singapore)

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
10		Authorize Share Repurchase Program	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted given that the size and pricing provisions of the proposed repurchase mandate are within the recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted given that the size and pricing provisions of the proposed repurchase mandate are within the recommended limits.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		19,700	19,700
			04/04/2025	04/04/2025			
Total Shares:						19,700	19,700

Adobe Inc.

Meeting Date: 04/22/2025	Country: USA	Ticker: ADBE	Proxy Level: 3
Record Date: 02/21/2025	Meeting Type: Annual	Meeting ID: 1933639	
Primary Security ID: 00724F101	Primary CUSIP: 00724F101	Primary ISIN: US00724F1012	Primary SEDOL: 2008154
Earliest Cutoff Date: 04/21/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,012	*Shares on Loan: 0	Shares Instructed: 2,012	Shares Voted: 2,012

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Cristiano Amon	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1b		Elect Director Amy Banse	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1c		Elect Director Melanie Boulden	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1d		Elect Director Frank Calderoni	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1e		Elect Director Laura Desmond	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f		Elect Director Shantanu Narayan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1g		Elect Director Spencer Neumann	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1h		Elect Director Kathleen Oberg	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1i		Elect Director Dheeraj Pandey	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1j		Elect Director David Ricks	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1k		Elect Director Daniel Rosensweig	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>												
3		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned for the year under review, though there is some concern regarding the annually-set goals for a portion of the LTI. However, both annual and long-term incentive programs are primarily determined by pre-set financial metrics, with outcomes commensurate with recent and long-term company performance.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned for the year under review, though there is some concern regarding the annually-set goals for a portion of the LTI. However, both annual and long-term incentive programs are primarily determined by pre-set financial metrics, with outcomes commensurate with recent and long-term company performance.</i></p>												

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Adobe Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
5		Submit Severance Agreement to Shareholder Vote	SH	Yes	Against	For			For	For	Yes	No	No

Voting Policy Rationale: A vote FOR the proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.

Blended Rationale: A vote FOR the proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,012	2,012
			03/26/2025	03/26/2025			
Total Shares:						2,012	2,012

ING Groep NV

Meeting Date: 04/22/2025	Country: Netherlands	Ticker: INGA	Proxy Level: N/A
Record Date: 03/25/2025	Meeting Type: Annual	Meeting ID: 1923213	
Primary Security ID: N4578E595	Primary CUSIP: N4578E595	Primary ISIN: NL0011821202	Primary SEDOL: BZ57390
Earliest Cutoff Date: 04/14/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 181,013	*Shares on Loan: 0	Shares Instructed: 181,013	Shares Voted: 181,013

Proposal Number	Significant Vote	Proposal Text	Proponent	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>											
2A		Receive Report of Executive 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>											
2B		Receive Report of Supervisory 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>											
2C		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>											

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2D		Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i></p>												
3A		Receive Explanation on Company's Reserves and 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>												
3B		Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> <p><i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p>												
4A		Approve Discharge of Executive Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i></p>												
4B		Approve Discharge of Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i></p>												
5		Appoint Deloitte Accountants B.V. as Assurance Provider 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>												
6A		Reelect Steven van Rijswijk to Executive 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 term 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 term 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>												
6B		Reelect Ljiljana Cortan to Executive 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 term 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 term 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	
7A		Reelect Margarete Haase to Supervisory Board	Mgmt	Yes	For	For			Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominees Margarete Haase and Lodewijk Hijmans van den Bergh 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 nominees Margarete Haase and Lodewijk Hijmans van den Bergh is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>													
7B		Reelect Lodewijk Hijmans van den Bergh to Supervisory Board	Mgmt	Yes	For	For			Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominees Margarete Haase and Lodewijk Hijmans van den Bergh 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 nominees Margarete Haase and Lodewijk Hijmans van den Bergh is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>													
7C		Elect Petri Hofste to Supervisory Board	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominees Margarete Haase and Lodewijk Hijmans van den Bergh 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 nominees Margarete Haase and Lodewijk Hijmans van den Bergh is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>													
7D		Elect Stuart Graham to Supervisory Board	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominees Margarete Haase and Lodewijk Hijmans van den Bergh 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 nominees Margarete Haase and Lodewijk Hijmans van den Bergh is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>													
8A		Grant Board Authority to Issue Shares	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.</i></p> <p><i>Blended Rationale: A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.</i></p>													
8B		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.</i></p> <p><i>Blended Rationale: A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.</i></p>													

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ING Groep NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
9		Authorize Repurchase of Shares	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the company provided a compelling rationale for the proposed authorization that would allow ING Groep to repurchase up to 20.00 percent of the issued share capital, with a holding limit of maximum 10 percent.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the company provided a compelling rationale for the proposed authorization that would allow ING Groep to repurchase up to 20.00 percent of the issued share capital, with a holding limit of maximum 10 percent.</i></p>													
10		Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/21/2025	Auto-Approved 03/21/2025		181,013	181,013
Total Shares:						181,013	181,013

ASML Holding NV

Meeting Date: 04/23/2025	Country: Netherlands	Ticker: ASML	Proxy Level: N/A
Record Date: 03/26/2025	Meeting Type: Annual	Meeting ID: 1924206	
Primary Security ID: N07059202	Primary CUSIP: N07059202	Primary ISIN: NL0010273215	Primary SEDOL: B929F46
Earliest Cutoff Date: 04/15/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,345	*Shares on Loan: 0	Shares Instructed: 3,345	Shares Voted: 3,345

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

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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
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>												
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>												

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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
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 Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,345	3,345
			03/21/2025	03/21/2025			
Total Shares:						3,345	3,345

Assa Abloy AB

Meeting Date: 04/23/2025	Country: Sweden	Ticker: ASSA.B	Proxy Level: N/A
Record Date: 04/11/2025	Meeting Type: Annual	Meeting ID: 1924139	
Primary Security ID: W0817X204	Primary CUSIP: W0817X204	Primary ISIN: SE0007100581	Primary SEDOL: BYPC1T4

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Earliest Cutoff Date: 04/11/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 20,536

*Shares on Loan: 0

Shares Instructed: 20,536

Shares Voted: 20,536

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Open Meeting	Mgmt	No								
<i>Voting Policy Rationale: These are routine meeting formalities.</i>												
<i>Blended Rationale: These are routine meeting formalities.</i>												
2		Elect Chair of Meeting	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>												
<i>Blended Rationale: These are routine meeting formalities.</i>												
3		Prepare and Approve List of Shareholders	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>												
<i>Blended Rationale: These are routine meeting formalities.</i>												
4		Approve Agenda of Meeting	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>												
<i>Blended Rationale: These are routine meeting formalities.</i>												
5		Designate Inspector(s) of Minutes of Meeting	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>												
<i>Blended Rationale: These are routine meeting formalities.</i>												
6		Acknowledge Proper Convening of Meeting	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>												
<i>Blended Rationale: These are routine meeting formalities.</i>												
7		Receive President's Report	Mgmt	No								
<i>Voting Policy Rationale: This is a non-voting item.</i>												
<i>Blended Rationale: This is a non-voting item.</i>												
8.a		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.b		Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt	No								
<i>Voting Policy Rationale: These are routine, non-voting items.</i>												
<i>Blended Rationale: These are routine, non-voting items.</i>												
8.c		Receive Board's Report	Mgmt	No								
<i>Voting Policy Rationale: These are routine, non-voting items.</i>												
<i>Blended Rationale: These are routine, non-voting items.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9.a		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>												
9.b		Approve Allocation of Income and Dividends of SEK 5.90 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.c		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		Determine Number of Members (7) and Deputy Members (0) of Board	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>												
11.a		Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, SEK 1.3 Million for Vice Chair and SEK 1.05 Million 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>												
11.b		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>												

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Assa Abloy AB

Proposal Number	Significant Vote	Proposal Text	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 Johan Hjertonsson (Chair), Carl Douglas (Vice Chair), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp and Susanne Pahlen Aklundh as Directors	Mgmt	Yes	For	Against			Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted for the following reasons: * Chairman Johan Hjertonsson holds three or more chairmanships in aggregate and subsequently, is considered overboarded. * Less than half of the shareholder-elected directors are independent. * Nominees Johan Hjertonsson, Carl Douglas, Sofia Schorling Hogberg and Lena Marie Olving represent shareholders benefitting from a share structure with unequal voting rights.</i></p> <p><i>Blended Rationale: A vote AGAINST this item is warranted for the following reasons: * Chairman Johan Hjertonsson holds three or more chairmanships in aggregate and subsequently, is considered overboarded. * Less than half of the shareholder-elected directors are independent. * Nominees Johan Hjertonsson, Carl Douglas, Sofia Schorling Hogberg and Lena Marie Olving represent shareholders benefitting from a share structure with unequal voting rights.</i></p>													
13		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>													
14		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 largely aligned with Swedish market practice. The vote is qualified, however, as the company does not disclose the targets attached to the short-term bonus plan and the CEO's base salary was significantly increased without supporting rationale.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because the proposed remuneration report is largely aligned with Swedish market practice. The vote is qualified, however, as the company does not disclose the targets attached to the short-term bonus plan and the CEO's base salary was significantly increased without supporting rationale.</i></p>													
15		Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to repurchase and reissue company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to repurchase and reissue company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.</i></p>													
16		Approve Performance Share Matching Plan LTI 2025 for Senior Executives and Key Employees	Mgmt	Yes	For	Against			Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because the performance is measured annually.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because the performance is measured annually.</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 Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/26/2025	Auto-Approved 03/26/2025		20,536	20,536

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Eaton Corporation plc

Meeting Date: 04/23/2025	Country: Ireland	Ticker: ETN	Proxy Level: N/A
Record Date: 02/25/2025	Meeting Type: Annual	Meeting ID: 1940904	
Primary Security ID: G29183103	Primary CUSIP: G29183103	Primary ISIN: IE00B8KQN827	Primary SEDOL: B8KQN82
Earliest Cutoff Date: 04/22/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,090	*Shares on Loan: 0	Shares Instructed: 1,090	Shares Voted: 1,090

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Craig Arnold	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1b		Elect Director Silvio Napoli	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Gregory R. Page	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Sandra Pinalto	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Robert V. Pragada	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Paulo Ruiz	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Lori J. Ryerkerk	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Andre Schulten	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Gerald B. Smith	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1j		Elect Director Karenann Terrell	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1k		Elect Director Dorothy C. Thompson	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1l		Elect Director Darryl L. Wilson	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
2		Ratify Ernst & Young LLP as Auditors and Authorize Their Remuneration	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. Annual incentives were primarily based on financial metrics and half of the company's long-term equity grants remain based on objective long-term company performance.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. Annual incentives were primarily based on financial metrics and half of the company's long-term equity grants remain based on objective long-term company performance.</i></p>													
4		Authorize Issue of Equity with Pre-emptive Rights	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted. The proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted. The proposed amounts and durations are within recommended limits.</i></p>													
5		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 warranted. The proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted. The proposed amounts and durations are within recommended limits.</i></p>													
6		Authorize Share Repurchase of Issued Share Capital	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are reasonable. Further, the board is using share buybacks to return value to shareholders and all shareholders may participate on equal terms.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are reasonable. Further, the board is using share buybacks to return value to shareholders and all shareholders may participate on equal terms.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/26/2025	Auto-Approved 03/26/2025		1,090	1,090

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Eiffage SA

Meeting Date: 04/23/2025 Country: France Ticker: FGR Proxy Level: N/A
 Record Date: 04/17/2025 Meeting Type: Annual/Special Meeting ID: 1940589
 Primary Security ID: F2924U106 Primary CUSIP: F2924U106 Primary ISIN: FR0000130452 Primary SEDOL: B13X013

Earliest Cutoff Date: 04/17/2025 Total Ballots: 1 Voting Policy: Sustainability Additional Policy:
 Votable Shares: 16,750 *Shares on Loan: 0 Shares Instructed: 16,750 Shares Voted: 16,750

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		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 4.70 per Share	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
		<i>Blended Rationale: A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
4		Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any specific concerns.</i>										
		<i>Blended Rationale: A vote FOR is warranted in the absence of any specific concerns.</i>										
5		Appoint Deloitte & Associates 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>										
6		Renew Appointment of Forvis Mazars 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>										

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Proposal Number	Significant Vote	Proposal Text	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		Appoint Deloitte & Associates 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>												
8		Reelect Carol Xueref as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns.</i>												
<i>Blended Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns.</i>												
9		Reelect Philippe Vidal as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns.</i>												
<i>Blended Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns.</i>												
10		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>												
<i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>												
11		Approve 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 modification of the package structure reinforces its short-term orientation. Mitigating, the variable portion of the package remains unchanged. * The company only marginally modifies the performance criteria of the variable remuneration while the stringency of some criteria is questionable. Main reasons for support are the absence of any other significant concerns; the improvement of the link between pay and performance as the offset mechanism is removed from the STI structure; the unproblematic increase of the package opportunity proposed.</i>												
<i>Blended Rationale: A vote FOR this remuneration policy is warranted but is not without concerns as: * The modification of the package structure reinforces its short-term orientation. Mitigating, the variable portion of the package remains unchanged. * The company only marginally modifies the performance criteria of the variable remuneration while the stringency of some criteria is questionable. Main reasons for support are the absence of any other significant concerns; the improvement of the link between pay and performance as the offset mechanism is removed from the STI structure; the unproblematic increase of the package opportunity proposed.</i>												
12		Approve Compensation Report	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
<i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>												
13		Approve Compensation of Benoit De Ruffray, Chairman and CEO	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted but is not without concerns as the STI is achieved at 99.5% of its maximum despite low level of performance for some criteria.</i>												
<i>Blended Rationale: A vote FOR this remuneration report is warranted but is not without concerns as the STI is achieved at 99.5% of its maximum despite low level of performance for some criteria.</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
14		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i>										
		<i>Blended Rationale: Such share buyback programs merit a vote FOR.</i>										
		Extraordinary Business	Mgmt	No								
15		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 is warranted as such share capital reductions are favorable to shareholders.</i>										
		<i>Blended Rationale: A vote FOR is warranted as such share capital reductions are favorable to shareholders.</i>										
16		Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i>										
		<i>Blended Rationale: A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.</i>										
17		Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 156.8 Million	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR the authorizations under Items 17 to 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the total limit proposed under Item 22 is warranted as it limits shareholder dilution under all authorizations together.</i>										
		<i>Blended Rationale: Votes FOR the authorizations under Items 17 to 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the total limit proposed under Item 22 is warranted as it limits shareholder dilution under all authorizations together.</i>										
18		Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR the authorizations under Items 17 to 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the total limit proposed under Item 22 is warranted as it limits shareholder dilution under all authorizations together.</i>										
		<i>Blended Rationale: Votes FOR the authorizations under Items 17 to 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the total limit proposed under Item 22 is warranted as it limits shareholder dilution under all authorizations together.</i>										
19		Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes FOR the authorizations under Items 17 to 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the total limit proposed under Item 22 is warranted as it limits shareholder dilution under all authorizations together.</i>										
		<i>Blended Rationale: Votes FOR the authorizations under Items 17 to 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the total limit proposed under Item 22 is warranted as it limits shareholder dilution under all authorizations together.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
20		Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17, 18, and 19	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the authorizations under Items 17 to 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the total limit proposed under Item 22 is warranted as it limits shareholder dilution under all authorizations together.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under Items 17 to 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the total limit proposed under Item 22 is warranted as it limits shareholder dilution under all authorizations together.</i></p>												
21		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 17 to 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the total limit proposed under Item 22 is warranted as it limits shareholder dilution under all authorizations together.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under Items 17 to 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the total limit proposed under Item 22 is warranted as it limits shareholder dilution under all authorizations together.</i></p>												
22		Set Total Limit for Capital Increase to Result from All Issuance Requests Under Items 18-19 and 21 at EUR 39.2 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the authorizations under Items 17 to 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the total limit proposed under Item 22 is warranted as it limits shareholder dilution under all authorizations together.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under Items 17 to 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. A vote FOR the total limit proposed under Item 22 is warranted as it limits shareholder dilution under all authorizations together.</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 any specific concerns.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any specific concerns.</i></p>												
24		Authorize up to 1.02 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers 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>												
25		Amend Article 23 of Bylaws Re: Participation to General Meetings	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted as the proposed modifications are deemed non contentious.</i></p> <p><i>Blended Rationale: Votes FOR are warranted as the proposed modifications are deemed non contentious.</i></p>												

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Eiffage SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
26		Amend Article 29 of Bylaws Re: General Meeting Broadcast	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR are warranted as the proposed modifications are deemed non contentious.</i>												
<i>Blended Rationale: Votes FOR are warranted as the proposed modifications are deemed non contentious.</i>												
		Ordinary Business	Mgmt	No								
27		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>												
<i>Blended Rationale: A vote FOR this routine item is warranted.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		16,750	16,750
			04/03/2025	04/03/2025			
Total Shares:						16,750	16,750

The Cigna Group

Meeting Date: 04/23/2025	Country: USA	Ticker: CI	Proxy Level: 3
Record Date: 03/04/2025	Meeting Type: Annual	Meeting ID: 1940959	
Primary Security ID: 125523100	Primary CUSIP: 125523100	Primary ISIN: US1255231003	Primary SEDOL: BHHJ0775
Earliest Cutoff Date: 04/22/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,190	*Shares on Loan: 0	Shares Instructed: 2,190	Shares Voted: 2,190

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director David M. Cordani	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Eric J. Foss	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director Elder Granger	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Neesha Hathi	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1e		Elect Director George Kurian	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Kathleen M. Mazzarella	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Mark B. McClellan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Philip O. Ozuah	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Kimberly A. Ross	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Eric C. Wiseman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Donna F. Zarcone	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay is reasonably aligned with performance at this time. Although concerns are raised regarding the lack of disclosure of the forward-looking operating income targets under the long-term incentive program, the 2022-2024 performance share payouts were commensurate with longer-term shareholder outcomes.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. Pay is reasonably aligned with performance at this time. Although concerns are raised regarding the lack of disclosure of the forward-looking operating income targets under the long-term incentive program, the 2022-2024 performance share payouts were commensurate with longer-term shareholder outcomes.</i>										
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

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The Cigna Group

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Amend Right to Call Special Meeting	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The one-year holding period is not especially problematic and provides a reasonable safeguard against abuse of the right.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The one-year holding period is not especially problematic and provides a reasonable safeguard against abuse of the right.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,190	2,190
			03/27/2025	03/27/2025			
Total Shares:						2,190	2,190

The PNC Financial Services Group, Inc.

Meeting Date: 04/23/2025	Country: USA	Ticker: PNC	Proxy Level: 3
Record Date: 01/31/2025	Meeting Type: Annual	Meeting ID: 1939293	
Primary Security ID: 693475105	Primary CUSIP: 693475105	Primary ISIN: US6934751057	Primary SEDOL: 2692665
Earliest Cutoff Date: 04/22/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,994	*Shares on Loan: 0	Shares Instructed: 2,994	Shares Voted: 2,994

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Joseph Alvarado	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1b		Elect Director Debra A. Cafaro	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1c		Elect Director Marjorie Rodgers Cheshire	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1d		Elect Director Douglas A. Dachille	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1e		Elect Director William S. Demchak	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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The PNC Financial Services Group, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f		Elect Director Andrew T. Feldstein	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Richard J. Harshman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Daniel R. Hesse	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Renu Khator	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Linda R. Medler	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Robert A. Niblock	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Martin Pfinsgraff	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1m		Elect Director Bryan S. Salesky	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The framework for determining total incentive pay incorporates a significant degree of discretion, is complex, and continues to lack transparency. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted, with caution. The framework for determining total incentive pay incorporates a significant degree of discretion, is complex, and continues to lack transparency. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review.</i>										

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The PNC Financial Services Group, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/02/2025	Auto-Approved 04/02/2025		2,994	2,994
Total Shares:						2,994	2,994

AXA SA

Meeting Date: 04/24/2025	Country: France	Ticker: CS	Proxy Level: N/A
Record Date: 04/22/2025	Meeting Type: Annual/Special	Meeting ID: 1933334	
Primary Security ID: F06106102	Primary CUSIP: F06106102	Primary ISIN: FR0000120628	Primary SEDOL: 7088429
Earliest Cutoff Date: 04/21/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 78,315	*Shares on Loan: 0	Shares Instructed: 78,315	Shares Voted: 78,315

Proposal Number	Significant Vote	Proposal Text	Proponent	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 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 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>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6		Approve Compensation of 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>												
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 Fauray 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>												

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Proposal Number	Significant Vote	Proposal Text	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		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>												
		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>												
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>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
20		Authorize 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>												
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>												

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AXA 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	
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
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/04/2025	Auto-Approved 04/04/2025		78,315	78,315
Total Shares:						78,315	78,315

Danone SA

Meeting Date: 04/24/2025	Country: France	Ticker: BN	Proxy Level: N/A
Record Date: 04/22/2025	Meeting Type: Annual/Special	Meeting ID: 1935343	
Primary Security ID: F12033134	Primary CUSIP: F12033134	Primary ISIN: FR0000120644	Primary SEDOL: B1Y9TB3
Earliest Cutoff Date: 04/21/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 14,926	*Shares on Loan: 0	Shares Instructed: 14,926	Shares Voted: 14,926

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Ordinary Business	Mgmt	No								

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns. However, concerns are arising out of the absence of disclosure surrounding the exact amount of fees paid in respect of sustainability reporting during the year under review. As a consequence, only qualified support is warranted for the approval of consolidated financial statements (Item 2).</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. However, concerns are arising out of the absence of disclosure surrounding the exact amount of fees paid in respect of sustainability reporting during the year under review. As a consequence, only qualified support is warranted for the approval of consolidated financial statements (Item 2).</i></p>												
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns. However, concerns are arising out of the absence of disclosure surrounding the exact amount of fees paid in respect of sustainability reporting during the year under review. As a consequence, only qualified support is warranted for the approval of consolidated financial statements (Item 2).</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. However, concerns are arising out of the absence of disclosure surrounding the exact amount of fees paid in respect of sustainability reporting during the year under review. As a consequence, only qualified support is warranted for the approval of consolidated financial statements (Item 2).</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		Reelect Antoine de Saint-Affrique as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: * Vote FOR the reelection of Antoine de Saint-Affrique as non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 72.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 88.9 percent vs 50 percent recommended) and the absence of specific concerns (Item 4). * Votes FOR the reelections of Geraldine Picaud, Susan Roberts and Patrice Louvet as independent nominees are warranted in the absence of specific concerns (Items 5, 6, and 7).</i></p> <p><i>Blended Rationale: * Vote FOR the reelection of Antoine de Saint-Affrique as non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 72.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 88.9 percent vs 50 percent recommended) and the absence of specific concerns (Item 4). * Votes FOR the reelections of Geraldine Picaud, Susan Roberts and Patrice Louvet as independent nominees are warranted in the absence of specific concerns (Items 5, 6, and 7).</i></p>												
5		Reelect Geraldine Picaud as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: * Vote FOR the reelection of Antoine de Saint-Affrique as non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 72.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 88.9 percent vs 50 percent recommended) and the absence of specific concerns (Item 4). * Votes FOR the reelections of Geraldine Picaud, Susan Roberts and Patrice Louvet as independent nominees are warranted in the absence of specific concerns (Items 5, 6, and 7).</i></p> <p><i>Blended Rationale: * Vote FOR the reelection of Antoine de Saint-Affrique as non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 72.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 88.9 percent vs 50 percent recommended) and the absence of specific concerns (Item 4). * Votes FOR the reelections of Geraldine Picaud, Susan Roberts and Patrice Louvet as independent nominees are warranted in the absence of specific concerns (Items 5, 6, and 7).</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		Reelect Susan Roberts as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: * Vote FOR the reelection of Antoine de Saint-Affrique as non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 72.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 88.9 percent vs 50 percent recommended) and the absence of specific concerns (Item 4). * Votes FOR the reelections of Geraldine Picaud, Susan Roberts and Patrice Louvet as independent nominees are warranted in the absence of specific concerns (Items 5, 6, and 7).</i></p> <p><i>Blended Rationale: * Vote FOR the reelection of Antoine de Saint-Affrique as non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 72.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 88.9 percent vs 50 percent recommended) and the absence of specific concerns (Item 4). * Votes FOR the reelections of Geraldine Picaud, Susan Roberts and Patrice Louvet as independent nominees are warranted in the absence of specific concerns (Items 5, 6, and 7).</i></p>												
7		Reelect Patrice Louvet as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: * Vote FOR the reelection of Antoine de Saint-Affrique as non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 72.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 88.9 percent vs 50 percent recommended) and the absence of specific concerns (Item 4). * Votes FOR the reelections of Geraldine Picaud, Susan Roberts and Patrice Louvet as independent nominees are warranted in the absence of specific concerns (Items 5, 6, and 7).</i></p> <p><i>Blended Rationale: * Vote FOR the reelection of Antoine de Saint-Affrique as non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 72.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 88.9 percent vs 50 percent recommended) and the absence of specific concerns (Item 4). * Votes FOR the reelections of Geraldine Picaud, Susan Roberts and Patrice Louvet as independent nominees are warranted in the absence of specific concerns (Items 5, 6, and 7).</i></p>												
8		Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>												
9		Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>												
10		Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>												
11		Approve Remuneration Policy of Executive Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>												
12		Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i></p> <p><i>Blended Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	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		Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i></p> <p><i>Blended Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i></p>												
14		Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i></p> <p><i>Blended Rationale: Such share buyback programs merit a vote FOR.</i></p>												
		Extraordinary Business	Mgmt	No								
15		Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 51 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted as the proposed terms respect recommended guidelines for issuances with and without preemptive rights (Items 15-19).</i></p> <p><i>Blended Rationale: Votes FOR are warranted as the proposed terms respect recommended guidelines for issuances with and without preemptive rights (Items 15-19).</i></p>												
16		Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 17 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted as the proposed terms respect recommended guidelines for issuances with and without preemptive rights (Items 15-19).</i></p> <p><i>Blended Rationale: Votes FOR are warranted as the proposed terms respect recommended guidelines for issuances with and without preemptive rights (Items 15-19).</i></p>												
17		Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted as the proposed terms respect recommended guidelines for issuances with and without preemptive rights (Items 15-19).</i></p> <p><i>Blended Rationale: Votes FOR are warranted as the proposed terms respect recommended guidelines for issuances with and without preemptive rights (Items 15-19).</i></p>												
18		Authorize Capital Increase of Up to EUR 17 Million for Future Exchange Offers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted as the proposed terms respect recommended guidelines for issuances with and without preemptive rights (Items 15-19).</i></p> <p><i>Blended Rationale: Votes FOR are warranted as the proposed terms respect recommended guidelines for issuances with and without preemptive rights (Items 15-19).</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
19		Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted as the proposed terms respect recommended guidelines for issuances with and without preemptive rights (Items 15-19).</i></p> <p><i>Blended Rationale: Votes FOR are warranted as the proposed terms respect recommended guidelines for issuances with and without preemptive rights (Items 15-19).</i></p>												
20		Authorize Capitalization of Reserves of Up to EUR 43 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>												
21		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these employee stock purchase plans are warranted in the absence of specific concern.</i></p> <p><i>Blended Rationale: Votes FOR these employee stock purchase plans are warranted in the absence of specific concern.</i></p>												
22		Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these employee stock purchase plans are warranted in the absence of specific concern.</i></p> <p><i>Blended Rationale: Votes FOR these employee stock purchase plans are warranted in the absence of specific concern.</i></p>												
23		Authorize up to 0.5 Percent Per Year 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>												
24		Authorize up to 0.2 Percent Per Year of Issued Capital for Use in Restricted Stock Plans	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because the authorization is reserved for employees and is used as a tool to attract and retain talent. As such, the absence of performance conditions attached is deemed not contentious.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because the authorization is reserved for employees and is used as a tool to attract and retain talent. As such, the absence of performance conditions attached is deemed not contentious.</i></p>												
25		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>												

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Danone SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
26		Amend Article 18 of Bylaws Re: Board Deliberations	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR Item 26 is warranted as the proposed amendment is not considered contentious.</i>												
<i>Blended Rationale: A vote FOR Item 26 is warranted as the proposed amendment is not considered contentious.</i>												
27		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>												
<i>Blended Rationale: A vote FOR this routine item is warranted.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		14,926	14,926
			04/01/2025	04/01/2025			
Total Shares:						14,926	14,926

HCA Healthcare, Inc.

Meeting Date: 04/24/2025	Country: USA	Ticker: HCA	Proxy Level: 3
Record Date: 02/24/2025	Meeting Type: Annual	Meeting ID: 1940960	
Primary Security ID: 40412C101	Primary CUSIP: 40412C101	Primary ISIN: US40412C1018	Primary SEDOL: B4MGBG6
Earliest Cutoff Date: 04/23/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,093	*Shares on Loan: 0	Shares Instructed: 2,093	Shares Voted: 2,093

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Thomas F. Frist, III	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Samuel N. Hazen	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director Robert J. Dennis	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Nancy-Ann DeParle	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1e		Elect Director William R. Frist	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Hugh F. Johnston	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Michael W. Michelson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Wayne J. Riley	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Andrea B. Smith	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. PSU performance is measured over a multi-year period and annual incentives are based on pre-set financial metrics with clearly disclosed actual results.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. PSU performance is measured over a multi-year period and annual incentives are based on pre-set financial metrics with clearly disclosed actual results.</i>										
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										
		<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										
5		Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. The exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>										

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HCA Healthcare, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
6		Submit Severance Agreement to Shareholder Vote	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.</i></p>													
7		Amend Patient Safety and Quality of Care Committee Charter	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as enhancing the Patient Safety and Quality of Care Committee with the authority to review staffing levels and their impacts would not only enhance the company's ability to manage related controversies and risks more effectively, but also enable shareholders to better assess the effectiveness of the company's efforts toward its core goals of patient satisfaction and quality of care.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as enhancing the Patient Safety and Quality of Care Committee with the authority to review staffing levels and their impacts would not only enhance the company's ability to manage related controversies and risks more effectively, but also enable shareholders to better assess the effectiveness of the company's efforts toward its core goals of patient satisfaction and quality of care.</i></p>													
8		Report on Healthcare Consequences of Acquisition Strategy	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional information on the company's policies aiming to address areas of concern regarding quality of care and patient satisfaction during and following acquisitions would allow shareholders to better understand how the company is managing associated risks and related controversies.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as additional information on the company's policies aiming to address areas of concern regarding quality of care and patient satisfaction during and following acquisitions would allow shareholders to better understand how the company is managing associated risks and related controversies.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/04/2025	Auto-Approved 04/04/2025		2,093	2,093
Total Shares:						2,093	2,093

IQVIA Holdings Inc.

Meeting Date: 04/24/2025	Country: USA	Ticker: IQV	Proxy Level: 3
Record Date: 02/24/2025	Meeting Type: Annual	Meeting ID: 1933672	
Primary Security ID: 46266C105	Primary CUSIP: 46266C105	Primary ISIN: US46266C1053	Primary SEDOL: BDR73G1
Earliest Cutoff Date: 04/23/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 520	*Shares on Loan: 0	Shares Instructed: 520	Shares Voted: 520

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

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1b		Elect Director Carol J. Burt	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director John G. Danhaki	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director James A. Fasano	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Colleen A. Goggins	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director John M. Leonard	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Leslie Wims Morris	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Todd B. Sisitsky	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Sheila A. Stamps	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although a pay for performance misalignment exists for the year in review, there are sufficient mitigating factors. While concerns remain surrounding the magnitude of CEO pay, overall pay outcomes under the annual and long-term incentive programs were aligned with performance. The annual and long-term incentive programs were substantially tied to rigorous performance goals, and the committee exercised negative discretion to reduce the CEO's annual incentive payout at his request.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. Although a pay for performance misalignment exists for the year in review, there are sufficient mitigating factors. While concerns remain surrounding the magnitude of CEO pay, overall pay outcomes under the annual and long-term incentive programs were aligned with performance. The annual and long-term incentive programs were substantially tied to rigorous performance goals, and the committee exercised negative discretion to reduce the CEO's annual incentive payout at his request.</i>										

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IQVIA Holdings Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i></p>												
5		Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		520	520
			03/25/2025	03/25/2025			
Total Shares:						520	520

Johnson & Johnson

Meeting Date: 04/24/2025	Country: USA	Ticker: JNJ	Proxy Level: 3
Record Date: 02/25/2025	Meeting Type: Annual	Meeting ID: 1939007	
Primary Security ID: 478160104	Primary CUSIP: 478160104	Primary ISIN: US4781601046	Primary SEDOL: 2475833
Earliest Cutoff Date: 04/23/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 20,931	*Shares on Loan: 0	Shares Instructed: 20,931	Shares Voted: 20,931

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Darius Adamczyk	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1b		Elect Director Mary C. Beckerle	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director Jennifer A. Doudna	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Joaquin Duato	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Marillyn A. Hewson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Paula A. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Hubert Joly	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Mark B. McClellan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director Mark A. Weinberger	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1j		Elect Director Nadja Y. West	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1k		Elect Director Eugene A. Woods	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned for the year under review and both the annual and long-term incentive programs are primarily performance based. There are concerns noted, as the forward-looking goals for the PSUs are not disclosed, though the 2022-2024 PSUs were earned below target, commensurate with longer-term company performance.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned for the year under review and both the annual and long-term incentive programs are primarily performance based. There are concerns noted, as the forward-looking goals for the PSUs are not disclosed, though the 2022-2024 PSUs were earned below target, commensurate with longer-term company performance.</i>												

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Johnson & Johnson

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Submit Severance Agreement to Shareholder Vote	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company maintains a policy requiring shareholder approval of severance payments that exceed market norms. Further, the company's severance arrangements are reasonable, and there have been no recent severance controversies identified.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The company maintains a policy requiring shareholder approval of severance payments that exceed market norms. Further, the company's severance arrangements are reasonable, and there have been no recent severance controversies identified.</i></p>												
5		Oversee and Report Human Rights Impact Assessment	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's processes used to assess human rights impacts in its operations, including those related to accessibility to medicine, would allow shareholders to better gauge how well the company is managing human rights related risks.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as additional information on the company's processes used to assess human rights impacts in its operations, including those related to accessibility to medicine, would allow shareholders to better gauge how well the company is managing human rights related risks.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		20,931	20,931
			04/01/2025	04/01/2025			
Total Shares:						20,931	20,931

Kering SA

Meeting Date: 04/24/2025	Country: France	Ticker: KER	Proxy Level: N/A
Record Date: 04/22/2025	Meeting Type: Annual/Special	Meeting ID: 1929134	
Primary Security ID: F5433L103	Primary CUSIP: F5433L103	Primary ISIN: FR0000121485	Primary SEDOL: 5505072
Earliest Cutoff Date: 04/21/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 6,651	*Shares on Loan: 0	Shares Instructed: 6,651	Shares Voted: 6,651

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Ordinary Business	Mgmt	No								
		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the approval of financial statements and statutory reports is warranted in the absence of specific concerns (Item 1). Despite the unqualified auditors' opinion and lack of concerns, the approval of consolidated financial statements only warrants qualified support as the company does not submit to the approval of its shareholders the auditors' special report containing an ongoing related-party agreement with Artemis SAS (Item 2).</i></p> <p><i>Blended Rationale: A vote FOR the approval of financial statements and statutory reports is warranted in the absence of specific concerns (Item 1). Despite the unqualified auditors' opinion and lack of concerns, the approval of consolidated financial statements only warrants qualified support as the company does not submit to the approval of its shareholders the auditors' special report containing an ongoing related-party agreement with Artemis SAS (Item 2).</i></p>												

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Kering SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the approval of financial statements and statutory reports is warranted in the absence of specific concerns (Item 1). Despite the unqualified auditors' opinion and lack of concerns, the approval of consolidated financial statements only warrants qualified support as the company does not submit to the approval of its shareholders the auditors' special report containing an ongoing related-party agreement with Artemis SAS (Item 2).</i></p> <p><i>Blended Rationale: A vote FOR the approval of financial statements and statutory reports is warranted in the absence of specific concerns (Item 1). Despite the unqualified auditors' opinion and lack of concerns, the approval of consolidated financial statements only warrants qualified support as the company does not submit to the approval of its shareholders the auditors' special report containing an ongoing related-party agreement with Artemis SAS (Item 2).</i></p>												
3		Approve Allocation of Income and Dividends of EUR 6 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		Reelect François-Henri Pinault as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Francois-Henri Pinault (Item 4) is warranted. * A vote AGAINST the reelection of Heloise Temple-Boyer is warranted since she is the representative of a shareholder that benefits from the company's distortive voting structure (Item 5). * A vote FOR the reelection of non-independent nominee Baudouin Prot is warranted given the satisfactory level of board independence (including all board members: 53.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).</i></p> <p><i>Blended Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Francois-Henri Pinault (Item 4) is warranted. * A vote AGAINST the reelection of Heloise Temple-Boyer is warranted since she is the representative of a shareholder that benefits from the company's distortive voting structure (Item 5). * A vote FOR the reelection of non-independent nominee Baudouin Prot is warranted given the satisfactory level of board independence (including all board members: 53.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).</i></p>												
5		Reelect Financière Pinault as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Francois-Henri Pinault (Item 4) is warranted. * A vote AGAINST the reelection of Heloise Temple-Boyer is warranted since she is the representative of a shareholder that benefits from the company's distortive voting structure (Item 5). * A vote FOR the reelection of non-independent nominee Baudouin Prot is warranted given the satisfactory level of board independence (including all board members: 53.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).</i></p> <p><i>Blended Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Francois-Henri Pinault (Item 4) is warranted. * A vote AGAINST the reelection of Heloise Temple-Boyer is warranted since she is the representative of a shareholder that benefits from the company's distortive voting structure (Item 5). * A vote FOR the reelection of non-independent nominee Baudouin Prot is warranted given the satisfactory level of board independence (including all board members: 53.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).</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		Reelect Baudouin Prot as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Francois-Henri Pinault (Item 4) is warranted. * A vote AGAINST the reelection of Heloise Temple-Boyer is warranted since she is the representative of a shareholder that benefits from the company's distortive voting structure (Item 5). * A vote FOR the reelection of non-independent nominee Baudouin Prot is warranted given the satisfactory level of board independence (including all board members: 53.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).</i></p> <p><i>Blended Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Francois-Henri Pinault (Item 4) is warranted. * A vote AGAINST the reelection of Heloise Temple-Boyer is warranted since she is the representative of a shareholder that benefits from the company's distortive voting structure (Item 5). * A vote FOR the reelection of non-independent nominee Baudouin Prot is warranted given the satisfactory level of board independence (including all board members: 53.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).</i></p>												
7		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>												
8		Approve Compensation of François-Henri Pinault, Chairman and CEO	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>												
9		Approve Remuneration Policy of Executive Corporate Officer	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted, although the following concerns are raised: * Diversity-related performance criteria would be less stringent than the existing remuneration policy. * The post-mandate vesting policy allows for the board to discretionarily maintain the vesting of LTIPs after the executive's departure, without any pro rata. The main reasons for support are: * Emission reduction targets contained in the annual bonus and LTI policy are more ambitious than the current remuneration policy; and * If rejected, the company would revert to the 2024 remuneration policy, which includes the same post-mandate vesting policy issue.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted, although the following concerns are raised: * Diversity-related performance criteria would be less stringent than the existing remuneration policy. * The post-mandate vesting policy allows for the board to discretionarily maintain the vesting of LTIPs after the executive's departure, without any pro rata. The main reasons for support are: * Emission reduction targets contained in the annual bonus and LTI policy are more ambitious than the current remuneration policy; and * If rejected, the company would revert to the 2024 remuneration policy, which includes the same post-mandate vesting policy issue.</i></p>												
10		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>												
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: Such share buyback programs merit a vote FOR.</i></p> <p><i>Blended Rationale: Such share buyback programs merit a vote FOR.</i></p>												
		Extraordinary Business	Mgmt	No								

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12		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>												
13		Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the authorizations under items 13 and 15 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under items 13 and 15 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p>												
14		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>												
15		Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the authorizations under items 13 and 15 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under items 13 and 15 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p>												
16		Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the authorizations under items 13 and 15 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under items 13 and 15 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p>												
17		Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 13, 15, and 16	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the authorizations under items 13 and 15 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under items 13 and 15 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuance 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
18		Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the authorizations under items 13 and 15 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under items 13 and 15 to 18 are warranted as their proposed volumes respect the recommended guidelines for issuance with and without preemptive rights.</i></p>												
19		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these employee stock purchase plans are warranted in the absence of specific concern.</i></p> <p><i>Blended Rationale: Votes FOR these employee stock purchase plans are warranted in the absence of specific concern.</i></p>												
20		Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these employee stock purchase plans are warranted in the absence of specific concern.</i></p> <p><i>Blended Rationale: Votes FOR these employee stock purchase plans are warranted in the absence of specific concern.</i></p>												
21		Amend Article 13 of Bylaws Re: Board Deliberations	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR Item 21 is warranted as the proposed amendment is not considered contentious.</i></p> <p><i>Blended Rationale: A vote FOR Item 21 is warranted as the proposed amendment is not considered contentious.</i></p>												
		Ordinary Business	Mgmt	No								
22		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this routine item is warranted.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/01/2025	Auto-Approved 04/01/2025		6,651	6,651
Total Shares:						6,651	6,651

National Bank of Canada

Meeting Date: 04/24/2025	Country: Canada	Ticker: NA	Proxy Level: 3
Record Date: 02/24/2025	Meeting Type: Annual	Meeting ID: 1924668	
Primary Security ID: 633067103	Primary CUSIP: 633067103	Primary ISIN: CA6330671034	Primary SEDOL: 2077303

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Earliest Cutoff Date: 04/21/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 6,145

*Shares on Loan: 0

Shares Instructed: 6,145

Shares Voted: 6,145

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Pierre Blouin	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.2		Elect Director Pierre Boivin	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.3		Elect Director Scott Burrows	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.4		Elect Director Yvon Charest	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.5		Elect Director Patricia Curadeau-Grou	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.6		Elect Director Laurent Ferreira	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.7		Elect Director Annick Guerard	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.8		Elect Director Karen Kinsley	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.9		Elect Director Lynn Loewen	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.10		Elect Director Rebecca McKilligan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.11		Elect Director Arielle Meloul-Wechsler	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.12		Elect Director Sarah Morgan-Silvester	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.13		Elect Director Robert Pare	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.14		Elect Director Pierre Pomerleau	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.15		Elect Director Irphan Rawji	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.16		Elect Director Macky Tall	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
2		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i>												
<i>Blended Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i>												
3		Ratify Deloitte LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (11 percent) were reasonable relative to total fees paid to the auditor.</i>												
<i>Blended Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (11 percent) were reasonable relative to total fees paid to the auditor.</i>												
4.1		SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Yes	Against	Against		For	For	Yes	No	Yes
<i>Voting Policy Rationale: A vote FOR this shareholder proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.</i>												
<i>Blended Rationale: A vote FOR this shareholder proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.</i>												

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Proposal Number	Significant Vote	Proposal Text	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		SP 2: Advisory Vote on Environmental Policies	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this shareholder proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change-related risks. Such information would also allow shareholders to express their opinions on the climate risk management practices of the company. Shareholders should note that the bank, along with Canada's other major banks, departed from the Net-Zero Banking Alliance (NZBA) in January 2025. It should be additionally noted that the company has not set targets approved by the Science-based Targets Initiative (SBTI) and the bank's existing emission reduction targets fail to be covering an entire medium-term plan.</i></p> <p><i>Blended Rationale: A vote FOR this shareholder proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change-related risks. Such information would also allow shareholders to express their opinions on the climate risk management practices of the company. Shareholders should note that the bank, along with Canada's other major banks, departed from the Net-Zero Banking Alliance (NZBA) in January 2025. It should be additionally noted that the company has not set targets approved by the Science-based Targets Initiative (SBTI) and the bank's existing emission reduction targets fail to be covering an entire medium-term plan.</i></p>													
4.3		SP 3: Report on Forced Labor and Child Labor in Lending Profiles	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this shareholder proposal is warranted, as additional disclosure on the company's approach to addressing forced labor and child labor in its loan portfolios would enhance investor understanding of how the company is managing risk in the entities that it finances. Additionally, increased transparency on related policies and due diligence could provide assurance to the shareholders of the company's efforts to mitigate said risks.</i></p> <p><i>Blended Rationale: A vote FOR this shareholder proposal is warranted, as additional disclosure on the company's approach to addressing forced labor and child labor in its loan portfolios would enhance investor understanding of how the company is managing risk in the entities that it finances. Additionally, increased transparency on related policies and due diligence could provide assurance to the shareholders of the company's efforts to mitigate said risks.</i></p>													
4.4		SP 4: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST this proposal in light of its prescriptiveness. The bank has provided adequate disclosure surrounding its approach to managing AI risk. Furthermore, there does not appear to be compelling evidence that the adherence or adoption of one specific code or framework for handling AI risk is preferable to another at this time.</i></p> <p><i>Blended Rationale: Vote AGAINST this proposal in light of its prescriptiveness. The bank has provided adequate disclosure surrounding its approach to managing AI risk. Furthermore, there does not appear to be compelling evidence that the adherence or adoption of one specific code or framework for handling AI risk is preferable to another at this time.</i></p>													
4.5		SP 5: Employee Language Skills Disclosure	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this shareholder proposal is warranted at this time. All of the company's shareholder materials are made available in French and English, including materials prepared for the annual meetings of shareholders. Considering the above and the fact that the company is already complying with all laws and regulations applicable to doing business in Quebec, the request of the proponent pertaining to disclosing the languages by all employees appears to be overly prescriptive.</i></p> <p><i>Blended Rationale: A vote AGAINST this shareholder proposal is warranted at this time. All of the company's shareholder materials are made available in French and English, including materials prepared for the annual meetings of shareholders. Considering the above and the fact that the company is already complying with all laws and regulations applicable to doing business in Quebec, the request of the proponent pertaining to disclosing the languages by all employees appears to be overly prescriptive.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		6,145	6,145
			03/27/2025	03/27/2025			
Total Shares:						6,145	6,145

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RELX Plc

Meeting Date: 04/24/2025	Country: United Kingdom	Ticker: REL	Proxy Level: N/A
Record Date: 04/22/2025	Meeting Type: Annual	Meeting ID: 1927589	
Primary Security ID: G7493L105	Primary CUSIP: G7493L105	Primary ISIN: GB00B2B0DG97	Primary SEDOL: B2B0DG9
Earliest Cutoff Date: 04/16/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 16,243	*Shares on Loan: 0	Shares Instructed: 16,243	Shares Voted: 16,243

Proposal Number	Significant Vote	Proposal Text	Proponent	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>												
2		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, as no material concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR the remuneration report is considered warranted, as no material concerns have been identified.</i></p>												
3		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>												
4		Reappoint Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p>												
5		Authorise the Audit Committee 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 warranted because only 5.6 percent of the fees paid to the auditor are for non-audit purposes.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because only 5.6 percent of the fees paid to the auditor are for non-audit purposes.</i></p>												
6		Elect Andy Halford as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
7		Re-elect Paul Walker as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors 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
8		Re-elect Erik Engstrom as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
9		Re-elect Nick Luff as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
10		Re-elect Alistair Cox as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
11		Re-elect June Felix as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
12		Re-elect Charlotte Hogg as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
13		Re-elect Andrew Sukawaty as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
14		Re-elect Bianca Tetteroo as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
15		Re-elect Suzanne Wood as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
16		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>										
		<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>										
17		Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>										
		<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
18		Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>													
19		Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p>													
20		Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/14/2025	Auto-Approved 03/18/2025		16,243	16,243
Total Shares:						16,243	16,243

Umicore SA

Meeting Date: 04/24/2025	Country: Belgium	Ticker: UMI	Proxy Level: N/A
Record Date: 04/10/2025	Meeting Type: Annual/Special	Meeting ID: 1948399	
Primary Security ID: B95505184	Primary CUSIP: B95505184	Primary ISIN: BE0974320526	Primary SEDOL: BF44466
Earliest Cutoff Date: 04/16/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 35,105	*Shares on Loan: 0	Shares Instructed: 35,105	Shares Voted: 35,105

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		This is a Duplicate Meeting for Ballots Received via Proxy Providers	Mgmt	No								
		Annual/Special Meeting	Mgmt	No								
		Annual Meeting Agenda	Mgmt	No								
A.1		Receive Supervisory Board's and Auditors' Reports (Non-Voting)	Mgmt	No								
<p><i>Voting Policy Rationale: No vote is required.</i></p> <p><i>Blended Rationale: No vote is required.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
A.2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR is warranted as the proposed remuneration is broadly in line with market standards. We note that the company provided good disclosure (threshold, targets, maximum and achievement) on the financial metrics of the STI plan and performance metrics and assessment of the LTI plan, while also providing forward looking disclosure with respect to 2025 performance metrics. However, we still raise concerns as there is no further disclosure regarding the individual performance STI metrics' targets (50% weight), which does not allow shareholders to assess the stringency of the pay for performance assessment. Additionally, there is unclear disclosure regarding the exit payments of four former executives with respect to the (partial) STI 2024 payout.</i></p> <p><i>Blended Rationale: A qualified vote FOR is warranted as the proposed remuneration is broadly in line with market standards. We note that the company provided good disclosure (threshold, targets, maximum and achievement) on the financial metrics of the STI plan and performance metrics and assessment of the LTI plan, while also providing forward looking disclosure with respect to 2025 performance metrics. However, we still raise concerns as there is no further disclosure regarding the individual performance STI metrics' targets (50% weight), which does not allow shareholders to assess the stringency of the pay for performance assessment. Additionally, there is unclear disclosure regarding the exit payments of four former executives with respect to the (partial) STI 2024 payout.</i></p>												
A.3		Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.50 per Share	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * Although the company reported a negative net income over the fiscal year under review, the board considered the reserves to be sufficient to allow granting a dividend that is consistent with the company's dividend policy.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * Although the company reported a negative net income over the fiscal year under review, the board considered the reserves to be sufficient to allow granting a dividend that is consistent with the company's dividend policy.</i></p>												
A.4		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p> <p><i>Blended Rationale: This is a non-voting item.</i></p>												
A.5		Approve Discharge of Supervisory Board Members	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i></p>												
A.6		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i></p>												
A.7.1		Reelect Francoise Chombar as an Independent Member of the 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>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
A.7.2		Reelect Alison Henwood as an Independent Member of the 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>												
A.7.3		Elect Martina Merz as an Independent Member of the 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>												
A.7.4		Elect Michael Bredael as Member of the 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>												
A.8		Approve Remuneration of the Members of the Supervisory Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.</i></p>												
A.9		Appoint EY 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>												
		Special Shareholders' Meeting Agenda	Mgmt	No								
B.1		Approve Change-of-Control Clause Re: Sustainability-linked Note Purchase Agreement	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to notes issuance and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to notes issuance and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												

Ballot Details

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

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/03/2025	Auto-Approved 04/03/2025		35,105	35,105
Total Shares:						35,105	35,105

Agnico Eagle Mines Limited

Meeting Date: 04/25/2025	Country: Canada	Ticker: AEM	Proxy Level: 3
Record Date: 03/14/2025	Meeting Type: Annual/Special	Meeting ID: 1928034	
Primary Security ID: 008474108	Primary CUSIP: 008474108	Primary ISIN: CA0084741085	Primary SEDOL: 2009823
Earliest Cutoff Date: 04/22/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 5,934	*Shares on Loan: 0	Shares Instructed: 5,934	Shares Voted: 5,934

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Leona Aglukkaq	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.2		Elect Director Ammar Al-Joundi	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.3		Elect Director Sean Boyd	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.4		Elect Director Martine A. Celej	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.5		Elect Director Jonathan Gill	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.6		Elect Director Peter Grosskopf	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.7		Elect Director Elizabeth Lewis-Gray	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												

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Agnico Eagle Mines Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.8		Elect Director Deborah McCombe	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1.9		Elect Director Jeffrey Parr	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1.10		Elect Director J. Merfyn Roberts	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1.11		Elect Director Jamie C. Sokalsky	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
2		Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (11 percent) were reasonable relative to total fees paid to the auditor.</i></p> <p><i>Blended Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (11 percent) were reasonable relative to total fees paid to the auditor.</i></p>												
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i></p> <p><i>Blended Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		5,934	5,934
			04/02/2025	04/02/2025			
Total Shares:						5,934	5,934

Akzo Nobel NV

Meeting Date: 04/25/2025	Country: Netherlands	Ticker: AKZA	Proxy Level: N/A
Record Date: 03/28/2025	Meeting Type: Annual	Meeting ID: 1938881	
Primary Security ID: N01803308	Primary CUSIP: N01803308	Primary ISIN: NL0013267909	Primary SEDOL: BJ2KSG2

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

Earliest Cutoff Date: 04/16/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 26,505

***Shares on Loan:** 0

Shares Instructed: 26,505

Shares Voted: 26,505

Proposal Number	Significant Vote	Proposal Text	Proponent	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>										
2a		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>										
3a		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>										
3b		Discuss on the Company's Dividend Policy	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										
3c		Approve Allocation of Income and Dividends	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this allocation of income proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
		<i>Blended Rationale: A vote FOR this allocation of income proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>										
3d		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. However, some concerns are raised regarding the disclosure of the non-financial metrics under the STIP, and the ex-ante targets under the LTIP.</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. However, some concerns are raised regarding the disclosure of the non-financial metrics under the STIP, and the ex-ante targets under the LTIP.</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>										

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Proposal Number	Significant Vote	Proposal Text	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		Ratify EY Accountants B.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>												
5b		Appoint EY Accountants B.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>												
6a		Approve Remuneration Policy of Management 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 and no further concerns were identified. However, as in previous years, some level of concern is raised with regard to the company not defining how it will measure 'ESG' in the remuneration policy. However, the concern is mitigated by the detailed disclosure presented in the remuneration report.</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 and no further concerns were identified. However, as in previous years, some level of concern is raised with regard to the company not defining how it will measure 'ESG' in the remuneration policy. However, the concern is mitigated by the detailed disclosure presented in the remuneration report.</i></p>												
6b		Approve 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. BACKGROUND INFORMATION Policies: Approve Remuneration of Directors and/or Committee Members</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. BACKGROUND INFORMATION Policies: Approve Remuneration of Directors and/or Committee Members</i></p>												
7		Elect H.J. Muller 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 period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.</i></p> <p><i>Blended Rationale: A 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></p>												
8a		Grant 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 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>												
8b		Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A 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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Akzo Nobel NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9		Authorize Repurchase of 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 Akzo Nobel 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 Akzo Nobel to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i></p>												
10		Authorize Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i></p>												
11		Close Meeting	Mgmt	No								
<p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved	Issuer Confirmed	26,505	26,505
			03/27/2025	03/27/2025			
Total Shares:						26,505	26,505

American Express Company

Meeting Date: 04/29/2025	Country: USA	Ticker: AXP	Proxy Level: 3
Record Date: 03/03/2025	Meeting Type: Annual	Meeting ID: 1940846	
Primary Security ID: 025816109	Primary CUSIP: 025816109	Primary ISIN: US0258161092	Primary SEDOL: 2026082
Earliest Cutoff Date: 04/28/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,350	*Shares on Loan: 0	Shares Instructed: 3,350	Shares Voted: 3,350

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Michael J. Angelakis	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1b		Elect Director Thomas J. Baltimore	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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American Express Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director John J. Brennan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Theodore J. Leonsis	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Deborah P. Majoras	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Karen L. Parkhill	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Charles E. Phillips	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Lynn A. Pike	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Stephen J. Squeri	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Daniel L. Vasella	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Lisa W. Wardell	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Christopher D. Young	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

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American Express Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i></p>													
4		Revisit Pay Incentives for Diversity, Equity, and Inclusion Goals	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the committee has made adjustments to the annual incentive that appear to address the proponent's concerns.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted, as the committee has made adjustments to the annual incentive that appear to address the proponent's concerns.</i></p>													
5		Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company provides several disclosures regarding its commitment to non-discrimination, ethical business practices, fair competition, and compliance with applicable laws and regulations. The company also discloses information on the board's role in overseeing the potential risks cited by the proponent.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The company provides several disclosures regarding its commitment to non-discrimination, ethical business practices, fair competition, and compliance with applicable laws and regulations. The company also discloses information on the board's role in overseeing the potential risks cited by the proponent.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,350	3,350
			04/09/2025	04/09/2025			
Total Shares:						3,350	3,350

Atlas Copco AB

Meeting Date: 04/29/2025	Country: Sweden	Ticker: ATCO.A	Proxy Level: N/A
Record Date: 04/17/2025	Meeting Type: Annual	Meeting ID: 1924136	
Primary Security ID: W1R924252	Primary CUSIP: W1R924252	Primary ISIN: SE0017486889	Primary SEDOL: BLDBN41
Earliest Cutoff Date: 04/21/2025	Total Ballots: 2	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 37,226	*Shares on Loan: 0	Shares Instructed: 37,226	Shares Voted: 37,226

Proposal Number	Significant Vote	Proposal Text	Proponent	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; Elect Chair of Meeting	Mgmt	Yes	For	For			For	For	No	No	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
2		Prepare and Approve List of Shareholders	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>												
<i>Blended Rationale: These are routine meeting formalities.</i>												
3		Approve Agenda of Meeting	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>												
<i>Blended Rationale: These are routine meeting formalities.</i>												
4		Designate Inspector(s) of Minutes of Meeting	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>												
<i>Blended Rationale: These are routine meeting formalities.</i>												
5		Acknowledge Proper Convening of Meeting	Mgmt	Yes	For	For		For	For	No	No	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: These are routine, non-voting items.</i>												
<i>Blended Rationale: These are routine, non-voting items.</i>												
7		Receive CEO's Report	Mgmt	No								
<i>Voting Policy Rationale: These are routine, non-voting items.</i>												
<i>Blended Rationale: These are routine, non-voting items.</i>												
8.a		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.b1		Approve Discharge of Jumana Al Sibai	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>												
8.b2		Approve Discharge of Johan Forssell	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>												
<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO 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
8.b3		Approve Discharge of Helene Mellquist	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
8.b4		Approve Discharge of Anna Ohlsson-Leijon	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
8.b5		Approve Discharge of Mats Rahmstrom	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
8.b6		Approve Discharge of Vagner Rego	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
8.b7		Approve Discharge of Gordon Riske	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
8.b8		Approve Discharge of Karin Radstrom	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
8.b9		Approve Discharge of Hans Straberg	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
8.b10		Approve Discharge of Peter Wallenberg Jr	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												

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8.b11		Approve Discharge of Mikael Bergstedt	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
8.b12		Approve Discharge of Helena Hemstrom	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
8.b13		Approve Discharge of Benny Larsson	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
8.b14		Approve Discharge of CEO Vagner Rego	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
8.c		Approve Allocation of Income and Dividends of SEK 3.00 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>												
8.d		Approve Record Date for Dividend Payment	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.a		Determine Number of Members (9) and Deputy Members of Board (0)	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>												
9.b		Determine Number of Auditors (1) and Deputy Auditors (0)	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>												

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10.a1		Reelect Juman Al Sibai as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p> <p><i>Blended Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p>												
10.a2		Reelect Johan Forssell as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p> <p><i>Blended Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p>												
10.a3		Reelect Helene Mellquist as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p> <p><i>Blended Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p>												

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10.a4		Reelect Anna Ohlsson-Leijon as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p> <p><i>Blended Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p>												
10.a5		Reelect Vagner Rego as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p> <p><i>Blended Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p>												
10.a6		Reelect Gordon Riske as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p> <p><i>Blended Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p>												

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10.a7		Reelect Karin Radstrom as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p> <p><i>Blended Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p>												
10.a8		Reelect Hans Straberg as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p> <p><i>Blended Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p>												
10.a9		Reelect Peter Wallenberg Jr as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p> <p><i>Blended Rationale: A vote FOR candidates Jumana Al-Sibai, Vagner Rego, Helene Mellquist, Anna Ohlsson-Leijon, Karin Radstrom and Gordon Riske (Items 10.a1, 10.a3, 10.a4, 10.a5, 10.a6 and 10.a7) is warranted due to a lack of concern regarding the suitability of these individuals. Remuneration Committee A vote AGAINST candidates Hans Straberg and Peter Wallenberg Jr. (Items 10.a8 and 10.a9) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Unequal Voting Rights A vote AGAINST candidates Johan Forssell, Hans Straberg and Peter Wallenberg Jr. (Items 10.a2, 10.a8 and 10.a9) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of this superior voting rights share structure.</i></p>												
10.b		Reelect Hans Straberg as Board Chair	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.</i></p> <p><i>Blended Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.</i></p>												

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10.c		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>												
11.a		Approve Remuneration of Directors in the Amount of SEK 3.9 Million to Chair and SEK 1.3 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because while the proposed fees are high in comparison to domestic peers, it is noted that the company is among the largest in its peer group. Nevertheless, considering the significant increase in combination with the already high fees, support is qualified.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration proposal is warranted because while the proposed fees are high in comparison to domestic peers, it is noted that the company is among the largest in its peer group. Nevertheless, considering the significant increase in combination with the already high fees, support is qualified.</i></p>												
11.b		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>												
12.a		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice. Concerns are noted regarding the lack of ex-post disclosure of targets attached to the STIP, and general lack of disclosure surrounding the LTIP.</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. Concerns are noted regarding the lack of ex-post disclosure of targets attached to the STIP, and general lack of disclosure surrounding the LTIP.</i></p>												
12.b		Approve Stock Option Plan 2025 for Key Employees	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as the proposed plan is largely aligned with Swedish executive compensation market practices.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as the proposed plan is largely aligned with Swedish executive compensation market practices.</i></p>												
13.a		Acquire Class A Shares Related to Personnel Option Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted as the proposed decisions would fund equity remuneration plans that do not raise concerns.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the proposed decisions would fund equity remuneration plans that do not raise concerns.</i></p>												
13.b		Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted as the proposed decisions would fund equity remuneration plans that do not raise concerns.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the proposed decisions would fund equity remuneration plans that do not raise concerns.</i></p>												

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Atlas Copco AB

Proposal Number	Significant Vote	Proposal Text	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.c		Transfer Class A Shares Related to Personnel Option Plan for 2025	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted as the proposed decisions would fund equity remuneration plans that do not raise concerns.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the proposed decisions would fund equity remuneration plans that do not raise concerns.</i></p>													
13.d		Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted as the proposed decisions would fund equity remuneration plans that do not raise concerns.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the proposed decisions would fund equity remuneration plans that do not raise concerns.</i></p>													
13.e		Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2018, 2019, 2020, 2021 and 2022	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted as the proposed decisions would fund equity remuneration plans that do not raise concerns.</i></p> <p><i>Blended Rationale: A vote FOR is warranted as the proposed decisions would fund equity remuneration plans that do not raise concerns.</i></p>													
14		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 Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/31/2025	Auto-Approved 03/31/2025		23,518	23,518
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/31/2025	Auto-Approved 03/31/2025		13,708	13,708
Total Shares:						37,226	37,226

Exelon Corporation

Meeting Date: 04/29/2025	Country: USA	Ticker: EXC	Proxy Level: 3
Record Date: 03/03/2025	Meeting Type: Annual	Meeting ID: 1942473	
Primary Security ID: 30161N101	Primary CUSIP: 30161N101	Primary ISIN: US30161N1019	Primary SEDOL: 2670519
Earliest Cutoff Date: 04/28/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,720	*Shares on Loan: 0	Shares Instructed: 2,720	Shares Voted: 2,720

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director W. Paul Bowers	Mgmt	Yes	For	For			For	For	No	No	No

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
1b		Elect Director Calvin G. Butler, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
1c		Elect Director Marjorie Rodgers Cheshire	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
1d		Elect Director David DeWalt	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
1e		Elect Director Linda Jojo	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
1f		Elect Director Charisse Lillie	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
1g		Elect Director Anna Richo	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										

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Exelon Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1h		Elect Director Matthew Rogers	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>													
1i		Elect Director Bryan Segedi	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>													
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Although forward-looking goals disclosed are not disclosed under the LTIP, the LTI was predominantly performance-based and the FY24 annual incentive payout was determined entirely by pre-set financial and operational metrics.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Although forward-looking goals disclosed are not disclosed under the LTIP, the LTI was predominantly performance-based and the FY24 annual incentive payout was determined entirely by pre-set financial and operational metrics.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,720	2,720
			04/09/2025	04/09/2025			
Total Shares:						2,720	2,720

International Business Machines Corporation

Meeting Date: 04/29/2025	Country: USA	Ticker: IBM	Proxy Level: 3
Record Date: 02/28/2025	Meeting Type: Annual	Meeting ID: 1937756	
Primary Security ID: 459200101	Primary CUSIP: 459200101	Primary ISIN: US4592001014	Primary SEDOL: 2005973
Earliest Cutoff Date: 04/28/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,420	*Shares on Loan: 0	Shares Instructed: 2,420	Shares Voted: 2,420

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Marianne C. Brown	Mgmt	Yes	For	For			For	For	No	No	No

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International Business Machines Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1b		Elect Director Thomas Buberl	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director David N. Farr	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Alex Gorsky	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Michelle J. Howard	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Arvind Krishna	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Andrew N. Liveris	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Frederick William McNabb, III	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Michael Miebach	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Martha E. Pollack	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Peter R. Voser	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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International Business Machines Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1l		Elect Director Frederick H. Waddell	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1m		Elect Director Alfred W. Zollar	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay is reasonably aligned with performance for the year under review and the majority of compensation is conditioned on objective financial performance metrics.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Pay is reasonably aligned with performance for the year under review and the majority of compensation is conditioned on objective financial performance metrics.</i></p>													
4		Report on Lobbying Payments and Policy	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>													
5		Report on Risks of Discriminating Based on Religious and Political Views	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted. The company provides adequate disclosures related to its anti-discrimination policies.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted. The company provides adequate disclosures related to its anti-discrimination policies.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/08/2025	Auto-Approved 04/08/2025		2,420	2,420
Total Shares:						2,420	2,420

L'Oreal SA

Meeting Date: 04/29/2025	Country: France	Ticker: OR	Proxy Level: N/A
Record Date: 04/25/2025	Meeting Type: Annual/Special	Meeting ID: 1926527	
Primary Security ID: F58149133	Primary CUSIP: F58149133	Primary ISIN: FR0000120321	Primary SEDOL: 4057808

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Earliest Cutoff Date: 04/24/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 6,219

*Shares on Loan: 0

Shares Instructed: 6,219

Shares Voted: 6,219

Proposal Number	Significant Vote	Proposal Text	Proponent	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 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 7 per Share and an Extra of EUR 0.70 per Share to Long Term Registered Shares	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		Elect Téthys 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 5, 6, and 9). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 47.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 53.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the CEO as a board member is warranted given the absence of any concerns (Item 7).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, and 9). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 47.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 53.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the CEO as a board member is warranted given the absence of any concerns (Item 7).</i></p>												
5		Elect Isabelle Seillier 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 5, 6, and 9). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 47.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 53.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the CEO as a board member is warranted given the absence of any concerns (Item 7).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, and 9). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 47.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 53.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the CEO as a board member is warranted given the absence of any concerns (Item 7).</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		Elect Aurélie Jean 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 5, 6, and 9). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 47.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 53.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the CEO as a board member is warranted given the absence of any concerns (Item 7).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, and 9). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 47.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 53.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the CEO as a board member is warranted given the absence of any concerns (Item 7).</i></p>												
7		Reelect Nicolas Hieronimus 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 5, 6, and 9). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 47.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 53.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the CEO as a board member is warranted given the absence of any concerns (Item 7).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, and 9). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 47.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 53.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the CEO as a board member is warranted given the absence of any concerns (Item 7).</i></p>												
8		Reelect Paul Bulcke 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 5, 6, and 9). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 47.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 53.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the CEO as a board member is warranted given the absence of any concerns (Item 7).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, and 9). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 47.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 53.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the CEO as a board member is warranted given the absence of any concerns (Item 7).</i></p>												
9		Reelect Alexandre Ricard 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 5, 6, and 9). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 47.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 53.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the CEO as a board member is warranted given the absence of any concerns (Item 7).</i></p> <p><i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, and 9). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 47.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 53.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 8). A vote FOR the reelection of the CEO as a board member is warranted given the absence of any concerns (Item 7).</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		Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	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>												
11		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 given the absence of any concerns.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted given the absence of any concerns.</i></p>												
12		Approve Compensation of Jean-Paul Agon, 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>												
13		Approve Compensation of Nicolas Hieronimus, CEO	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 company does not disclose sufficient information to ascertain that the performance conditions attached to LTI plans are fully stringent. The main reasons for support are 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 the company does not disclose sufficient information to ascertain that the performance conditions attached to LTI plans are fully stringent. The main reasons for support are the absence of any other concerns.</i></p>												
14		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>												
15		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 but is not without concerns as the chairman would receive a base salary that could be considered high relative to its peers, without a fully convincing rationale. Support is nonetheless warranted given: * The previous 40 percent decrease in the chairman's base salary, * The absence of any other concerns.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted but is not without concerns as the chairman would receive a base salary that could be considered high relative to its peers, without a fully convincing rationale. Support is nonetheless warranted given: * The previous 40 percent decrease in the chairman's base salary, * The absence of any other concerns.</i></p>												
16		Approve Remuneration Policy of CEO	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted, given that the following concerns are raised: * The base salary and STI caps are increasing, and the company's rationale is not fully compelling, * The company does not disclose any payout scales for the metrics concerning its annual variable remuneration; * In case of an executive departure, unvested long-term instrument might not be pro-rated for time; * The termination package benefiting Nicolas Hieronimus as set by his (suspended) employment contract is not without any concerns regarding its cap and absence of performance conditions;</i></p> <p><i>Blended Rationale: A vote AGAINST this remuneration policy is warranted, given that the following concerns are raised: * The base salary and STI caps are increasing, and the company's rationale is not fully compelling, * The company does not disclose any payout scales for the metrics concerning its annual variable remuneration; * In case of an executive departure, unvested long-term instrument might not be pro-rated for time; * The termination package benefiting Nicolas Hieronimus as set by his (suspended) employment contract is not without any concerns regarding its cap and absence of performance conditions;</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 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 a share buyback program merits a vote FOR.</i></p> <p><i>Blended Rationale: Such a share buyback program merits a vote FOR.</i></p>												
		Extraordinary Business	Mgmt	No								
18		Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,607,365.88	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the authorizations under Items 18 and 20 are warranted as its proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (18 and 20).</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under Items 18 and 20 are warranted as its proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (18 and 20).</i></p>												
19		Authorize Capitalization of Reserves 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>												
20		Authorize Capital Increase of up to 2 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 18 and 20 are warranted as its proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (18 and 20).</i></p> <p><i>Blended Rationale: Votes FOR the authorizations under Items 18 and 20 are warranted as its proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (18 and 20).</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 the proposed volume respects the 10-percent recommended guidelines.</i></p> <p><i>Blended Rationale: Votes FOR the employee stock purchase plans are warranted as the proposed volume respects the 10-percent recommended guidelines.</i></p>												
22		Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the employee stock purchase plans are warranted as the proposed volume respects the 10-percent recommended guidelines.</i></p> <p><i>Blended Rationale: Votes FOR the employee stock purchase plans are warranted as the proposed volume respects the 10-percent recommended guidelines.</i></p>												
23		Amend Article 9 of Bylaws to Incorporate Legal Changes	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR Items 23-24 are warranted as the proposed amendment is not considered contentious.</i></p> <p><i>Blended Rationale: Votes FOR Items 23-24 are warranted as the proposed amendment is not considered contentious.</i></p>												

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L'Oreal 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		Amend Article 12 of Bylaws to Incorporate Legal Changes	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR Items 23-24 are warranted as the proposed amendment is not considered contentious.</i>												
<i>Blended Rationale: Votes FOR Items 23-24 are warranted as the proposed amendment is not considered contentious.</i>												
25		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>												
<i>Blended Rationale: A vote FOR this routine item is warranted.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		6,219	6,219
			04/09/2025	04/09/2025			
Total Shares:						6,219	6,219

Sandvik Aktiebolag

Meeting Date: 04/29/2025	Country: Sweden	Ticker: SAND	Proxy Level: N/A
Record Date: 04/17/2025	Meeting Type: Annual	Meeting ID: 1924246	
Primary Security ID: W74857165	Primary CUSIP: W74857165	Primary ISIN: SE0000667891	Primary SEDOL: B1VQ252
Earliest Cutoff Date: 04/21/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 9,117	*Shares on Loan: 0	Shares Instructed: 9,117	Shares Voted: 9,117

Proposal Number	Significant Vote	Proposal Text	Proponent	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>												
2.1		Elect Patrik Marcellus as Chair of Meeting	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>												
<i>Blended Rationale: These are routine meeting formalities.</i>												
3		Prepare and Approve List of Shareholders	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>												
<i>Blended Rationale: These are routine meeting formalities.</i>												
4		Designate Inspector(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>												

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Proposal Number	Significant Vote	Proposal Text	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 Agenda of Meeting	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: These are routine meeting formalities.</i>										
		<i>Blended Rationale: These are routine meeting formalities.</i>										
6		Acknowledge Proper Convening of Meeting	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: These are routine meeting formalities.</i>										
		<i>Blended Rationale: These are routine meeting formalities.</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		Receive President's Report	Mgmt	No								
		<i>Voting Policy Rationale: These are routine, non-voting items.</i>										
		<i>Blended Rationale: These are routine, non-voting items.</i>										
9		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>										
10.1		Approve Discharge of Johan Molin	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>										
10.2		Approve Discharge of Jennifer Allerton	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>										
10.3		Approve Discharge of Claes Boustedt	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>										
10.4		Approve Discharge of Marika Fredriksson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>										

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10.5		Approve Discharge of Andreas Nordbrandt	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
10.6		Approve Discharge of Susanna Schneeberger	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
10.7		Approve Discharge of Helena Stjernholm	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
10.8		Approve Discharge of Stefan Widing	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
10.9		Approve Discharge of Kai Warn	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
10.10		Approve Discharge of Thomas Andersson	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
10.11		Approve Discharge of Fredrik Haf	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
10.12		Approve Discharge of Thomas Lilja	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												

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10.13		Approve Discharge of Erik Knebel	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
10.14		Approve Discharge of Carl-Ake Jansson	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
10.15		Approve Discharge of Jessica Smedjegard	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
10.16		Approve Discharge of CEO Stefan Widing	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i></p>												
11		Approve Allocation of Income and Dividends of SEK 5.75 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>												
12		Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	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 or 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 size of the board or the number of auditors.</i></p>												
13		Approve Remuneration of Directors in the Amount of SEK 3.1 Million for Chair and SEK 830,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	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, while also the proposed auditor remuneration is uncontroversial.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees, while also the proposed auditor remuneration is uncontroversial.</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
14.1		Reelect Claes Boustedt as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Johan Molin 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 Johan Molin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
14.2		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 member Johan Molin 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 Johan Molin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
14.3		Reelect Johan Molin as Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Johan Molin 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 Johan Molin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
14.4		Reelect Andreas Nordbrandt as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Johan Molin 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 Johan Molin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
14.5		Reelect Susanna Schneeberger as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Johan Molin 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 Johan Molin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
14.6		Reelect Helena Stjernholm as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Johan Molin 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 Johan Molin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
14.7		Reelect Stefan Widing as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Johan Molin 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 Johan Molin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
14.8		Reelect Kai Warn as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Johan Molin 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 Johan Molin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												

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15.1		Reelect Johan Molin as Board Chair	Mgmt	Yes	For	For			Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted since the election of Johan Molin as a director is not supported.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted since the election of Johan Molin as a director is not supported.</i></p>													
16.1		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 Report	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice. Concerns are noted regarding lack of ex post disclosure of performance targets attached to the STIP. As such, qualified support is warranted.</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. Concerns are noted regarding lack of ex post disclosure of performance targets attached to the STIP. As such, qualified support is warranted.</i></p>													
18		Approve Performance Share Matching Plan LTIP 2025 for Key Employees	Mgmt	Yes	For	Against			Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because the performance period is less than three years.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because the performance period is less than three years.</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, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.</i></p>													
		Shareholder Proposals Submitted by Kent Eklund	Mgmt	No									
20		Approve Contribution to the Cost of Saving Edske Masung	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as it lacks a compelling rationale and appears to micromanage the company.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted as it lacks a compelling rationale and appears to micromanage the company.</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 Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		9,117	9,117
			04/03/2025	04/03/2025			
Total Shares:						9,117	9,117

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The Williams Companies, Inc.

Meeting Date: 04/29/2025	Country: USA	Ticker: WMB	Proxy Level: 3
Record Date: 03/06/2025	Meeting Type: Annual	Meeting ID: 1942300	
Primary Security ID: 969457100	Primary CUSIP: 969457100	Primary ISIN: US9694571004	Primary SEDOL: 2967181
Earliest Cutoff Date: 04/28/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 7,060	*Shares on Loan: 0	Shares Instructed: 7,060	Shares Voted: 7,060

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Alan S. Armstrong	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.2		Elect Director Stephen W. Bergstrom	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.3		Elect Director Michael A. Creel	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.4		Elect Director Stacey H. Dore	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.5		Elect Director Carri A. Lockhart	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.6		Elect Director Richard E. Muncrief	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.7		Elect Director Peter A. Ragauss	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.8		Elect Director Rose M. Robeson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.9		Elect Director Scott D. Sheffield	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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The Williams Companies, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.10		Elect Director William H. Spence	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.11		Elect Director Jesse J. Tyson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. The STI program is predominantly based on pre-set financial metrics, and the LTI program is majority performance-based with forward-looking goal disclosure and a multi-year measurement period.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. The STI program is predominantly based on pre-set financial metrics, and the LTI program is majority performance-based with forward-looking goal disclosure and a multi-year measurement period.</i>												
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/04/2025	Auto-Approved 04/04/2025		7,060	7,060
Total Shares:						7,060	7,060

Truist Financial Corporation

Meeting Date: 04/29/2025	Country: USA	Ticker: TFC	Proxy Level: 3
Record Date: 02/20/2025	Meeting Type: Annual	Meeting ID: 1941256	
Primary Security ID: 89832Q109	Primary CUSIP: 89832Q109	Primary ISIN: US89832Q1094	Primary SEDOL: BKP7287
Earliest Cutoff Date: 04/28/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 15,875	*Shares on Loan: 0	Shares Instructed: 15,875	Shares Voted: 15,875

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Jennifer S. Banner	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Truist Financial Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1b		Elect Director K. David Boyer, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Agnes Bundy Scanlan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Dallas S. Clement	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Linnie M. Haynesworth	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Donna S. Morea	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Charles A. Patton	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director William H. Rogers, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Thomas E. Skains	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Laurence Stein	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Bruce L. Tanner	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Steven C. Voorhees	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Truist Financial Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. For FY24, the committee transitioned from a largely formulaic program primarily based on two financial metrics with weightings and robust goal disclosure to a scorecard which ultimately appears discretionary. The new structure is significantly more complex than the prior program and lacks several key disclosures, including individual metric (and category) weightings, and quantified threshold and maximum goals. Annual equity awards are majority based on multi-year performance goals. However, the proxy does not disclose the forward-looking target goal for the absolute metric and the relative metric targets merely median performance. Lastly, the company granted off-cycle awards to two NEOs which, although entirely based on relative TSR, effectively provide for guaranteed vesting at the threshold level.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. For FY24, the committee transitioned from a largely formulaic program primarily based on two financial metrics with weightings and robust goal disclosure to a scorecard which ultimately appears discretionary. The new structure is significantly more complex than the prior program and lacks several key disclosures, including individual metric (and category) weightings, and quantified threshold and maximum goals. Annual equity awards are majority based on multi-year performance goals. However, the proxy does not disclose the forward-looking target goal for the absolute metric and the relative metric targets merely median performance. Lastly, the company granted off-cycle awards to two NEOs which, although entirely based on relative TSR, effectively provide for guaranteed vesting at the threshold level.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		15,875	15,875
			04/08/2025	04/08/2025			
Total Shares:						15,875	15,875

Ameriprise Financial, Inc.

Meeting Date: 04/30/2025	Country: USA	Ticker: AMP	Proxy Level: 3
Record Date: 03/03/2025	Meeting Type: Annual	Meeting ID: 1943634	
Primary Security ID: 03076C106	Primary CUSIP: 03076C106	Primary ISIN: US03076C1062	Primary SEDOL: B0J7D57
Earliest Cutoff Date: 04/29/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,314	*Shares on Loan: 0	Shares Instructed: 1,314	Shares Voted: 1,314

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director James M. Cracchiolo	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1b		Elect Director Robert F. Sharpe, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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Ameriprise Financial, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director Dianne Neal Blixt	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Amy DiGeso	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Christopher J. Williams	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Glynis A. Bryan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Brian T. Shea	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director W. Edward Walter, III	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>										
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/11/2025	Auto-Approved 04/11/2025		1,314	1,314
Total Shares:						1,314	1,314

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Hong Kong Exchanges and Clearing Limited

Meeting Date: 04/30/2025	Country: Hong Kong	Ticker: 388	Proxy Level: N/A
Record Date: 04/24/2025	Meeting Type: Annual	Meeting ID: 1932283	
Primary Security ID: Y3506N139	Primary CUSIP: Y3506N139	Primary ISIN: HK0388045442	Primary SEDOL: 6267359
Earliest Cutoff Date: 04/23/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 13,000	*Shares on Loan: 0	Shares Instructed: 13,000	Shares Voted: 13,000

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i></p> <p><i>Blended Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i></p>												
2		Elect Peter Wilhelm Hubert Brien as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of Peter Wilhelm Hubert Brien is warranted given the absence of any known issues concerning the nominee.</i></p> <p><i>Blended Rationale: A vote FOR the election of Peter Wilhelm Hubert Brien is warranted given the absence of any known issues concerning the nominee.</i></p>												
3		Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i></p>												
4		Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.</i></p>												
5		Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted for the following: * The share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted for the following: * The share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration.</i></p>												
6		Adopt New Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Given that the amendments are mainly proposed to reflect changes in the relevant laws and regulations, would provide additional means for shareholders to participate in general meetings, and that overall, the amendments would enhance shareholders' rights, a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: Given that the amendments are mainly proposed to reflect changes in the relevant laws and regulations, would provide additional means for shareholders to participate in general meetings, and that overall, the amendments would enhance shareholders' rights, a vote FOR this proposal is warranted.</i></p>												

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Hong Kong Exchanges and Clearing Limited

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/14/2025	Auto-Approved 04/14/2025		13,000	13,000
Total Shares:						13,000	13,000

KBC Group SA/NV

Meeting Date: 04/30/2025	Country: Belgium	Ticker: KBC	Proxy Level: N/A
Record Date: 04/16/2025	Meeting Type: Annual	Meeting ID: 1899547	
Primary Security ID: B5337G162	Primary CUSIP: B5337G162	Primary ISIN: BE0003565737	Primary SEDOL: 4497749
Earliest Cutoff Date: 04/22/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 31,683	*Shares on Loan: 0	Shares Instructed: 31,683	Shares Voted: 31,683

Proposal Number	Significant Vote	Proposal Text	Proponent	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 Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/09/2025	Auto-Approved 04/09/2025		31,683	31,683
Total Shares:						31,683	31,683

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Marathon Petroleum Corporation

Meeting Date: 04/30/2025	Country: USA	Ticker: MPC	Proxy Level: 3
Record Date: 03/03/2025	Meeting Type: Annual	Meeting ID: 1941625	
Primary Security ID: 56585A102	Primary CUSIP: 56585A102	Primary ISIN: US56585A1025	Primary SEDOL: B3K3L40
Earliest Cutoff Date: 04/29/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 890	*Shares on Loan: 0	Shares Instructed: 890	Shares Voted: 890

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Evan Bayh	Mgmt	Yes	For	For			Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: Votes AGAINST the incumbent chair of the committee responsible for climate risk oversight, B. Evan Bayh III, are warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST B. Evan Bayh III, Kimberly Ellison-Taylor and Kim Rucker are further warranted for the following reasons: * Given that board chair, Michael Hennigan, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders, is not up for election at this year's annual meeting, all board members, with the exception of new nominee Jeffrey (Jeff) Campbell, should be held accountable for poor board and management oversight of ESG risk exposures at the firm. Votes FOR remaining nominee Jeffrey Campbell are warranted.</i></p> <p><i>Blended Rationale: Votes AGAINST the incumbent chair of the committee responsible for climate risk oversight, B. Evan Bayh III, are warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST B. Evan Bayh III, Kimberly Ellison-Taylor and Kim Rucker are further warranted for the following reasons: * Given that board chair, Michael Hennigan, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders, is not up for election at this year's annual meeting, all board members, with the exception of new nominee Jeffrey (Jeff) Campbell, should be held accountable for poor board and management oversight of ESG risk exposures at the firm. Votes FOR remaining nominee Jeffrey Campbell are warranted.</i></p>													
1b		Elect Director Jeffrey C. Campbell	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Votes AGAINST the incumbent chair of the committee responsible for climate risk oversight, B. Evan Bayh III, are warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST B. Evan Bayh III, Kimberly Ellison-Taylor and Kim Rucker are further warranted for the following reasons: * Given that board chair, Michael Hennigan, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders, is not up for election at this year's annual meeting, all board members, with the exception of new nominee Jeffrey (Jeff) Campbell, should be held accountable for poor board and management oversight of ESG risk exposures at the firm. Votes FOR remaining nominee Jeffrey Campbell are warranted.</i></p> <p><i>Blended Rationale: Votes AGAINST the incumbent chair of the committee responsible for climate risk oversight, B. Evan Bayh III, are warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST B. Evan Bayh III, Kimberly Ellison-Taylor and Kim Rucker are further warranted for the following reasons: * Given that board chair, Michael Hennigan, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders, is not up for election at this year's annual meeting, all board members, with the exception of new nominee Jeffrey (Jeff) Campbell, should be held accountable for poor board and management oversight of ESG risk exposures at the firm. Votes FOR remaining nominee Jeffrey Campbell are warranted.</i></p>													

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Marathon Petroleum Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1c		Elect Director Kimberly N. Ellison-Taylor	Mgmt	Yes	For	For			Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: Votes AGAINST the incumbent chair of the committee responsible for climate risk oversight, B. Evan Bayh III, are warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST B. Evan Bayh III, Kimberly Ellison-Taylor and Kim Rucker are further warranted for the following reasons: * Given that board chair, Michael Hennigan, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders, is not up for election at this year's annual meeting, all board members, with the exception of new nominee Jeffrey (Jeff) Campbell, should be held accountable for poor board and management oversight of ESG risk exposures at the firm. Votes FOR remaining nominee Jeffrey Campbell are warranted.</i></p> <p><i>Blended Rationale: Votes AGAINST the incumbent chair of the committee responsible for climate risk oversight, B. Evan Bayh III, are warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST B. Evan Bayh III, Kimberly Ellison-Taylor and Kim Rucker are further warranted for the following reasons: * Given that board chair, Michael Hennigan, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders, is not up for election at this year's annual meeting, all board members, with the exception of new nominee Jeffrey (Jeff) Campbell, should be held accountable for poor board and management oversight of ESG risk exposures at the firm. Votes FOR remaining nominee Jeffrey Campbell are warranted.</i></p>													
1d		Elect Director Kim K.W. Rucker	Mgmt	Yes	For	For			Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: Votes AGAINST the incumbent chair of the committee responsible for climate risk oversight, B. Evan Bayh III, are warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST B. Evan Bayh III, Kimberly Ellison-Taylor and Kim Rucker are further warranted for the following reasons: * Given that board chair, Michael Hennigan, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders, is not up for election at this year's annual meeting, all board members, with the exception of new nominee Jeffrey (Jeff) Campbell, should be held accountable for poor board and management oversight of ESG risk exposures at the firm. Votes FOR remaining nominee Jeffrey Campbell are warranted.</i></p> <p><i>Blended Rationale: Votes AGAINST the incumbent chair of the committee responsible for climate risk oversight, B. Evan Bayh III, are warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST B. Evan Bayh III, Kimberly Ellison-Taylor and Kim Rucker are further warranted for the following reasons: * Given that board chair, Michael Hennigan, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders, is not up for election at this year's annual meeting, all board members, with the exception of new nominee Jeffrey (Jeff) Campbell, should be held accountable for poor board and management oversight of ESG risk exposures at the firm. Votes FOR remaining nominee Jeffrey Campbell are warranted.</i></p>													
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i></p>													

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Marathon Petroleum Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Declassify the Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as a declassified board would improve director accountability to shareholders.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as a declassified board would improve director accountability to shareholders.</i></p>												
5		Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as eliminating the various supermajority vote requirements would improve shareholder rights.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as eliminating the various supermajority vote requirements would improve shareholder rights.</i></p>												
6		Adopt Simple Majority Vote	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as reducing vote requirements would improve shareholder rights. In addition, approval of this non-binding item may convey to the board that shareholders may wish for it to take additional steps to ensure the proposal topic is implemented.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as reducing vote requirements would improve shareholder rights. In addition, approval of this non-binding item may convey to the board that shareholders may wish for it to take additional steps to ensure the proposal topic is implemented.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		890	890
			04/14/2025	04/14/2025			
Total Shares:						890	890

Newmont Corporation

Meeting Date: 04/30/2025	Country: USA	Ticker: NEM	Proxy Level: 3
Record Date: 03/03/2025	Meeting Type: Annual	Meeting ID: 1940945	
Primary Security ID: 651639106	Primary CUSIP: 651639106	Primary ISIN: US6516391066	Primary SEDOL: 2636607
Earliest Cutoff Date: 04/29/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 12,695	*Shares on Loan: 0	Shares Instructed: 12,695	Shares Voted: 12,695

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Gregory H. Boyce	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1.2		Elect Director Bruce R. Brook	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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Newmont Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.3		Elect Director Maura J. Clark	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.4		Elect Director Harry M. (Red) Conger, IV	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.5		Elect Director Emma FitzGerald	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.6		Elect Director Sally-Anne Layman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.7		Elect Director José Manuel Madero	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.8		Elect Director René Médori	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.9		Elect Director Jane Nelson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.10		Elect Director Tom Palmer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.11		Elect Director Julio M. Quintana	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.12		Elect Director David T. Seaton	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Newmont Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Further, annual incentives are entirely based on corporate goals and long-term incentives are majority performance-conditioned with multi-year measurement periods, with forward-looking goals disclosed.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Further, annual incentives are entirely based on corporate goals and long-term incentives are majority performance-conditioned with multi-year measurement periods, with forward-looking goals disclosed.</i></p>													
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		12,695	12,695
			04/01/2025	04/01/2025			
Total Shares:						12,695	12,695

The Coca-Cola Company

Meeting Date: 04/30/2025	Country: USA	Ticker: KO	Proxy Level: 3
Record Date: 03/03/2025	Meeting Type: Annual	Meeting ID: 1941452	
Primary Security ID: 191216100	Primary CUSIP: 191216100	Primary ISIN: US1912161007	Primary SEDOL: 2206657
Earliest Cutoff Date: 04/29/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 17,294	*Shares on Loan: 0	Shares Instructed: 17,294	Shares Voted: 17,294

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1		Elect Director Herb Allen	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.2		Elect Director Bela Bajaria	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.3		Elect Director Ana Botin	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.4		Elect Director Christopher C. Davis	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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The Coca-Cola Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.5		Elect Director Carolyn Everson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.6		Elect Director Thomas S. Gayner	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.7		Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.8		Elect Director Amity Millhiser	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.9		Elect Director James Quincey	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.10		Elect Director Caroline J. Tsay	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.11		Elect Director David B. Weinberg	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The majority of the CEO's pay is conditioned on objective performance metrics and CEO pay and company performance were reasonably aligned during the year in review.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. The majority of the CEO's pay is conditioned on objective performance metrics and CEO pay and company performance were reasonably aligned during the year in review.</i>										
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

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The Coca-Cola Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure would help shareholders better understand the effectiveness of the company's programs to assess and mitigate potential health harms associated with the use of non-sugar sweeteners.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure would help shareholders better understand the effectiveness of the company's programs to assess and mitigate potential health harms associated with the use of non-sugar sweeteners.</i></p>													
5		Report on Food Waste Management and Targets to Reduce Food Waste	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Enhanced disclosure about the company's efforts and strategy to reduce food waste would allow shareholders to effectively assess the company's food waste programs. Additional information would also help shareholders gauge whether the company is appropriately managing risks related to its food waste management.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Enhanced disclosure about the company's efforts and strategy to reduce food waste would allow shareholders to effectively assess the company's food waste programs. Additional information would also help shareholders gauge whether the company is appropriately managing risks related to its food waste management.</i></p>													
6		Establish a Board Committee on Improper Influence	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Absent clear governance failures, the board is generally given latitude to determine its committee structure.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. Absent clear governance failures, the board is generally given latitude to determine its committee structure.</i></p>													
7		Consider Abolishing DEI Goals from Compensation Inducements	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The authority and oversight of the compensation committee is clearly provided, and the committee details its process for assessing risk management and controls regarding the compensation program.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The authority and oversight of the compensation committee is clearly provided, and the committee details its process for assessing risk management and controls regarding the compensation program.</i></p>													
8		Report on Impacts Related to Associating Brand with Politically Divisive Events	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company provides sufficient disclosures on its marketing and advertising policies and its public policy process.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The company provides sufficient disclosures on its marketing and advertising policies and its public policy process.</i></p>													
9		Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its advertising and non-discrimination policies.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its advertising and non-discrimination policies.</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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The Coca-Cola Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/11/2025	Auto-Approved 04/11/2025		17,294	17,294
Total Shares:						17,294	17,294

Unilever Plc

Meeting Date: 04/30/2025	Country: United Kingdom	Ticker: ULVR	Proxy Level: N/A
Record Date: 04/28/2025	Meeting Type: Annual	Meeting ID: 1925371	
Primary Security ID: G92087165	Primary CUSIP: G92087165	Primary ISIN: GB00B10RZP78	Primary SEDOL: B10RZP7
Earliest Cutoff Date: 04/25/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 19,416	*Shares on Loan: 0	Shares Instructed: 19,416	Shares Voted: 19,416

Proposal Number	Significant Vote	Proposal Text	Proponent	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>												
2		Approve Remuneration Report	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * Fernando Fernandez's base salary as new CEO is significant and represents a small discount to the former CEO Hein Schumacher's base salary. The Company does not appear to have sufficiently accounted previously raised shareholder concerns on the CEO role's pay arrangement when setting Mr Fernandez's remuneration. * The Company has disappled time pro-rating in respect of former Executive Director's FY2022 PSP awards vesting.</i></p> <p><i>Blended Rationale: A vote AGAINST this item is warranted because: * Fernando Fernandez's base salary as new CEO is significant and represents a small discount to the former CEO Hein Schumacher's base salary. The Company does not appear to have sufficiently accounted previously raised shareholder concerns on the CEO role's pay arrangement when setting Mr Fernandez's remuneration. * The Company has disappled time pro-rating in respect of former Executive Director's FY2022 PSP awards vesting.</i></p>												
3		Elect Benoit Potier as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p>												
4		Elect Zoe Ujnovich as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p>												
5		Re-elect Fernando Fernandez as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6		Re-elect Adrian Hennah as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p>												
7		Re-elect Susan Kilsby as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p>												
8		Re-elect Ruby Lu as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p>												
9		Re-elect Judith McKenna as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p>												
10		Re-elect Ian Meakins as Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p>												
11		Re-elect Nelson Peltz as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Ian Meakins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.</i></p>												
12		Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is considered warranted at this time.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is considered warranted at this time.</i></p>												
13		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 warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i></p>												
14		Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i></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		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
16		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 warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
17		Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
18		Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p>												
19		Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		19,416	19,416
			04/09/2025	04/09/2025			
Total Shares:						19,416	19,416

W.W. Grainger, Inc.

Meeting Date: 04/30/2025	Country: USA	Ticker: GWW	Proxy Level: 3
Record Date: 03/03/2025	Meeting Type: Annual	Meeting ID: 1936789	
Primary Security ID: 384802104	Primary CUSIP: 384802104	Primary ISIN: US3848021040	Primary SEDOL: 2380863

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Earliest Cutoff Date: 04/29/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 600

***Shares on Loan:** 0

Shares Instructed: 600

Shares Voted: 600

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Rodney C. Adkins	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director George S. Davis	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director Katherine D. Jaspon	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Christopher J. Klein	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director D.G. Macpherson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Cindy J. Miller	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Neil S. Novich	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Beatriz R. Perez	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director E. Scott Santi	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1j		Elect Director Susan Slavik Williams	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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W.W. Grainger, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1k		Elect Director Lucas E. Watson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1l		Elect Director Steven A. White	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives are predominantly based on pre-set financial metrics, and equity awards are majority performance-based with a multi-year performance period. Nevertheless, shareholders would benefit from increased disclosure regarding the forward-looking goals for the PSUs.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted. Annual incentives are predominantly based on pre-set financial metrics, and equity awards are majority performance-based with a multi-year performance period. Nevertheless, shareholders would benefit from increased disclosure regarding the forward-looking goals for the PSUs.</i>												
4		Eliminate Cumulative Voting	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company's majority-of-votes-cast vote standard for directors and right of proxy access are considered to sufficiently counterbalance the elimination of the right to elect directors by cumulative voting, even though state law does not permit the company to adopt a plurality vote standard for contested director elections.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted, as the company's majority-of-votes-cast vote standard for directors and right of proxy access are considered to sufficiently counterbalance the elimination of the right to elect directors by cumulative voting, even though state law does not permit the company to adopt a plurality vote standard for contested director elections.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		600	600
			04/11/2025	04/11/2025			
Total Shares:						600	600

Kimberly-Clark Corporation

Meeting Date: 05/01/2025	Country: USA	Ticker: KMB	Proxy Level: 3
Record Date: 03/03/2025	Meeting Type: Annual	Meeting ID: 1937754	
Primary Security ID: 494368103	Primary CUSIP: 494368103	Primary ISIN: US4943681035	Primary SEDOL: 2491839

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Kimberly-Clark Corporation

Earliest Cutoff Date: 04/30/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 890

*Shares on Loan: 0

Shares Instructed: 890

Shares Voted: 890

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Sylvia M. Burwell	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.2		Elect Director John W. Culver	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.3		Elect Director Michael D. Hsu	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.4		Elect Director Mae C. Jemison	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.5		Elect Director Deeptha Khanna	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.6		Elect Director S. Todd Maclin	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.7		Elect Director Deirdre A. Mahlan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.8		Elect Director Sherilyn S. McCoy	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.9		Elect Director Christa S. Quarles	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.10		Elect Director Jaime A. Ramirez	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Kimberly-Clark Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.11		Elect Director Joseph Romanelli	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.12		Elect Director Dunia A. Shive	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.13		Elect Director Mark T. Smucker	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
2		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: After a review of the company's compensation program and practices, it is determined that pay and performance are reasonably aligned for the year under review. Although the target LTI goals are not prospectively disclosed, over a majority of the LTI is tied to multi-year, pre-set goals. As such, a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: After a review of the company's compensation program and practices, it is determined that pay and performance are reasonably aligned for the year under review. Although the target LTI goals are not prospectively disclosed, over a majority of the LTI is tied to multi-year, pre-set goals. As such, a vote FOR this proposal is warranted.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 03/31/2025	Auto-Approved 04/01/2025		890	890
Total Shares:						890	890

Canadian National Railway Company

Meeting Date: 05/02/2025	Country: Canada	Ticker: CNR	Proxy Level: 3
Record Date: 03/07/2025	Meeting Type: Annual	Meeting ID: 1925951	
Primary Security ID: 136375102	Primary CUSIP: 136375102	Primary ISIN: CA1363751027	Primary SEDOL: 2180632
Earliest Cutoff Date: 04/29/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 9,720	*Shares on Loan: 0	Shares Instructed: 9,720	Shares Voted: 9,720

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1		Elect Director Shauneen Bruder	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>													

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Canadian National Railway Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.2		Elect Director Jo-ann dePass Olsovsky	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.3		Elect Director David Freeman	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.4		Elect Director Denise Gray	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.5		Elect Director Justin M. Howell	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.6		Elect Director Susan C. Jones	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.7		Elect Director Robert Knight	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.8		Elect Director Michel Letellier	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.9		Elect Director Margaret A. McKenzie	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.10		Elect Director Al Monaco	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.11		Elect Director Tracy Robinson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (0 percent) were reasonable relative to total fees paid to the auditor.</i>												
<i>Blended Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (0 percent) were reasonable relative to total fees paid to the auditor.</i>												

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Canadian National Railway Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution. The quantitative pay-for-performance screen has identified a high concern, which is reduced to medium after applying the financial performance assessment. Compared to the company's own peer group, certain operational metrics have remained above the peer median over the past three years (with EBITDA Margin also showing a median result amongst public Class I Railroads in 2024). While the CEO's compensation increased year-over-year despite weak one-year TSR, three-year average compensation more closely reflects the three-year TSR of the company compared to its self-selected peer group. The weighting of relative TSR in the company's LTI was also increased in 2024. Although some problematic pay practices have been evidenced, overall, the company has demonstrated adequate stewardship of investor's interests regarding executive compensation.</i></p> <p><i>Blended Rationale: Vote FOR this non-binding advisory resolution. The quantitative pay-for-performance screen has identified a high concern, which is reduced to medium after applying the financial performance assessment. Compared to the company's own peer group, certain operational metrics have remained above the peer median over the past three years (with EBITDA Margin also showing a median result amongst public Class I Railroads in 2024). While the CEO's compensation increased year-over-year despite weak one-year TSR, three-year average compensation more closely reflects the three-year TSR of the company compared to its self-selected peer group. The weighting of relative TSR in the company's LTI was also increased in 2024. Although some problematic pay practices have been evidenced, overall, the company has demonstrated adequate stewardship of investor's interests regarding executive compensation.</i></p>													
4		Management Advisory Vote on Climate Change	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the management say on climate proposal. CN's climate disclosures meet market standards, and the company's climate transition plan includes clear and approved science-based targets, specific actions, and governance framework. CN has a target to achieve net-zero carbon emissions by 2050, in line with a 1.5 C scenario and has two 2030 GHG emissions intensity targets, which are aligned to a well below 2°C scenario, all of which are validated by the science-based targets initiative.</i></p> <p><i>Blended Rationale: Vote FOR the management say on climate proposal. CN's climate disclosures meet market standards, and the company's climate transition plan includes clear and approved science-based targets, specific actions, and governance framework. CN has a target to achieve net-zero carbon emissions by 2050, in line with a 1.5 C scenario and has two 2030 GHG emissions intensity targets, which are aligned to a well below 2°C scenario, all of which are validated by the science-based targets initiative.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/04/2025	Auto-Approved 04/04/2025		9,720	9,720
Total Shares:						9,720	9,720

HSBC Holdings Plc

Meeting Date: 05/02/2025	Country: United Kingdom	Ticker: HSBA	Proxy Level: N/A
Record Date: 05/01/2025	Meeting Type: Annual	Meeting ID: 1902629	
Primary Security ID: G4634U169	Primary CUSIP: G4634U169	Primary ISIN: GB0005405286	Primary SEDOL: 0540528
Earliest Cutoff Date: 04/29/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 96,300	*Shares on Loan: 0	Shares Instructed: 96,300	Shares Voted: 96,300

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Management Proposals	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		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>												
2		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 in absence of material concerns.</i></p> <p><i>Blended Rationale: A vote FOR the remuneration report is considered warranted in absence of material concerns.</i></p>												
3		Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is considered warranted for the remuneration policy, although it is not without concerns: * In response to the removal of the 2:1 bonus cap by UK regulators, HSBC proposes to reweight its remuneration structure by materially increase at-risk opportunities via variable pay maximums alongside reduced fixed pay under the proposed policy by way of the Fixed Pay Allowance's removal. Annual bonus maximum will increase from 215% to 300% of salary, while LTI opportunity will be increased from 320% to 600% of salary. The main reasons for support are: * The resulting pay levels remain reasonable within the current bounds of the Company's peers. * The Company has provided cogent rationale for the proposed increases. * Detail award terms under the variable awards continue to be in line with good market practice with improvements made such as the introduction of post-cessation shareholding requirement.</i></p> <p><i>Blended Rationale: A vote FOR is considered warranted for the remuneration policy, although it is not without concerns: * In response to the removal of the 2:1 bonus cap by UK regulators, HSBC proposes to reweight its remuneration structure by materially increase at-risk opportunities via variable pay maximums alongside reduced fixed pay under the proposed policy by way of the Fixed Pay Allowance's removal. Annual bonus maximum will increase from 215% to 300% of salary, while LTI opportunity will be increased from 320% to 600% of salary. The main reasons for support are: * The resulting pay levels remain reasonable within the current bounds of the Company's peers. * The Company has provided cogent rationale for the proposed increases. * Detail award terms under the variable awards continue to be in line with good market practice with improvements made such as the introduction of post-cessation shareholding requirement.</i></p>												
4a		Elect Manveen Kaur as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
4b		Re-elect Geraldine Buckingham as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
4c		Re-elect Rachel Duan as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
4d		Re-elect Georges Elhedery as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
4e		Re-elect Dame Carolyn Fairbairn as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors 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
4f		Re-elect James Forese as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
4g		Re-elect Ann Godbehere as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
4h		Re-elect Steven Guggenheimer as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
4i		Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
4j		Re-elect Kalpana Morparia as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
4k		Re-elect Eileen Murray as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
4l		Re-elect Brendan Nelson as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
4m		Re-elect Swee Lian Teo as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
4n		Re-elect Sir Mark Tucker as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
5		Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i>												

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Proposal Number	Significant Vote	Proposal Text	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		Authorise the Group Audit Committee 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 warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i></p>												
7		Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i></p>												
8		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
9		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 warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
10		Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
11		Authorise Directors to Allot Any Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is considered warranted and no specific concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is considered warranted and no specific concerns have been identified.</i></p>												
12		Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p>												
13		Approve Share Repurchase Contract	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is considered warranted in the absence of material concerns.</i></p> <p><i>Blended Rationale: A vote FOR this item is considered warranted in the absence of material 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
14		Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Contingent Convertible Securities (CCSs) and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Contingent Convertible Securities (CCSs) and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.</i></p>												
15		Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Contingent Convertible Securities (CCSs) and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Contingent Convertible Securities (CCSs) and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.</i></p>												
16		Approve Scrip Dividend Alternative	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 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 concerns have been identified.</i></p>												
17		Approve Amendment to the Rules of HSBC Share Plan 2011	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is considered warranted in absence of material concerns.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is considered warranted in absence of material concerns.</i></p>												
18		Approve Cancellation of Share Premium Account and Capital Redemption Reserve	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.</i></p>												
19		Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p>												
		Shareholder Proposal	Mgmt	No								

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HSBC Holdings Plc

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
20		To Instruct the HSBC Board of Directors to Follow the Plan set out on page 21 of the Annual Report 2023	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted: * As a special resolution (and therefore binding), the item is considered to be overly prescriptive.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is considered warranted: * As a special resolution (and therefore binding), the item is considered to be overly prescriptive.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		96,300	96,300
			04/17/2025	04/17/2025			
Total Shares:						96,300	96,300

Illinois Tool Works Inc.

Meeting Date: 05/02/2025	Country: USA	Ticker: ITW	Proxy Level: 3
Record Date: 03/03/2025	Meeting Type: Annual	Meeting ID: 1943441	
Primary Security ID: 452308109	Primary CUSIP: 452308109	Primary ISIN: US4523081093	Primary SEDOL: 2457552
Earliest Cutoff Date: 05/01/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,445	*Shares on Loan: 0	Shares Instructed: 2,445	Shares Voted: 2,445

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Daniel J. Brutto	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1b		Elect Director Susan Crown	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1c		Elect Director Darrell L. Ford	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1d		Elect Director Kelly J. Grier	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1e		Elect Director James W. Griffith	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Illinois Tool Works Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f		Elect Director Jay L. Henderson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Jaime Irick	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Richard H. Lenny	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Christopher A. O'Herlihy	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director E. Scott Santi	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director David B. Smith, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Pamela B. Strobel	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance were reasonably aligned for the year in review and the STI was entirely based on pre-set financial metrics. Further, the LTI program was half performance conditioned with multi-year measurement periods.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. Pay and performance were reasonably aligned for the year in review and the STI was entirely based on pre-set financial metrics. Further, the LTI program was half performance conditioned with multi-year measurement periods.</i>										
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

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Illinois Tool Works Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Submit Severance Agreement to Shareholder Vote	SH	Yes	Against	For			For	For	Yes	No	No

Voting Policy Rationale: A vote FOR the proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy requiring shareholder ratification of any future cash severance arrangements that exceed market norms. The requested policy would therefore provide an additional safeguard for shareholders.

Blended Rationale: A vote FOR the proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy requiring shareholder ratification of any future cash severance arrangements that exceed market norms. The requested policy would therefore provide an additional safeguard for shareholders.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,445	2,445
			04/06/2025	04/07/2025			
Total Shares:						2,445	2,445

Aflac Incorporated

Meeting Date: 05/05/2025	Country: USA	Ticker: AFL	Proxy Level: 3
Record Date: 02/25/2025	Meeting Type: Annual	Meeting ID: 1942753	
Primary Security ID: 001055102	Primary CUSIP: 001055102	Primary ISIN: US0010551028	Primary SEDOL: 2026361
Earliest Cutoff Date: 05/02/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,400	*Shares on Loan: 0	Shares Instructed: 1,400	Shares Voted: 1,400

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Daniel P. Amos	Mgmt	Yes	For	For			For	For	No	No	No

Voting Policy Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.

Blended Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.

1b		Elect Director W. Paul Bowers	Mgmt	Yes	For	For			For	For	No	No	No
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Voting Policy Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.

Blended Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director Arthur R. Collins	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.</i></p>												
1d		Elect Director Miwako Hosoda	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.</i></p>												
1e		Elect Director Michael A. Forrester	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.</i></p>												
1f		Elect Director Thomas J. Kenny	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.</i></p>												
1g		Elect Director Georgette D. Kiser	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other 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
1h		Elect Director Karole F. Lloyd	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.</i></p>												
1i		Elect Director Nobuchika Mori	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.</i></p>												
1j		Elect Director Joseph L. Moskowitz	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.</i></p>												
1k		Elect Director Katherine T. Rohrer	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the members of the Corporate Governance Committee (Katherine Rohrer, Arthur Collins and Nobuchika Mori) is warranted, with caution, as the company's time-phased voting system does not appear to be effective in accomplishing its stated goal of giving long-term shareholders a greater say in the company's success. A vote FOR the other director nominees is warranted.</i></p>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay is reasonably aligned with performance for the year under review. The majority of the CEO's pay is conditioned on clearly disclosed financial metrics, and the equity awards granted to the CEO were entirely performance-based.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Pay is reasonably aligned with performance for the year under review. The majority of the CEO's pay is conditioned on clearly disclosed financial metrics, and the equity awards granted to the CEO were entirely performance-based.</i></p>												
3		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												

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Aflac Incorporated

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/11/2025	Auto-Approved 04/11/2025		1,400	1,400
Total Shares:						1,400	1,400

Eli Lilly and Company

Meeting Date: 05/05/2025	Country: USA	Ticker: LLY	Proxy Level: 3
Record Date: 02/26/2025	Meeting Type: Annual	Meeting ID: 1943886	
Primary Security ID: 532457108	Primary CUSIP: 532457108	Primary ISIN: US5324571083	Primary SEDOL: 2516152
Earliest Cutoff Date: 05/02/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,190	*Shares on Loan: 0	Shares Instructed: 2,190	Shares Voted: 2,190

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Ralph Alvarez	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR all director nominees is warranted.</i>												
1b		Elect Director Mary Lynne Hedley	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR all director nominees is warranted.</i>												
1c		Elect Director Kimberly H. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR all director nominees is warranted.</i>												
1d		Elect Director Juan R. Luciano	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR all director nominees is warranted.</i>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, though concerns are noted. There was a reduction in transparency in the STI program and some goal rigor concerns for the absolute TSR performance awards. Furthermore, the relative TSR performance awards target median performance with no payout cap if absolute TSR is negative. Nevertheless, pay is reasonably aligned with performance for the year under review, and all equity awards are performance-contingent with multi-year performance periods and disclosed targets.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted, though concerns are noted. There was a reduction in transparency in the STI program and some goal rigor concerns for the absolute TSR performance awards. Furthermore, the relative TSR performance awards target median performance with no payout cap if absolute TSR is negative. Nevertheless, pay is reasonably aligned with performance for the year under review, and all equity awards are performance-contingent with multi-year performance periods and disclosed targets.</i>												

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Eli Lilly and Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Declassify the Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Declassifying the board would enhance board accountability to shareholders. Moreover, the continued effort to secure passage of the proposal demonstrates a commitment to shareholders' interests on the part of management.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Declassifying the board would enhance board accountability to shareholders. Moreover, the continued effort to secure passage of the proposal demonstrates a commitment to shareholders' interests on the part of management.</i></p>												
5		Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Eliminating the 80 percent supermajority voting requirements will enable shareholders to have a more meaningful voice in various governance matters that impact their rights, thus enhancing the company's corporate governance structure. Further, by resubmitting this proposal after it failed to pass in prior years, the company is demonstrating a commitment to shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Eliminating the 80 percent supermajority voting requirements will enable shareholders to have a more meaningful voice in various governance matters that impact their rights, thus enhancing the company's corporate governance structure. Further, by resubmitting this proposal after it failed to pass in prior years, the company is demonstrating a commitment to shareholders' interests.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/02/2025	Auto-Approved 04/02/2025		2,190	2,190
Total Shares:						2,190	2,190

RB Global, Inc.

Meeting Date: 05/05/2025	Country: Canada	Ticker: RBA	Proxy Level: 4
Record Date: 03/20/2025	Meeting Type: Annual/Special	Meeting ID: 1937785	
Primary Security ID: 74935Q107	Primary CUSIP: 74935Q107	Primary ISIN: CA74935Q1072	Primary SEDOL: BMWGTH9
Earliest Cutoff Date: 05/01/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,000	*Shares on Loan: 0	Shares Instructed: 2,000	Shares Voted: 2,000

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Robert George Elton	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1b		Elect Director Jim Kessler	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director Brian Bales	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Adam DeWitt	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Gregory B. Morrison	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Timothy O'Day	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Sarah Raiss	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Michael Sieger	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Debbie Stein	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Carol M. Stephenson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.</i>										

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RB Global, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Amend Shareholder Rights Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the shareholder rights plan is warranted because it is a "new generation" plan that is structured to protect the interests of shareholders in the event of a bid for their shares.</i></p> <p><i>Blended Rationale: A vote FOR the shareholder rights plan is warranted because it is a "new generation" plan that is structured to protect the interests of shareholders in the event of a bid for their shares.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/04/2025	Auto-Approved 04/04/2025		2,000	2,000
Total Shares:						2,000	2,000

Alcon Inc.

Meeting Date: 05/06/2025	Country: Switzerland	Ticker: ALC	Proxy Level: N/A
Record Date:	Meeting Type: Annual	Meeting ID: 1921836	
Primary Security ID: H01301128	Primary CUSIP: H01301128	Primary ISIN: CH0432492467	Primary SEDOL: BJT1GR5
Earliest Cutoff Date: 04/28/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,273	*Shares on Loan: 0	Shares Instructed: 3,273	Shares Voted: 3,273

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
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p>												
2		Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.</i></p>												
3		Approve Allocation of Income and Dividends of CHF 0.28 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		Approve Non-Financial Report (Non-Binding)	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>												

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Proposal Number	Significant Vote	Proposal Text	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		Approve Remuneration Report (Non-Binding)	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the remuneration report is warranted because the company has demonstrated responsiveness to shareholders' concerns and has implemented significant disclosure improvements to explain variable incentive outcomes and CEO compensation positioning. Furthermore, there are no significant concerns regarding actions in the past year, 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 has demonstrated responsiveness to shareholders' concerns and has implemented significant disclosure improvements to explain variable incentive outcomes and CEO compensation positioning. Furthermore, there are no significant concerns regarding actions in the past year, and pay and performance appear reasonably aligned at this time.</i></p>												
5.2		Approve Remuneration of Directors in the Amount of CHF 3.9 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>												
5.3		Approve Remuneration of Executive Committee in the Amount of CHF 43 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>												
6.1		Reelect Michael Ball 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 D. Keith Grossman 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 D. Keith Grossman is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.2		Reelect Lynn Bleil as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair D. Keith Grossman 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 D. Keith Grossman is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.3		Reelect Arthur Cummings as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair D. Keith Grossman 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 D. Keith Grossman is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.4		Reelect David Endicott as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair D. Keith Grossman 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 D. Keith Grossman is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.5		Reelect Thomas Glanzmann as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair D. Keith Grossman 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 D. Keith Grossman 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	
6.6		Reelect Keith Grossman as Director	Mgmt	Yes	For	For			Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair D. Keith Grossman 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 D. Keith Grossman is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>													
6.7		Reelect Scott Maw as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair D. Keith Grossman 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 D. Keith Grossman is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>													
6.8		Reelect Karen May as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair D. Keith Grossman 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 D. Keith Grossman is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>													
6.9		Reelect Ines Poeschel as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair D. Keith Grossman 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 D. Keith Grossman is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>													
6.10		Reelect Dieter Spaelti as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair D. Keith Grossman 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 D. Keith Grossman is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>													
6.11		Elect Deborah Di Sanzo as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair D. Keith Grossman 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 D. Keith Grossman is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>													
7.1		Reappoint Thomas Glanzmann 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 D. Keith Grossman 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 D. Keith Grossman is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>													
7.2		Reappoint Scott Maw 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 D. Keith Grossman 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 D. Keith Grossman is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>													

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Alcon Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7.3		Reappoint Karen May 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 D. Keith Grossman 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 D. Keith Grossman is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
7.4		Reappoint Ines Poeschel 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 D. Keith Grossman 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 D. Keith Grossman is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
8		Designate Hartmann Dreyer 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>												
9		Ratify PricewaterhouseCoopers SA 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>												
10		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
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,273	3,273
			04/15/2025	04/15/2025			
Total Shares:						3,273	3,273

Danaher Corporation

Meeting Date: 05/06/2025	Country: USA	Ticker: DHR	Proxy Level: 3
Record Date: 03/07/2025	Meeting Type: Annual	Meeting ID: 1945456	
Primary Security ID: 235851102	Primary CUSIP: 235851102	Primary ISIN: US2358511028	Primary SEDOL: 2250870

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

Earliest Cutoff Date: 05/05/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 2,665

*Shares on Loan: 0

Shares Instructed: 2,665

Shares Voted: 2,665

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Rainer M. Blair	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>												
1b		Elect Director Feroz Dewan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>												
1c		Elect Director Linda Filler	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>												
1d		Elect Director Charles W. Lamanna	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>												
1e		Elect Director Teri List	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>												
1f		Elect Director Jessica L. Mega	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1g		Elect Director Mitchell P. Rales	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>										
1h		Elect Director Steven M. Rales	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>										
1i		Elect Director A. Shane Sanders	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>										
1j		Elect Director John T. Schwieters	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>										
1k		Elect Director Alan G. Spoon	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>										
1l		Elect Director Raymond C. Stevens	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>										
1m		Elect Director Elias A. Zerhouni	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>										

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Danaher Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. There are some concerns with the NEO retention awards which were in the form of time-vested equity. However, the awards were reasonable in magnitude, vest over 4 years, and did not contribute to a pay-for-performance misalignment.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. There are some concerns with the NEO retention awards which were in the form of time-vested equity. However, the awards were reasonable in magnitude, vest over 4 years, and did not contribute to a pay-for-performance misalignment.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,665	2,665
			04/03/2025	04/06/2025			
Total Shares:						2,665	2,665

Intel Corporation

Meeting Date: 05/06/2025	Country: USA	Ticker: INTC	Proxy Level: 3
Record Date: 03/10/2025	Meeting Type: Annual	Meeting ID: 1946055	
Primary Security ID: 458140100	Primary CUSIP: 458140100	Primary ISIN: US4581401001	Primary SEDOL: 2463247
Earliest Cutoff Date: 05/05/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 18,965	*Shares on Loan: 0	Shares Instructed: 18,965	Shares Voted: 18,965

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director James J. Goetz	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1b		Elect Director Andrea J. Goldsmith	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1c		Elect Director Alyssa H. Henry	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1d		Elect Director Eric Meurice	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1e		Elect Director Barbara G. Novick	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Steve Sanghi	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Gregory D. Smith	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Stacy J. Smith	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director Lip-Bu Tan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1j		Elect Director Dion J. Weisler	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1k		Elect Director Frank D. Yeary	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. A review of annual and long-term incentive programs reveals mostly positive features, and pay and performance are reasonably aligned for the year under review. Nevertheless, the committee took a number of concerning actions during the fiscal year, including providing problematic cash severance to former CEO Gelsinger in connection with his voluntary resignation. In addition, the company disclosed the large sign-on awards for incoming CEO Tan. Although the entire new-hire award was in performance-conditioned equity with rigorous performance goals, the magnitude of the award was significant.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted. A review of annual and long-term incentive programs reveals mostly positive features, and pay and performance are reasonably aligned for the year under review. Nevertheless, the committee took a number of concerning actions during the fiscal year, including providing problematic cash severance to former CEO Gelsinger in connection with his voluntary resignation. In addition, the company disclosed the large sign-on awards for incoming CEO Tan. Although the entire new-hire award was in performance-conditioned equity with rigorous performance goals, the magnitude of the award was significant.</i>												

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Intel Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	Against			Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): * The plan cost is excessive * The three-year average burn rate is excessive * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) * The plan allows broad discretion to accelerate vesting</i></p> <p><i>Blended Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): * The plan cost is excessive * The three-year average burn rate is excessive * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) * The plan allows broad discretion to accelerate vesting</i></p>													
5		Report on Ethical Impact Assessment	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a comprehensive ethical impact assessment would provide shareholders and other stakeholders with additional information concerning actual and potential human rights impacts of the company's business operations, including disclosures relating to actionable criteria for corporate engagement in countries committing human rights concerns, and would allow shareholders to better gauge how well Intel is managing human rights related risks.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as a comprehensive ethical impact assessment would provide shareholders and other stakeholders with additional information concerning actual and potential human rights impacts of the company's business operations, including disclosures relating to actionable criteria for corporate engagement in countries committing human rights concerns, and would allow shareholders to better gauge how well Intel is managing human rights related risks.</i></p>													
6		Report on Discrimination in Charitable Contributions	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company provides sufficient information to evaluate the company's contributions and its management of related risks.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The company provides sufficient information to evaluate the company's contributions and its management of related risks.</i></p>													
7		Provide Right to Act by Written Consent	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance 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 - Orcaia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		18,965	18,965
			04/21/2025	04/21/2025			
Total Shares:						18,965	18,965

Valero Energy Corporation

Meeting Date: 05/06/2025	Country: USA	Ticker: VLO	Proxy Level: 3
Record Date: 03/10/2025	Meeting Type: Annual	Meeting ID: 1942030	
Primary Security ID: 91913Y100	Primary CUSIP: 91913Y100	Primary ISIN: US91913Y1001	Primary SEDOL: 2041364

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

Valero Energy Corporation

Earliest Cutoff Date: 05/05/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 2,410

*Shares on Loan: 0

Shares Instructed: 2,410

Shares Voted: 2,410

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Fred M. Diaz	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
1b		Elect Director H. Paulett Eberhart	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
1c		Elect Director Marie A. Ffolkes	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
1d		Elect Director Kimberly S. Greene	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
1e		Elect Director Deborah P. Majoras	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
1f		Elect Director Eric D. Mullins	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												

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Valero Energy Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1g		Elect Director R. Lane Riggs	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
1h		Elect Director Randall J. Weisenburger	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
1i		Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. A majority of annual incentives and half of long-term incentives are based on pre-set objective targets. However, significant concerns are raised by a recent pay decision. In February 2025, the committee changed in-flight equity awards, including removing a vesting cap feature for negative absolute TSR. The cap was recently added in response to shareholder feedback after receiving low say-on-pay support. Although the company has disclosed in a supplemental filing the rationale for this decision, it is nonetheless considered problematic action.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. A majority of annual incentives and half of long-term incentives are based on pre-set objective targets. However, significant concerns are raised by a recent pay decision. In February 2025, the committee changed in-flight equity awards, including removing a vesting cap feature for negative absolute TSR. The cap was recently added in response to shareholder feedback after receiving low say-on-pay support. Although the company has disclosed in a supplemental filing the rationale for this decision, it is nonetheless considered problematic action.</i></p>												
3		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcaia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/22/2025	Auto-Approved 04/22/2025		2,410	2,410
Total Shares:						2,410	2,410

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Meeting Date: 05/07/2025	Country: USA	Ticker: CSX	Proxy Level: 3
Record Date: 03/07/2025	Meeting Type: Annual	Meeting ID: 1944986	
Primary Security ID: 126408103	Primary CUSIP: 126408103	Primary ISIN: US1264081035	Primary SEDOL: 2160753
Earliest Cutoff Date: 05/06/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 10,560	*Shares on Loan: 0	Shares Instructed: 10,560	Shares Voted: 10,560

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Ann D. Begeman	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Thomas P. Bostick	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director Anne H. Chow	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Steven T. Halverson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Paul C. Hilal	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Joseph R. Hinrichs	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director David M. Moffett	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Linda H. Riefler	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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CSX Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1j		Elect Director James L. Wainscott	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1k		Elect Director J. Steven Whisler	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1l		Elect Director John J. Zillmer	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. As in prior years, the LTI's forward-looking performance targets are not disclosed. The prior-cycle LTI plan allowed payouts for negative growth rate, which may raise shareholder concern regarding the plan's rigor. However, CEO pay and company performance are reasonably aligned for the year in review. The STI plan is conditioned on clearly disclosed objective performance metrics and a majority of the CEO's long-term equity grants are conditioned on multi-year performance goals. The board approved a one-time adjustment which improved payouts but the rationale appears reasonable. The clawback policy was implemented in presence of a restatement.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted. As in prior years, the LTI's forward-looking performance targets are not disclosed. The prior-cycle LTI plan allowed payouts for negative growth rate, which may raise shareholder concern regarding the plan's rigor. However, CEO pay and company performance are reasonably aligned for the year in review. The STI plan is conditioned on clearly disclosed objective performance metrics and a majority of the CEO's long-term equity grants are conditioned on multi-year performance goals. The board approved a one-time adjustment which improved payouts but the rationale appears reasonable. The clawback policy was implemented in presence of a restatement.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		10,560	10,560
			04/14/2025	04/14/2025			
Total Shares:						10,560	10,560

Gilead Sciences, Inc.

Meeting Date: 05/07/2025	Country: USA	Ticker: GILD	Proxy Level: 4
Record Date: 03/14/2025	Meeting Type: Annual	Meeting ID: 1946413	
Primary Security ID: 375558103	Primary CUSIP: 375558103	Primary ISIN: US3755581036	Primary SEDOL: 2369174

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

Earliest Cutoff Date: 05/06/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 5,520

***Shares on Loan:** 0

Shares Instructed: 5,520

Shares Voted: 5,520

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Jacqueline K. Barton	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Jeffrey A. Bluestone	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director Sandra J. Horning	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Kelly A. Kramer	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Ted W. Love	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Harish M. Manwani	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Daniel P. O'Day	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Javier J. Rodriguez	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director Anthony Welters	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned at this time, annual incentives are based entirely on pre-set objective measures, with robust performance disclosure for financial and non-financial metrics, and annual equity grants are targeted to be half performance conditioned.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned at this time, annual incentives are based entirely on pre-set objective measures, with robust performance disclosure for financial and non-financial metrics, and annual equity grants are targeted to be half performance conditioned.</i></p>												
4		Report on Pay Disparity	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted. The Compensation Committee is generally best positioned to determine the specific metrics and considerations in developing the executive compensation program. In addition, the say-on-pay proposal is a more appropriate avenue for shareholders to signal their preferences as it relates to the compensation program.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted. The Compensation Committee is generally best positioned to determine the specific metrics and considerations in developing the executive compensation program. In addition, the say-on-pay proposal is a more appropriate avenue for shareholders to signal their preferences as it relates to the compensation program.</i></p>												
5		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p>												
6		Adopt Comprehensive Human Rights Policy and Human Rights Due Diligence Process	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. In light of the recent significant controversies and because the company specifically acknowledges that access and availability of its medications is one of its most material ESG factors, the adoption of a comprehensive human rights policy inclusive of the company's own operations and conducting human rights due diligence appears prudent at this time.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. In light of the recent significant controversies and because the company specifically acknowledges that access and availability of its medications is one of its most material ESG factors, the adoption of a comprehensive human rights policy inclusive of the company's own operations and conducting human rights due diligence appears prudent at this time.</i></p>												
7		Report on the Risks of DEI Practices for Contractors	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company discusses several mechanisms used for evaluating and mitigating risks in its supply chain, including a recently implemented multifactor methodology and framework. In addition, the company details its enterprise risk management program, the board and management's role as it relates to ERM, and strategic and operational assessments.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The company discusses several mechanisms used for evaluating and mitigating risks in its supply chain, including a recently implemented multifactor methodology and framework. In addition, the company details its enterprise risk management program, the board and management's role as it relates to ERM, and strategic and operational assessments.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/16/2025	Auto-Approved 04/16/2025		5,520	5,520
Total Shares:						5,520	5,520

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

Meeting Date: 05/07/2025	Country: USA	Ticker: IDXX	Proxy Level: 3
Record Date: 03/10/2025	Meeting Type: Annual	Meeting ID: 1947291	
Primary Security ID: 45168D104	Primary CUSIP: 45168D104	Primary ISIN: US45168D1046	Primary SEDOL: 2459202
Earliest Cutoff Date: 05/06/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 453	*Shares on Loan: 0	Shares Instructed: 453	Shares Voted: 453

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Stuart M. Essig	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1b		Elect Director Jonathan J. Mazelsky	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1c		Elect Director M. Anne Szostak	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay and company performance are reasonably aligned for the year under review. The non-disclosure of forward-looking targets for the PSU metrics of the LTI program is a concern. Nevertheless, the committee introduced performance shares to the LTI program and the CEO's equity grant was targeted to be half performance-based. Additionally, annual incentives were primarily determined by pre-set financial metrics.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. CEO pay and company performance are reasonably aligned for the year under review. The non-disclosure of forward-looking targets for the PSU metrics of the LTI program is a concern. Nevertheless, the committee introduced performance shares to the LTI program and the CEO's equity grant was targeted to be half performance-based. Additionally, annual incentives were primarily determined by pre-set financial metrics.</i></p>													
4		Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i></p>													
5		Amend Certificate of Incorporation to Allow the Exculpation of Officers	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i></p>													

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IDEXX Laboratories, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
6		Declassify the Board of Directors	SH	Yes	None	For			For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the declassification would enhance board accountability.</i>													
<i>Blended Rationale: A vote FOR this proposal is warranted because the declassification would enhance board accountability.</i>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		453	453
			04/16/2025	04/16/2025			
Total Shares:						453	453

Intact Financial Corporation

Meeting Date: 05/07/2025	Country: Canada	Ticker: IFC	Proxy Level: 3
Record Date: 03/14/2025	Meeting Type: Annual	Meeting ID: 1928060	
Primary Security ID: 45823T106	Primary CUSIP: 45823T106	Primary ISIN: CA45823T1066	Primary SEDOL: B04YJV1
Earliest Cutoff Date: 05/02/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,030	*Shares on Loan: 0	Shares Instructed: 2,030	Shares Voted: 2,030

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1		Elect Director Charles Brindamour	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>													
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>													
1.2		Elect Director Michael Katchen	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>													
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>													
1.3		Elect Director Stephani Kingsmill	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>													
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>													
1.4		Elect Director Jane E. Kinney	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>													
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>													
1.5		Elect Director Robert G. Leary	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>													
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>													

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Intact Financial Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.6		Elect Director T. Michael Miller	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.7		Elect Director Sylvie Paquette	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.8		Elect Director Stuart J. Russell	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.9		Elect Director Indira V. Samarasekera	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.10		Elect Director Frederick Singer	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.11		Elect Director Carolyn A. Wilkins	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.12		Elect Director William L. Young	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (1 percent) were reasonable relative to total fees paid to the auditor.</i>												
<i>Blended Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (1 percent) were reasonable relative to total fees paid to the auditor.</i>												
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i>												
<i>Blended Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,030	2,030
			04/10/2025	04/10/2025			
Total Shares:						2,030	2,030

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Meeting Date: 05/07/2025	Country: Canada	Ticker: NTR	Proxy Level: 3
Record Date: 03/19/2025	Meeting Type: Annual	Meeting ID: 1930219	
Primary Security ID: 67077M108	Primary CUSIP: 67077M108	Primary ISIN: CA67077M1086	Primary SEDOL: BDRJLN0
Earliest Cutoff Date: 05/02/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 5,200	*Shares on Loan: 0	Shares Instructed: 5,200	Shares Voted: 5,200

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Christopher M. Burley	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.2		Elect Director Maura J. Clark	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.3		Elect Director Russell K. Girling	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.4		Elect Director Michael J. Hennigan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.5		Elect Director Miranda C. Hubbs	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.6		Elect Director Raj S. Kushwaha	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.7		Elect Director Julie A. Lagacy	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.8		Elect Director Consuelo E. Madere	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.9		Elect Director Keith G. Martell	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.10		Elect Director Aaron W. Regent	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												

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Nutrien Ltd.

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/09/2025	Auto-Approved 04/09/2025		5,200	5,200
Total Shares:						5,200	5,200

PepsiCo, Inc.

Meeting Date: 05/07/2025	Country: USA	Ticker: PEP	Proxy Level: 3
Record Date: 02/27/2025	Meeting Type: Annual	Meeting ID: 1947319	
Primary Security ID: 713448108	Primary CUSIP: 713448108	Primary ISIN: US7134481081	Primary SEDOL: 2681511
Earliest Cutoff Date: 05/06/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 14,580	*Shares on Loan: 0	Shares Instructed: 14,580	Shares Voted: 14,580

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Segun Agbaje	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Jennifer Bailey	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director Cesar Conde	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Ian Cook	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Edith W. Cooper	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Susan M. Diamond	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Dina Dublon	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Michelle Gass	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Ramon L. Laguarda	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Dave J. Lewis	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director David C. Page	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Robert C. Pohlad	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1m		Elect Director Daniel Vasella	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1n		Elect Director Darren Walker	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1o		Elect Director Alberto Weisser	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i></p>													
4		Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as a third-party assessment would enhance transparency, which is directly linked to customer satisfaction and shareholder value. Additionally, greater assurance would offer shareholders improved opportunities to evaluate the relevant risks and effectiveness of PepsiCo's Global Food Safety Policy.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as a third-party assessment would enhance transparency, which is directly linked to customer satisfaction and shareholder value. Additionally, greater assurance would offer shareholders improved opportunities to evaluate the relevant risks and effectiveness of PepsiCo's Global Food Safety Policy.</i></p>													
5		Report on Third-Party Racial Equity Audit	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure reviewed by a third party would enable shareholders to more effectively evaluate the impact and effectiveness of the company's initiatives and policies.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted, as additional disclosure reviewed by a third party would enable shareholders to more effectively evaluate the impact and effectiveness of the company's initiatives and policies.</i></p>													
6		Report on Risks Related to Biodiversity and Nature Loss	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as enhanced disclosures would assist shareholders in evaluating how the company manages risks related to biodiversity loss and in effectively monitoring progress on these issues.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as enhanced disclosures would assist shareholders in evaluating how the company manages risks related to biodiversity loss and in effectively monitoring progress on these issues.</i></p>													
7		Report on Plastic Packaging	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional reporting on plastic packaging would enable shareholders to better assess the company's risk management and its progress in developing alternative packaging solutions.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as additional reporting on plastic packaging would enable shareholders to better assess the company's risk management and its progress in developing alternative packaging solutions.</i></p>													

Ballot Details

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

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/18/2025	Auto-Approved 04/18/2025		14,580	14,580
Total Shares:						14,580	14,580

S&P Global Inc.

Meeting Date: 05/07/2025	Country: USA	Ticker: SPGI	Proxy Level: 3
Record Date: 03/17/2025	Meeting Type: Annual	Meeting ID: 1944773	
Primary Security ID: 78409V104	Primary CUSIP: 78409V104	Primary ISIN: US78409V1044	Primary SEDOL: BYV2325
Earliest Cutoff Date: 05/06/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,182	*Shares on Loan: 0	Shares Instructed: 1,182	Shares Voted: 1,182

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Marco Alvera	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.2		Elect Director Martina L. Cheung	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.3		Elect Director Jacques Esculier	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.4		Elect Director William D. Green	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.5		Elect Director Stephanie C. Hill	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.6		Elect Director Rebecca Jacoby	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.7		Elect Director Ian Paul Livingston	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.8		Elect Director Maria R. Morris	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.9		Elect Director Gregory Washington	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against			Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: The company provided problematic enhanced severance payments and benefits to an outgoing NEO. The proposal to expand the company's clawback policy warrants support as it would require the company to disclose the circumstances surrounding any recoupments on incentive pay (Item 4).</i></p> <p><i>Blended Rationale: The company provided problematic enhanced severance payments and benefits to an outgoing NEO. The proposal to expand the company's clawback policy warrants support as it would require the company to disclose the circumstances surrounding any recoupments on incentive pay (Item 4).</i></p>													
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
4		Amend Clawback Policy	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional disclosure on the company's recoupment of incentive pay to any NEO due to conduct or negligence.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional disclosure on the company's recoupment of incentive pay to any NEO due to conduct or negligence.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,182	1,182
			04/15/2025	04/15/2025			
Total Shares:						1,182	1,182

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: 2,178	*Shares on Loan: 0	Shares Instructed: 2,178	Shares Voted: 2,178

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
		Ordinary Business	Mgmt	No								

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: 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 3.90 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 the Absence of New Transactions	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>												
5		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>												
6		Approve Compensation of Olivier Blum, CEO from November 1, 2024 to December 31, 2024	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>												
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>												

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Proposal Number	Significant Vote	Proposal Text	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 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>												
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>												

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Proposal Number	Significant Vote	Proposal Text	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 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>												
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>												

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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>												
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>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
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>												
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>												

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Proposal Number	Significant Vote	Proposal Text	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		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
<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>												
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
<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>												
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
<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 Increase of up to 9.73 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>												
<i>Blended Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>												
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
<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>												
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>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
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>												
30		Amend Article 14.3 of Bylaws Re: Board Deliberations	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>												
31		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>												
<i>Blended Rationale: A vote FOR this routine item is warranted.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/17/2025	Auto-Approved 04/17/2025	Issuer Confirmed	2,178	2,178
Total Shares:						2,178	2,178

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Cadence Design Systems, Inc.

Meeting Date: 05/08/2025	Country: USA	Ticker: CDNS	Proxy Level: 3
Record Date: 03/10/2025	Meeting Type: Annual	Meeting ID: 1945031	
Primary Security ID: 127387108	Primary CUSIP: 127387108	Primary ISIN: US1273871087	Primary SEDOL: 2302232
Earliest Cutoff Date: 05/07/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,500	*Shares on Loan: 0	Shares Instructed: 1,500	Shares Voted: 1,500

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
1.1		Elect Director Mark W. Adams	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.2		Elect Director Ita Brennan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.3		Elect Director Lewis Chew	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.4		Elect Director Anirudh Devgan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.5		Elect Director Moshe Gavrielov	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.6		Elect Director ML Krakauer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.7		Elect Director Julia Liuson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.8		Elect Director James D. Plummer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.9		Elect Director Alberto Sangiovanni-Vincentelli	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Cadence Design Systems, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.10		Elect Director Young K. Sohn	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. Certain structural concerns in the incentive pay programs are still present, including the degree of committee discretion regarding STI awards and the lack of performance-based equity awards in FY24. The STI program's quantitative metrics do appear rigorous, and most of the targets were set above the prior year's results. Though pay and performance were reasonably aligned for the year in review, continued monitoring of these structural issues is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the proposal is warranted, with caution. Certain structural concerns in the incentive pay programs are still present, including the degree of committee discretion regarding STI awards and the lack of performance-based equity awards in FY24. The STI program's quantitative metrics do appear rigorous, and most of the targets were set above the prior year's results. Though pay and performance were reasonably aligned for the year in review, continued monitoring of these structural issues is warranted.</i></p>													
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
4		Report on Political Contributions and Expenditures	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company does not provide sufficient information regarding the financial support it may provide to trade associations that may be used for indirect political contributions.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. The company does not provide sufficient information regarding the financial support it may provide to trade associations that may be used for indirect political contributions.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/20/2025	Auto-Approved 04/20/2025		1,500	1,500
Total Shares:						1,500	1,500

Capital One Financial Corporation

Meeting Date: 05/08/2025	Country: USA	Ticker: COF	Proxy Level: 3
Record Date: 03/12/2025	Meeting Type: Annual	Meeting ID: 1946534	
Primary Security ID: 14040H105	Primary CUSIP: 14040H105	Primary ISIN: US14040H1059	Primary SEDOL: 2654461
Earliest Cutoff Date: 05/07/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,036	*Shares on Loan: 0	Shares Instructed: 2,036	Shares Voted: 2,036

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Richard D. Fairbank	Mgmt	Yes	For	For			For	For	No	No	No

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Capital One Financial Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1b		Elect Director Ime Archibong	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Christine Detrick	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Ann Fritz Hackett	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Suni P. Harford	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Peter Thomas Killalea	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Cornelis ("Eli") Leenaars	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director François Locoh-Donou	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Peter E. Raskind	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Eileen Serra	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Mayo A. Shattuck, III	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Capital One Financial Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1l		Elect Director Craig Anthony Williams	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The framework for determining total pay incorporates a significant degree of discretion, is complex, and continues to lack transparency. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, with caution. The framework for determining total pay incorporates a significant degree of discretion, is complex, and continues to lack transparency. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review.</i></p>													
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
4		Submit Severance Agreement to Shareholder Vote	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy requiring shareholder ratification of any future cash severance arrangements that exceed market norms. The requested policy would therefore provide an additional safeguard for shareholders.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy requiring shareholder ratification of any future cash severance arrangements that exceed market norms. The requested policy would therefore provide an additional safeguard for shareholders.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/22/2025	Auto-Approved 04/22/2025		2,036	2,036
Total Shares:						2,036	2,036

CRH Plc

Meeting Date: 05/08/2025	Country: Ireland	Ticker: CRH	Proxy Level: N/A
Record Date: 03/12/2025	Meeting Type: Annual	Meeting ID: 1940782	
Primary Security ID: G25508105	Primary CUSIP: G25508105	Primary ISIN: IE0001827041	Primary SEDOL: B01ZKD6
Earliest Cutoff Date: 05/05/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,573	*Shares on Loan: 0	Shares Instructed: 3,573	Shares Voted: 3,573

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Re-elect Richie Boucher as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1b		Re-elect Caroline Dowling as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Re-elect Richard Fearon as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Re-elect Johan Karlstrom as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Re-elect Shaun Kelly as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Re-elect Badar Khan as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Re-elect Lamar McKay as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Re-elect Jim Mintern as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Re-elect Gillian L. Platt as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Re-elect Mary K. Rhinehart as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Re-elect Siobhan Talbot as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1l		Re-elect Christina Verchere as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i></p> <p><i>Blended Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i></p>												
3		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
<p><i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i></p> <p><i>Blended Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i></p>												
4		Approve Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>												
5a		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
5b		Authorize 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 warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p>												
6		Authorize Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Item 6 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Item 7 A vote FOR this resolution is warranted, although it is not without concern because: * The proposed amount exceeds the recommended limit of 20 percent of issued share capital for share issuances without pre-emptive rights. The main reason for support is: * When treasury shares are included in the calculation, the proposed authority is within the limit.</i></p> <p><i>Blended Rationale: Item 6 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Item 7 A vote FOR this resolution is warranted, although it is not without concern because: * The proposed amount exceeds the recommended limit of 20 percent of issued share capital for share issuances without pre-emptive rights. The main reason for support is: * When treasury shares are included in the calculation, the proposed authority is within the limit.</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		Authorize Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Item 6 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Item 7 A vote FOR this resolution is warranted, although it is not without concern because: * The proposed amount exceeds the recommended limit of 20 percent of issued share capital for share issuances without pre-emptive rights. The main reason for support is: * When treasury shares are included in the calculation, the proposed authority is within the limit.</i></p> <p><i>Blended Rationale: Item 6 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Item 7 A vote FOR this resolution is warranted, although it is not without concern because: * The proposed amount exceeds the recommended limit of 20 percent of issued share capital for share issuances without pre-emptive rights. The main reason for support is: * When treasury shares are included in the calculation, the proposed authority is within the limit.</i></p>												
8		Authorize Share Repurchase Program	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are reasonable. Further, the board is using share buybacks to return value to shareholders and all shareholders may participate on equal terms.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are reasonable. Further, the board is using share buybacks to return value to shareholders and all shareholders may participate on equal terms.</i></p>												
9		Authorize Reissuance of Treasury Shares	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 for companies incorporated in Ireland, and no concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no concerns have been identified.</i></p>												
10		Require Advance Notice for Shareholder Proposals/Nominations	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the advance notice requirement is considered reasonable.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as the advance notice requirement is considered reasonable.</i></p>												
11a		Adopt Plurality Voting in Contested Director Elections	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a plurality vote standard for contested director elections is considered best practice, because it will help to ensure that in a contested election, shareholders' preferred candidates are elected to the board.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as a plurality vote standard for contested director elections is considered best practice, because it will help to ensure that in a contested election, shareholders' preferred candidates are elected to the board.</i></p>												
11b		Amend Articles of Association to Allow the Board to Determine the Number of Directors and Provide for Holdover Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the amendments appear to be reasonable and do not appear to be motivated by a desire to entrench management.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given that the amendments appear to be reasonable and do not appear to be motivated by a desire to entrench management.</i></p>												
12		Amend Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The amendments either provide the board with reasonable flexibility or appear to be administrative in nature.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. The amendments either provide the board with reasonable flexibility or appear to be administrative in nature.</i></p>												

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/25/2025	Auto-Approved 04/25/2025		3,573	3,573
Total Shares:						3,573	3,573

Ecolab Inc.

Meeting Date: 05/08/2025	Country: USA	Ticker: ECL	Proxy Level: 3
Record Date: 03/11/2025	Meeting Type: Annual	Meeting ID: 1944404	
Primary Security ID: 278865100	Primary CUSIP: 278865100	Primary ISIN: US2788651006	Primary SEDOL: 2304227
Earliest Cutoff Date: 05/07/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,300	*Shares on Loan: 0	Shares Instructed: 1,300	Shares Voted: 1,300

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Judson B. Althoff	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Shari L. Ballard	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director Christophe Beck	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Michel D. Doukeris	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Eric M. Green	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Marion K. Gross	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Michael Larson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1h		Elect Director David W. MacLennan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1i		Elect Director Tracy B. McKibben	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1j		Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1k		Elect Director Victoria J. Reich	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1l		Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1m		Elect Director John J. Zillmer	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance is reasonably aligned. The STIP is based on a pre-set financial metric, while the LTIP is majority performance-based and measured over a multi-year performance period.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance is reasonably aligned. The STIP is based on a pre-set financial metric, while the LTIP is majority performance-based and measured over a multi-year performance period.</i></p>												
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i></p>												

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/14/2025	Auto-Approved 04/14/2025		1,300	1,300
Total Shares:						1,300	1,300

Edwards Lifesciences Corporation

Meeting Date: 05/08/2025	Country: USA	Ticker: EW	Proxy Level: 3
Record Date: 03/11/2025	Meeting Type: Annual	Meeting ID: 1945685	
Primary Security ID: 28176E108	Primary CUSIP: 28176E108	Primary ISIN: US28176E1082	Primary SEDOL: 2567116
Earliest Cutoff Date: 05/07/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 4,510	*Shares on Loan: 0	Shares Instructed: 4,510	Shares Voted: 4,510

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Leslie C. Davis	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.2		Elect Director David T. Feinberg	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.3		Elect Director Kieran T. Gallahue	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.4		Elect Director Leslie S. Heisz	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.5		Elect Director Paul A. LaViolette	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.6		Elect Director Steven R. Loranger	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.7		Elect Director Ramona Sequeira	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Edwards Lifesciences Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.8		Elect Director Nicholas J. Valeriani	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1.9		Elect Director Bernard J. Zovighian	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay and performance are reasonably aligned at this time and annual incentives are predominantly based on pre-set objective metrics, though some concerns remain regarding regular annual equity grant practices</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. CEO pay and performance are reasonably aligned at this time and annual incentives are predominantly based on pre-set objective metrics, though some concerns remain regarding regular annual equity grant practices</i></p>												
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The number of shares reserved is reasonable; and * The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The number of shares reserved is reasonable; and * The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i></p>												
5		Amend Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the plan is broad-based, provides for a reasonable discount, and has limits on employee contributions.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given that the plan is broad-based, provides for a reasonable discount, and has limits on employee contributions.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/15/2025	Auto-Approved 04/15/2025		4,510	4,510
Total Shares:						4,510	4,510

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Meeting Date: 05/08/2025	Country: Canada	Ticker: FTS	Proxy Level: 3
Record Date: 03/21/2025	Meeting Type: Annual	Meeting ID: 1930115	
Primary Security ID: 349553107	Primary CUSIP: 349553107	Primary ISIN: CA3495531079	Primary SEDOL: 2347200
Earliest Cutoff Date: 05/05/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 6,063	*Shares on Loan: 0	Shares Instructed: 6,063	Shares Voted: 6,063

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

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Fortis Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.11		Elect Director Donald R. Marchand	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>													
1.12		Elect Director Jo Mark Zurel	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>													
2		Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.</i></p> <p><i>Blended Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.</i></p>													
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution. The initial quantitative pay-for-performance screen has identified a low concern. However, after applying the FPA test, the overall quantitative pay-for-performance screen exhibited a medium concern. The company made several updates to the compensation programs, introduced of a funds from operations (FFO) to debt ratio, to replace the existing cash flow measure, changes to the target setting approach for safety and reliability measures, adjusted the corporate performance weighting for certain executives, and adjusted the TSR performance peer group, increasing the Canadian component. Overall, the company has demonstrated adequate stewardship of investors' interests regarding executive compensation.</i></p> <p><i>Blended Rationale: Vote FOR this non-binding advisory resolution. The initial quantitative pay-for-performance screen has identified a low concern. However, after applying the FPA test, the overall quantitative pay-for-performance screen exhibited a medium concern. The company made several updates to the compensation programs, introduced of a funds from operations (FFO) to debt ratio, to replace the existing cash flow measure, changes to the target setting approach for safety and reliability measures, adjusted the corporate performance weighting for certain executives, and adjusted the TSR performance peer group, increasing the Canadian component. Overall, the company has demonstrated adequate stewardship of investors' interests regarding 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 Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		6,063	6,063
			04/10/2025	04/10/2025			
Total Shares:						6,063	6,063

Prologis, Inc.

Meeting Date: 05/08/2025	Country: USA	Ticker: PLD	Proxy Level: 3
Record Date: 03/12/2025	Meeting Type: Annual	Meeting ID: 1947698	
Primary Security ID: 74340W103	Primary CUSIP: 74340W103	Primary ISIN: US74340W1036	Primary SEDOL: B44WZD7

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

Earliest Cutoff Date: 05/07/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 4,055

*Shares on Loan: 0

Shares Instructed: 4,055

Shares Voted: 4,055

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Hamid R. Moghadam	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1b		Elect Director Cristina G. Bitá	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director James B. Connor	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director George L. Fotiades	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Lydia H. Kennard	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Daniel S. Letter	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Irving F. Lyons, III	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Guy A. Metcalfe	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Avid Modjtabai	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director David P. O'Connor	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1k		Elect Director Olivier Piani	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1l		Elect Director Sarah A. Slusser	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Reported CEO compensation reflects the transition from a trailing three-year performance period in the LTI to a forward-looking structure beginning in FY24, as two tranches equity of awards were reported in FY24, and this is not expected to continue going forward. Nevertheless, reported CEO pay (and performance year CEO pay) declined substantially. There remains some concern surrounding pay program complexity, particularly with respect to the PPP program as an LTI vehicle, which has historically provided for volatile pay outcomes. However, the STI program is predominantly based on pre-set quantified goals, and the CEO's LTI award is entirely based on multi-year relative TSR performance, which now targets outperformance and caps vesting if absolute TSR is negative. The recently introduced cap on total CEO pay provides some degree of protection for the potentially volatile pay swings that may occur under the PPP program.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, with caution. Reported CEO compensation reflects the transition from a trailing three-year performance period in the LTI to a forward-looking structure beginning in FY24, as two tranches equity of awards were reported in FY24, and this is not expected to continue going forward. Nevertheless, reported CEO pay (and performance year CEO pay) declined substantially. There remains some concern surrounding pay program complexity, particularly with respect to the PPP program as an LTI vehicle, which has historically provided for volatile pay outcomes. However, the STI program is predominantly based on pre-set quantified goals, and the CEO's LTI award is entirely based on multi-year relative TSR performance, which now targets outperformance and caps vesting if absolute TSR is negative. The recently introduced cap on total CEO pay provides some degree of protection for the potentially volatile pay swings that may occur under the PPP program.</i></p>												
3		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the right to call special meetings at a 10 percent ownership threshold would enhance shareholder rights.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as the right to call special meetings at a 10 percent ownership threshold would enhance shareholder rights.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/14/2025	Auto-Approved 04/14/2025		4,055	4,055
Total Shares:						4,055	4,055

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Reckitt Benckiser Group Plc

Meeting Date: 05/08/2025	Country: United Kingdom	Ticker: RKT	Proxy Level: N/A
Record Date: 05/06/2025	Meeting Type: Annual	Meeting ID: 1935910	
Primary Security ID: G74079107	Primary CUSIP: G74079107	Primary ISIN: GB00B24CGK77	Primary SEDOL: B24CGK7
Earliest Cutoff Date: 05/02/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 6,054	*Shares on Loan: 0	Shares Instructed: 6,054	Shares Voted: 6,054

Proposal Number	Significant Vote	Proposal Text	Proponent	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>												
2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted, although it is not without concern: * The CFO received a 9% salary increase for FY2025, above the 4% increase made to the wider UK workforce. * The Remuneration Committee has exercised discretion in respect of annual bonus and vesting LTIP outcomes. The main reasons for support are: * The Company has provided a cogent argument for both the salary increase and the use of discretion. Furthermore, the resulting salary level does not stand out relative to similarly sized FTSE 100 companies. * No other overriding concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted, although it is not without concern: * The CFO received a 9% salary increase for FY2025, above the 4% increase made to the wider UK workforce. * The Remuneration Committee has exercised discretion in respect of annual bonus and vesting LTIP outcomes. The main reasons for support are: * The Company has provided a cogent argument for both the salary increase and the use of discretion. Furthermore, the resulting salary level does not stand out relative to similarly sized FTSE 100 companies. * No other overriding concerns have been identified.</i></p>												
3		Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted in the absence of any significant concerns.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted in the absence of any significant concerns.</i></p>												
4		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>												
5		Re-elect Andrew Bonfield as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
6		Re-elect Margherita Della Valle as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
7		Re-elect Mehmood Khan as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												

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Reckitt Benckiser 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
8		Re-elect Elane Stock as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
9		Re-elect Sir Jeremy Darroch as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
10		Re-elect Tamara Ingram as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
11		Re-elect Kris Licht as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
12		Re-elect Shannon Eisenhardt as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
13		Re-elect Marybeth Hays as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
14		Elect Fiona Dawson as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
15		Elect Stefan Oschmann as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
16		Elect Mahesh Madhavan as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
17		Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this resolution is considered warranted at this time.</i>												
<i>Blended Rationale: A vote FOR this resolution is considered warranted at this time.</i>												

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Reckitt Benckiser 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
18		Authorise the Audit Committee 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 warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i></p>												
19		Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i></p>												
20		Approve Long-Term Incentive Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted, although it is not without concern: * Awards may be settled in cash at the discretion of the Remuneration Committee; and * The plan lacks a "5% in 10 years" dilution limit which would apply to discretionary schemes. The main reasons for support are: * Any cash settled awards would be reviewed under the remit of the relevant remuneration report; and * The lack of a 5% inner limit reflects the Company's current practice since shareholders last approved the LTIP plan rules in 2015.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted, although it is not without concern: * Awards may be settled in cash at the discretion of the Remuneration Committee; and * The plan lacks a "5% in 10 years" dilution limit which would apply to discretionary schemes. The main reasons for support are: * Any cash settled awards would be reviewed under the remit of the relevant remuneration report; and * The lack of a 5% inner limit reflects the Company's current practice since shareholders last approved the LTIP plan rules in 2015.</i></p>												
21		Approve Sharesave Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this tax-approved plan is warranted because it is broad-based and no corporate governance concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this tax-approved plan is warranted because it is broad-based and no corporate governance concerns have been identified.</i></p>												
22		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
23		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 warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
24		Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												

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Reckitt Benckiser 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
25		Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p>												
26		Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		6,054	6,054
			04/17/2025	04/17/2025			
Total Shares:						6,054	6,054

Sun Life Financial Inc.

Meeting Date: 05/08/2025	Country: Canada	Ticker: SLF	Proxy Level: 3
Record Date: 03/14/2025	Meeting Type: Annual	Meeting ID: 1927664	
Primary Security ID: 866796105	Primary CUSIP: 866796105	Primary ISIN: CA8667961053	Primary SEDOL: 2566124
Earliest Cutoff Date: 05/05/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 6,805	*Shares on Loan: 0	Shares Instructed: 6,805	Shares Voted: 6,805

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Deepak Chopra	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1.2		Elect Director Stephanie L. Coyles	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1.3		Elect Director Patrick P. F. Cronin	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												
1.4		Elect Director Ashok K. Gupta	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.5		Elect Director David H. Y. Ho	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.6		Elect Director Laurie G. Hylton	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.7		Elect Director Stacey A. Madge	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.8		Elect Director Helen M. Malloy Hicks	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.9		Elect Director Marie-Lucie Morin	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.10		Elect Director Joseph M. Natale	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.11		Elect Director Scott F. Powers	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.12		Elect Director Kevin D. Strain	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
2		Ratify Deloitte LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (9 percent) were reasonable relative to total fees paid to the auditor.</i>												
<i>Blended Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (9 percent) were reasonable relative to total fees paid to the auditor.</i>												
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i>												
<i>Blended Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		6,805	6,805
			04/08/2025	04/08/2025			

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

Union Pacific Corporation

Meeting Date: 05/08/2025 Country: USA Ticker: UNP Proxy Level: 3
 Record Date: 03/14/2025 Meeting Type: Annual Meeting ID: 1945016
 Primary Security ID: 907818108 Primary CUSIP: 907818108 Primary ISIN: US9078181081 Primary SEDOL: 2914734

Earliest Cutoff Date: 05/07/2025 Total Ballots: 1 Voting Policy: Sustainability Additional Policy:
 Votable Shares: 2,431 *Shares on Loan: 0 Shares Instructed: 2,431 Shares Voted: 2,431

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director David B. Dillon	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1b		Elect Director Sheri H. Edison	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Teresa M. Finley	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Deborah C. Hopkins	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Jane H. Lute	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Michael R. McCarthy	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Doyle R. Simons	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director John K. Tien, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director V. James Vena	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Union Pacific Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1j		Elect Director John P. Wiehoff	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1k		Elect Director Christopher J. Williams	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>												
4		Amend Clawback Policy	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company's existing clawback policies appear to cover the standard that is requested by the proponent. Further, the proponent's ask that the board disclose any deliberations related to the policy, even when recoupment of pay is not sought, is considered overly burdensome.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted. The company's existing clawback policies appear to cover the standard that is requested by the proponent. Further, the proponent's ask that the board disclose any deliberations related to the policy, even when recoupment of pay is not sought, is considered overly burdensome.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,431	2,431
			04/18/2025	04/18/2025			
Total Shares:						2,431	2,431

United Parcel Service, Inc.

Meeting Date: 05/08/2025	Country: USA	Ticker: UPS	Proxy Level: 3
Record Date: 03/10/2025	Meeting Type: Annual	Meeting ID: 1941626	
Primary Security ID: 911312106	Primary CUSIP: 911312106	Primary ISIN: US9113121068	Primary SEDOL: 2517382
Earliest Cutoff Date: 05/07/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,652	*Shares on Loan: 0	Shares Instructed: 3,652	Shares Voted: 3,652

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

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United Parcel Service, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<p><i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>										
1b		Elect Director Eva Boratto	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>										
1c		Elect Director Kevin Clark	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>										
1d		Elect Director Wayne Hewett	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>										
1e		Elect Director Angela Hwang	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>										
1f		Elect Director Kate Johnson	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>										
1g		Elect Director William Johnson	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>										

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United Parcel Service, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1h		Elect Director Franck Moison	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>										
1i		Elect Director Christiana Smith Shi	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>										
1j		Elect Director Russell Stokes	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>										
1k		Elect Director Carol B. Tome	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>										
1l		Elect Director Kevin M. Warsh	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concern is raised given that goals are not forwardly disclosed for PSUs. However, annual incentives are entirely based on pre-set financial metrics and the long-term awards are primarily performance-conditioned and use multi-year performance periods.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concern is raised given that goals are not forwardly disclosed for PSUs. However, annual incentives are entirely based on pre-set financial metrics and the long-term awards are primarily performance-conditioned and use multi-year performance periods.</i>										
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

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United Parcel Service, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters.</i></p>													
5		Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company provides sufficient information regarding its rationale for addressing GHG emissions and oversight of climate-related risks.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The company provides sufficient information regarding its rationale for addressing GHG emissions and oversight of climate-related risks.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,652	3,652
			04/18/2025	04/18/2025			
Total Shares:						3,652	3,652

United Rentals, Inc.

Meeting Date: 05/08/2025	Country: USA	Ticker: URI	Proxy Level: 3
Record Date: 03/10/2025	Meeting Type: Annual	Meeting ID: 1945681	
Primary Security ID: 911363109	Primary CUSIP: 911363109	Primary ISIN: US9113631090	Primary SEDOL: 2134781
Earliest Cutoff Date: 05/07/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 480	*Shares on Loan: 0	Shares Instructed: 480	Shares Voted: 480

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Julie M. Heuer Brandt	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1b		Elect Director Marc A. Bruno	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1c		Elect Director Larry D. De Shon	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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United Rentals, Inc.

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

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United Rentals, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as further reducing the ownership threshold to initiate action by written consent would give shareholders a more meaningful written consent right.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as further reducing the ownership threshold to initiate action by written consent would give shareholders a more meaningful written consent right.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/18/2025	Auto-Approved 04/18/2025		480	480
Total Shares:						480	480

WSP Global Inc.

Meeting Date: 05/08/2025	Country: Canada	Ticker: WSP	Proxy Level: 3
Record Date: 03/25/2025	Meeting Type: Annual	Meeting ID: 1933618	
Primary Security ID: 92938W202	Primary CUSIP: 92938W202	Primary ISIN: CA92938W2022	Primary SEDOL: BHR3R21
Earliest Cutoff Date: 05/05/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,143	*Shares on Loan: 0	Shares Instructed: 2,143	Shares Voted: 2,143

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1		Elect Director Christopher Cole	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>													
1.2		Elect Director Martine Ferland	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>													
1.3		Elect Director Eric Lamarre	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>													
1.4		Elect Director Alexandre L'Heureux	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>													
1.5		Elect Director Suzanne Rancourt	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>													

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WSP Global Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.6		Elect Director Linda Smith-Galipeau	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.7		Elect Director Macky Tall	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1.8		Elect Director Claude Tessier	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
2		Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (12 percent) were reasonable relative to total fees paid to the auditor.</i>												
<i>Blended Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (12 percent) were reasonable relative to total fees paid to the auditor.</i>												
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i>												
<i>Blended Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/09/2025	Auto-Approved 04/09/2025		2,143	2,143
Total Shares:						2,143	2,143

Colgate-Palmolive Company

Meeting Date: 05/09/2025	Country: USA	Ticker: CL	Proxy Level: 3
Record Date: 03/10/2025	Meeting Type: Annual	Meeting ID: 1945407	
Primary Security ID: 194162103	Primary CUSIP: 194162103	Primary ISIN: US1941621039	Primary SEDOL: 2209106
Earliest Cutoff Date: 05/08/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 4,199	*Shares on Loan: 0	Shares Instructed: 4,199	Shares Voted: 4,199

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director John P. Bilbrey	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Colgate-Palmolive Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1b		Elect Director John T. Cahill	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Steven A. Cahillane	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Lisa M. Edwards	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director C. Martin Harris	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Martina Hund-Mejean	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Kimberly A. Nelson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Brian O. Newman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Lorrie M. Norrington	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Noel Wallace	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

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Colgate-Palmolive Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i></p>												
4		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p>												
5		Revisit Plastic Packaging Policies	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has demonstrated a transparent, science-based approach to eliminating plastic waste, with clear goals, disclosures, and ongoing efforts to monitor and manage related risks. The requested re-examination and report would be an unnecessary use of company resources.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The company has demonstrated a transparent, science-based approach to eliminating plastic waste, with clear goals, disclosures, and ongoing efforts to monitor and manage related risks. The requested re-examination and report would be an unnecessary use of company resources.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/21/2025	Auto-Approved 04/21/2025		4,199	4,199
Total Shares:						4,199	4,199

Lonza Group AG

Meeting Date: 05/09/2025	Country: Switzerland	Ticker: LONN	Proxy Level: N/A
Record Date:	Meeting Type: Annual	Meeting ID: 1937070	
Primary Security ID: H50524133	Primary CUSIP: H50524133	Primary ISIN: CH0013841017	Primary SEDOL: 7333378
Earliest Cutoff Date: 05/01/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 629	*Shares on Loan: 0	Shares Instructed: 629	Shares Voted: 629

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p>												
2		Approve Non-Financial 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>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A 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>												
4		Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.</i></p>												
5		Approve Allocation of Income and Dividends of CHF 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>												
6.1.1		Reelect Marion Helmes as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jean-Marc Huet 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 Jean-Marc Huet is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.1.2		Reelect Jean-Marc Huet as Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jean-Marc Huet 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 Jean-Marc Huet is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.1.3		Reelect Angelica Kohlmann as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jean-Marc Huet 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 Jean-Marc Huet is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.1.4		Reelect Christoph Maeder as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jean-Marc Huet 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 Jean-Marc Huet is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.1.5		Reelect Roger Nitsch as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jean-Marc Huet 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 Jean-Marc Huet 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
6.1.6		Reelect Barbara Richmond as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jean-Marc Huet 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 Jean-Marc Huet is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.1.7		Reelect Juergen Steinemann as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jean-Marc Huet 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 Jean-Marc Huet is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.2.1		Elect Juan Andres as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jean-Marc Huet 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 Jean-Marc Huet is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.2.2		Elect Eric Drape as Director (from May 14, 2025)	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jean-Marc Huet 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 Jean-Marc Huet is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.2.3		Elect David Meline as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jean-Marc Huet 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 Jean-Marc Huet is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.3		Reelect Jean-Marc Huet as Board Chair	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jean-Marc Huet 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 Jean-Marc Huet is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.4.1		Reappoint Angelica Kohlmann 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 Jean-Marc Huet 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 Jean-Marc Huet is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.4.2		Reappoint Christoph Maeder 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 Jean-Marc Huet 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 Jean-Marc Huet 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
6.4.3		Reappoint Juergen Steinemann 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 Jean-Marc Huet 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 Jean-Marc Huet is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.4.4		Appoint Eric Drape 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 Jean-Marc Huet 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 Jean-Marc Huet is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
6.4.5		Appoint David Meline 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 Jean-Marc Huet 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 Jean-Marc Huet is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
7		Ratify Deloitte AG 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>												
8		Designate Lenz Caemmerer 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>												
9		Approve Remuneration of Directors in the Amount of CHF 4.3 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i></p>												
10.1		Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 5.1 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i></p> <p><i>Blended Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i></p>												

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Lonza 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	
10.2		Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 25.6 Million	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i></p> <p><i>Blended Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i></p>													
11		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
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		629	629
			04/22/2025	04/22/2025			
Total Shares:						629	629

QBE Insurance Group Limited

Meeting Date: 05/09/2025	Country: Australia	Ticker: QBE	Proxy Level: N/A
Record Date: 05/07/2025	Meeting Type: Annual	Meeting ID: 1906341	
Primary Security ID: Q78063114	Primary CUSIP: Q78063114	Primary ISIN: AU000000QBE9	Primary SEDOL: 6715740
Earliest Cutoff Date: 05/05/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 16,600	*Shares on Loan: 0	Shares Instructed: 16,600	Shares Voted: 16,600

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

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<p><i>Voting Policy Rationale: A qualified vote FOR the remuneration report is warranted. The quantitative P4P model indicates a low degree of concern. The CEO's fixed remuneration is consistent with peers in the ASX 1-25 group, the uplift in Annual Performance Incentive (STI) bonuses are sufficiently aligned with improved company performance in FY24, and LTI vesting to executives (excluding the CEO who did not receive an FY20 LTI since he was not employed at that time) is sufficiently aligned with performance measures and shareholder returns in the long-term. The qualification is to highlight the following concerns: * Poor and absent disclosure of any meaningful specific and quantified targets in the STI and LTI. * The nature of API non-financial performance measures is qualitative and assessment potentially subject to excessive board discretion of bonuses for "day job" duties. * The inclusion of non-financial performance measures in the FY24 LTI (i.e. customer satisfaction and sustainability) to comply with the requirements of APRA's Prudential Standard CPS511 are not disclosed for shareholders to assess rigor, and unlikely to be commercial in confidence. * A three-year LTI performance period is considered as inferior amongst ASX 1-25 companies. * Dividends on unvested shares are offered in the LTI representing poor governance. * Additional fees for a director's time to travel to board meetings or other board commitments. * Shareholdings of executives in the calculation of minimum shareholding requirements (MSR) include deferred API and LTI rights that are not subject to performance. However, under CPS511 deferred bonuses remain subject to claw back, and therefore, should not be included for the purposes of the MSR.</i></p>										
		<p><i>Blended Rationale: A qualified vote FOR the remuneration report is warranted. The quantitative P4P model indicates a low degree of concern. The CEO's fixed remuneration is consistent with peers in the ASX 1-25 group, the uplift in Annual Performance Incentive (STI) bonuses are sufficiently aligned with improved company performance in FY24, and LTI vesting to executives (excluding the CEO who did not receive an FY20 LTI since he was not employed at that time) is sufficiently aligned with performance measures and shareholder returns in the long-term. The qualification is to highlight the following concerns: * Poor and absent disclosure of any meaningful specific and quantified targets in the STI and LTI. * The nature of API non-financial performance measures is qualitative and assessment potentially subject to excessive board discretion of bonuses for "day job" duties. * The inclusion of non-financial performance measures in the FY24 LTI (i.e. customer satisfaction and sustainability) to comply with the requirements of APRA's Prudential Standard CPS511 are not disclosed for shareholders to assess rigor, and unlikely to be commercial in confidence. * A three-year LTI performance period is considered as inferior amongst ASX 1-25 companies. * Dividends on unvested shares are offered in the LTI representing poor governance. * Additional fees for a director's time to travel to board meetings or other board commitments. * Shareholdings of executives in the calculation of minimum shareholding requirements (MSR) include deferred API and LTI rights that are not subject to performance. However, under CPS511 deferred bonuses remain subject to claw back, and therefore, should not be included for the purposes of the MSR.</i></p>										
3		Approve Grant of LTI Plan Conditional Rights under the Company's LTI Plan for 2025 to Andrew Horton	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A qualified vote FOR the grant of FY25 LTI conditional rights to the CEO Andrew Horton is warranted. Support is on the basis of relative TSR and absolute ROE targets being retained in the LTI from prior years, although at a reduced weighting of 80 percent. Some shareholders may seek to vote against this proposal given the following concerns: * The continued utilisation of non-financial performance measures may lead to higher certainty of vesting and outcomes that are misaligned with shareholder returns and company performance; * Poor and absent disclosure in the LTI of the ROE measures and the non-financial performance measures, which may result in misaligned and excessive board discretion in assessment; * The company's disclosure being inferior to the practices of other APRA-regulated entities and local market insurance sector peers. * The provision for dividends on unvested shares.</i></p>										
		<p><i>Blended Rationale: A qualified vote FOR the grant of FY25 LTI conditional rights to the CEO Andrew Horton is warranted. Support is on the basis of relative TSR and absolute ROE targets being retained in the LTI from prior years, although at a reduced weighting of 80 percent. Some shareholders may seek to vote against this proposal given the following concerns: * The continued utilisation of non-financial performance measures may lead to higher certainty of vesting and outcomes that are misaligned with shareholder returns and company performance; * Poor and absent disclosure in the LTI of the ROE measures and the non-financial performance measures, which may result in misaligned and excessive board discretion in assessment; * The company's disclosure being inferior to the practices of other APRA-regulated entities and local market insurance sector peers. * The provision for dividends on unvested shares.</i></p>										
4a		Elect Yasmin Allen as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST the re-election of Yasmin Allen (Item 4a) is warranted. Concerns are identified regarding failures of governance, board and risk oversight at ASX Limited where she had served as a long-tenured director prior to her retirement from that board in 2024. A vote FOR the election of Neil Maidment (Item 4b) is warranted as no material issues have been identified from his nomination regarding board and committee composition.</i></p>										
		<p><i>Blended Rationale: A vote AGAINST the re-election of Yasmin Allen (Item 4a) is warranted. Concerns are identified regarding failures of governance, board and risk oversight at ASX Limited where she had served as a long-tenured director prior to her retirement from that board in 2024. A vote FOR the election of Neil Maidment (Item 4b) is warranted as no material issues have been identified from his nomination regarding board and committee composition.</i></p>										

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QBE Insurance Group Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4b		Elect Neil Maidment as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the re-election of Yasmin Allen (Item 4a) is warranted. Concerns are identified regarding failures of governance, board and risk oversight at ASX Limited where she had served as a long-tenured director prior to her retirement from that board in 2024. A vote FOR the election of Neil Maidment (Item 4b) is warranted as no material issues have been identified from his nomination regarding board and committee composition.</i></p> <p><i>Blended Rationale: A vote AGAINST the re-election of Yasmin Allen (Item 4a) is warranted. Concerns are identified regarding failures of governance, board and risk oversight at ASX Limited where she had served as a long-tenured director prior to her retirement from that board in 2024. A vote FOR the election of Neil Maidment (Item 4b) is warranted as no material issues have been identified from his nomination regarding board and committee composition.</i></p>													
5		Approve the Amendments to the Company's Constitution	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. The proposed amendments are not contentious and mostly administrative in nature. The company has withdrawn the amendment regarding virtual only meetings (Rule 30).</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. The proposed amendments are not contentious and mostly administrative in nature. The company has withdrawn the amendment regarding virtual only meetings (Rule 30).</i></p>													
6		Approve Renewal of Proportional Takeover Provisions	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		16,600	16,600
			04/15/2025	04/15/2025			
Total Shares:						16,600	16,600

The Progressive Corporation

Meeting Date: 05/09/2025	Country: USA	Ticker: PGR	Proxy Level: 3
Record Date: 03/14/2025	Meeting Type: Annual	Meeting ID: 1944217	
Primary Security ID: 743315103	Primary CUSIP: 743315103	Primary ISIN: US7433151039	Primary SEDOL: 2705024
Earliest Cutoff Date: 05/08/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,420	*Shares on Loan: 0	Shares Instructed: 2,420	Shares Voted: 2,420

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Philip Bleser	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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The Progressive Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1b		Elect Director Stuart B. Burgdoerfer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Pamela J. Craig	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Charles A. Davis	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Roger N. Farah	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Lawton W. Fitt	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Susan Patricia Griffith	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Devin C. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Jeffrey D. Kelly	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Barbara R. Snyder	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Kahina Van Dyke	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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The Progressive Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay and performance are reasonably aligned for the year in review. There continues to be a lack of disclosure of specific performance targets under the annual incentive plan, which makes it difficult to assess its rigor. Nevertheless, the vast majority of the CEO's equity award continues to be performance-based and measured over multi-year performance periods.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. CEO pay and performance are reasonably aligned for the year in review. There continues to be a lack of disclosure of specific performance targets under the annual incentive plan, which makes it difficult to assess its rigor. Nevertheless, the vast majority of the CEO's equity award continues to be performance-based and measured over multi-year performance periods.</i></p>													
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,420	2,420
			04/18/2025	04/18/2025			
Total Shares:						2,420	2,420

VGP SA

Meeting Date: 05/09/2025	Country: Belgium	Ticker: VGP	Proxy Level: N/A
Record Date: 04/25/2025	Meeting Type: Annual/Special	Meeting ID: 1955703	
Primary Security ID: B9738D109	Primary CUSIP: B9738D109	Primary ISIN: BE0003878957	Primary SEDOL: B29L881
Earliest Cutoff Date: 04/30/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,906	*Shares on Loan: 0	Shares Instructed: 3,906	Shares Voted: 3,906

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

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Proposal Number	Significant Vote	Proposal Text	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 Financial Statements, Allocation of Income, and Dividends of EUR 2.75 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>												
4		Approve Remuneration Report	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted as we raise some concerns because the ex-post performance assessment of non-financial metrics is not provided and the company does not provide performance targets which does not allow shareholders to assess the stringency of the pay for performance. Furthermore, the company does not provide the performance achievement and assessment for the LTIP. Additionally, the company has not responded to significant minority shareholder dissent.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted as we raise some concerns because the ex-post performance assessment of non-financial metrics is not provided and the company does not provide performance targets which does not allow shareholders to assess the stringency of the pay for performance. Furthermore, the company does not provide the performance achievement and assessment for the LTIP. Additionally, the company has not responded to significant minority shareholder dissent.</i></p>												
5		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>												
6		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i></p>												
7		Reelect VM Invest NV Represented by Bart Van Malderen as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p> <p><i>Blended Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>												
8		Reelect Jan Van Geet s.r.o. Represented by Jan Van Geet 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>												
9		Approve Resignation of Katherina Reiche as Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because this is a routine item.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because this is a routine 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
10		Elect CM Advisors Ltd Represented by Chris Morrish 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>												
11		Ratify KPMG as Auditors and Approve Auditors' Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i></p>												
12.1		Authorize Implementation of Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i></p> <p><i>Blended Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i></p>												
12.2		Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i></p> <p><i>Blended Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i></p>												
		Special Meeting Agenda	Mgmt	No								
1.1		Approve Change-of-Control Clause Re: Green Bond Issued by the Company on April 2, 2025	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to an issuance of green bonds and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to an issuance of green bonds and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												
2.1		Authorize Implementation of Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted, as these proposals concern a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i></p> <p><i>Blended Rationale: A vote FOR is warranted, as these proposals concern a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i></p>												
2.2		Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted, as these proposals concern a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i></p> <p><i>Blended Rationale: A vote FOR is warranted, as these proposals concern a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i></p>												

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/18/2025	Auto-Approved 04/18/2025		3,906	3,906
Total Shares:						3,906	3,906

Wheaton Precious Metals Corp.

Meeting Date: 05/09/2025	Country: Canada	Ticker: WPM	Proxy Level: 3
Record Date: 03/14/2025	Meeting Type: Annual/Special	Meeting ID: 1927304	
Primary Security ID: 962879102	Primary CUSIP: 962879102	Primary ISIN: CA9628791027	Primary SEDOL: BF13KN5
Earliest Cutoff Date: 05/06/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 4,700	*Shares on Loan: 0	Shares Instructed: 4,700	Shares Voted: 4,700

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
a1		Elect Director George L. Brack	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
a2		Elect Director Jaimie Donovan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
a3		Elect Director Chantal Gosselin	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
a4		Elect Director Jeane Hull	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
a5		Elect Director Glenn Ives	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
a6		Elect Director Charles A. Jeannes	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
a7		Elect Director Marilyn Schonberner	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												

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Wheaton Precious Metals Corp.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
a8		Elect Director Randy V.J. Smallwood	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>													
a9		Elect Director Srinivasan Venkatakrishnan	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p> <p><i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i></p>													
b		Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.</i></p> <p><i>Blended Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.</i></p>													
c		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i></p> <p><i>Blended Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		4,700	4,700
			04/11/2025	04/11/2025			
Total Shares:						4,700	4,700

3M Company

Meeting Date: 05/13/2025	Country: USA	Ticker: MMM	Proxy Level: 3
Record Date: 03/18/2025	Meeting Type: Annual	Meeting ID: 1945528	
Primary Security ID: 88579Y101	Primary CUSIP: 88579Y101	Primary ISIN: US88579Y1010	Primary SEDOL: 2595708
Earliest Cutoff Date: 05/12/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,980	*Shares on Loan: 0	Shares Instructed: 2,980	Shares Voted: 2,980

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director David P. Bozeman	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1b		Elect Director Thomas (Tony) K. Brown	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director William M. Brown	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Audrey Choi	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Anne H. Chow	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director David B. Dillon	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director James R. Fitterling	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Suzan Kereere	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Gregory R. Page	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Pedro J. Pizarro	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Thomas W. Sweet	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

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3M Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: The lack of performance criteria attached to new hire bonuses and the sizable LTIP grant value for the former CEO raises some concern. However, following a failed say-on-pay vote last year, the company engaged with shareholders, disclosed their concerns, and made meaningful changes to address those concerns. Further, the new CEO's pay is largely connected to objective performance metrics, and his overall pay is reasonably aligned to company performance for the year in review. On balance, a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: The lack of performance criteria attached to new hire bonuses and the sizable LTIP grant value for the former CEO raises some concern. However, following a failed say-on-pay vote last year, the company engaged with shareholders, disclosed their concerns, and made meaningful changes to address those concerns. Further, the new CEO's pay is largely connected to objective performance metrics, and his overall pay is reasonably aligned to company performance for the year in review. On balance, a vote FOR this proposal is warranted.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,980	2,980
			04/21/2025	04/21/2025			
Total Shares:						2,980	2,980

Aedifica SA

Meeting Date: 05/13/2025	Country: Belgium	Ticker: AED	Proxy Level: N/A
Record Date: 04/29/2025	Meeting Type: Annual	Meeting ID: 1921019	
Primary Security ID: B0130A108	Primary CUSIP: B0130A108	Primary ISIN: BE0003851681	Primary SEDOL: B1G5XP1
Earliest Cutoff Date: 05/06/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 8,911	*Shares on Loan: 0	Shares Instructed: 8,911	Shares Voted: 8,911

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

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Proposal Number	Significant Vote	Proposal Text	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 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>												
4.2		Approve Dividends of EUR 3.90 Per Share	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p> <p><i>Blended Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p>												
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted, because the proposed remuneration report is broadly in line with market practice, regarding both actual content and disclosure. The company provided compelling information on the STI, even if this is not without some level of concern for the absence of full retrospective disclosure on the non-financial targets. However, part of this concern is mitigated by the fact that the company provided responsiveness to last year vote which includes the fact that they will increase transparency with regards to full retrospective disclosure on the STIP.</i></p> <p><i>Blended Rationale: A vote FOR is warranted, because the proposed remuneration report is broadly in line with market practice, regarding both actual content and disclosure. The company provided compelling information on the STI, even if this is not without some level of concern for the absence of full retrospective disclosure on the non-financial targets. However, part of this concern is mitigated by the fact that the company provided responsiveness to last year vote which includes the fact that they will increase transparency with regards to full retrospective disclosure on the STIP.</i></p>												
6.1		Approve Discharge of Serge Wibaut as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i></p>												
6.2		Approve Discharge of Stefaan Gielens as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i></p>												
6.3		Approve Discharge of Ingrid Daerden as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i></p>												
6.4		Approve Discharge of Sven Bogaerts as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i></p>												

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

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6.13		Approve Discharge of Henrike Waldburg as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i></p>												
7		Approve Discharge of EY BV/SRL, Represented by Christophe Boschmans, as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i></p>												
8.1		Appoint Ernst & Young BV SRL 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>												
8.2		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>												
9.1		Elect Raoul Thomassen 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>												
9.2		Approve Remuneration of Raoul Thomassen as Executive Director In Line With the Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.</i></p>												
10.1		Elect Rikke Lykke 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
10.2		Approve Remuneration of Rikke Lykke as Non-Executive Independent Director In Line With the Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.</i></p>												
11		Approve Revised Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed remuneration policy is broadly in line with market practice, regarding both actual content and disclosure. The company is introducing a number of amendments that are increasingly market practice and considered to be overall strengthening the remuneration policy. We note three elements for shareholder attention, (i) the proposed inclusion of the TSR measure comes with a vesting schedule that allows for vesting for below median performance (only one position 10/18), (ii) the discretion provision is composed in a way to ensure appropriate outcomes that ensures pay is aligned with performance and with shareholders expectations and views, and (iii) flexibility around KPI setting is introduced. However, the company has a practice of providing clear disclosure on applicable performance metrics for the coming performance period in the remuneration report.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed remuneration policy is broadly in line with market practice, regarding both actual content and disclosure. The company is introducing a number of amendments that are increasingly market practice and considered to be overall strengthening the remuneration policy. We note three elements for shareholder attention, (i) the proposed inclusion of the TSR measure comes with a vesting schedule that allows for vesting for below median performance (only one position 10/18), (ii) the discretion provision is composed in a way to ensure appropriate outcomes that ensures pay is aligned with performance and with shareholders expectations and views, and (iii) flexibility around KPI setting is introduced. However, the company has a practice of providing clear disclosure on applicable performance metrics for the coming performance period in the remuneration report.</i></p>												
12.1		Approve Increase in Remuneration of Director from EUR 90,000 to EUR 142,000	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. This is however not without noting the sharp one-time increase (+60 percent) for the chair, but is mitigated by the proposed level being in line with market and not considered excessive.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. This is however not without noting the sharp one-time increase (+60 percent) for the chair, but is mitigated by the proposed level being in line with market and not considered excessive.</i></p>												
12.2		Approve Increase in Remuneration of Non-Executive Director from EUR 35,000 to EUR 42,000	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. This is however not without noting the sharp one-time increase (+60 percent) for the chair, but is mitigated by the proposed level being in line with market and not considered excessive.</i></p> <p><i>Blended Rationale: A vote FOR is warranted in the absence of any signs of excessiveness. This is however not without noting the sharp one-time increase (+60 percent) for the chair, but is mitigated by the proposed level being in line with market and not considered excessive.</i></p>												
13.1		Approve Change-of-Control Clause Re: Credit Agreement with Belfius Bank NV/SA dated 9 April 2024	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13.2		Approve Change-of-Control Clause Re: Credit Agreement with BNP Paribas Fortis NV/SA dated 25 June 2024	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												
13.3		Approve Change-of-Control Clause Re: Credit Agreement with BNP Paribas Fortis NV/SA dated 17 July 2024	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												
13.4		Approve Change-of-Control Clause Re: Credit Agreement with KBC Bank NV/SA dated 26 September 2024	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												
13.5		Approve Change-of-Control Clause Re: Credit Agreement with Stichting Pensioenfondsen Zorg en Welzijn (PGGM) dated 22 October 2024	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												
13.6		Approve Change-of-Control Clause Re: Credit Agreement with Triodos Bank dated 14 November 2024	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13.7		Approve Change-of-Control Clause Re: Credit Agreement with Societe Generale dated 23 December 2024	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												
13.8		Approve Change-of-Control Clause Re: Credit Agreement with Belfius Bank NV/SA dated 24 December 2024	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												
13.9		Approve Change-of-Control Clause Re: Two Credit Agreements with ING Belgium NV/SA dated 31 December 2024	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												
13.10		Approve Change-of-Control Clause Re: Credit Agreement with ABN AMRO Bank N.V. dated 14 February 2025	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		8,911	8,911
			04/19/2025	04/19/2025			
Total Shares:						8,911	8,911

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

Meeting Date: 05/13/2025	Country: USA	Ticker: CMI	Proxy Level: 3
Record Date: 03/14/2025	Meeting Type: Annual	Meeting ID: 1948300	
Primary Security ID: 231021106	Primary CUSIP: 231021106	Primary ISIN: US2310211063	Primary SEDOL: 2240202
Earliest Cutoff Date: 05/12/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 871	*Shares on Loan: 0	Shares Instructed: 871	Shares Voted: 871

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Elect Director Jennifer W. Rumsey	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Elect Director Gary L. Belske	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
3		Elect Director Robert J. Bernhard	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
4		Elect Director Bruno V. Di Leo Allen	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
5		Elect Director Daniel W. Fisher	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
6		Elect Director Carla A. Harris	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
7		Elect Director Thomas J. Lynch	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
8		Elect Director William I. Miller	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
9		Elect Director Kimberly A. Nelson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
10		Elect Director Karen H. Quintos	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Cummins Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
11		Elect Director John H. Stone	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
12		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concern is raised regarding the granting of special equity awards to certain NEOs, CEO pay and company performance are reasonably aligned at this time. Moreover, the majority of pay is conditioned on clearly disclosed financial performance metrics, and LTI outcomes are generally consistent with longer-term shareholder outcomes.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Although some concern is raised regarding the granting of special equity awards to certain NEOs, CEO pay and company performance are reasonably aligned at this time. Moreover, the majority of pay is conditioned on clearly disclosed financial performance metrics, and LTI outcomes are generally consistent with longer-term shareholder outcomes.</i></p>													
13		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
14		Require Independent Board Chair	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		871	871
			04/25/2025	04/25/2025			
Total Shares:						871	871

Prudential Financial, Inc.

Meeting Date: 05/13/2025	Country: USA	Ticker: PRU	Proxy Level: 3
Record Date: 03/14/2025	Meeting Type: Annual	Meeting ID: 1946581	
Primary Security ID: 744320102	Primary CUSIP: 744320102	Primary ISIN: US7443201022	Primary SEDOL: 2819118
Earliest Cutoff Date: 05/12/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,910	*Shares on Loan: 0	Shares Instructed: 2,910	Shares Voted: 2,910

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1		Elect Director Gilbert F. Casellas	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Prudential Financial, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.2		Elect Director Carmine Di Sibio	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.3		Elect Director Martina Hund-Mejean	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.4		Elect Director Wendy E. Jones	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.5		Elect Director Charles F. Lowrey	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.6		Elect Director Sandra Pianalto	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.7		Elect Director Christine A. Poon	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.8		Elect Director Andrew F. Sullivan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.9		Elect Director Michael A. Todman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Pay and performance are reasonably aligned at this time, and both annual and long-term incentives are primarily based on quantified performance targets, with LTI targets measured over a multi-year period. However, shareholders should continue to monitor any future adjustments to outstanding incentive awards.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted, with caution. Pay and performance are reasonably aligned at this time, and both annual and long-term incentives are primarily based on quantified performance targets, with LTI targets measured over a multi-year period. However, shareholders should continue to monitor any future adjustments to outstanding incentive awards.</i>										

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Prudential Financial, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Require Independent Board Chair	SH	Yes	Against	For			For	For	Yes	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>													
<i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,910	2,910
			04/21/2025	04/21/2025			
Total Shares:						2,910	2,910

Sempra

Meeting Date: 05/13/2025	Country: USA	Ticker: SRE	Proxy Level: 3
Record Date: 03/20/2025	Meeting Type: Annual	Meeting ID: 1947311	
Primary Security ID: 816851109	Primary CUSIP: 816851109	Primary ISIN: US8168511090	Primary SEDOL: 2138158
Earliest Cutoff Date: 05/12/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 4,501	*Shares on Loan: 0	Shares Instructed: 4,501	Shares Voted: 4,501

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Andrés Conesa	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>													
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>													
1b		Elect Director Pablo A. Ferrero	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>													
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>													
1c		Elect Director Jennifer M. Kirk	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>													
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>													
1d		Elect Director Richard J. Mark	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>													
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>													
1e		Elect Director Jeffrey W. Martin	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>													
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>													
1f		Elect Director Michael N. Mears	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>													
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>													

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1g		Elect Director Kevin C. Sagara	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1h		Elect Director Jack T. Taylor	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1i		Elect Director Cynthia J. (CJ) Warner	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1j		Elect Director Anya Weaving	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1k		Elect Director James C. Yardley	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay and company performance are reasonably aligned at this time. The majority of pay is conditioned on clearly disclosed objective performance metrics, and equity awards are conditioned primarily on multi-year objective performance metrics.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. CEO pay and company performance are reasonably aligned at this time. The majority of pay is conditioned on clearly disclosed objective performance metrics, and equity awards are conditioned primarily on multi-year objective performance metrics.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		4,501	4,501
			04/24/2025	04/24/2025			
Total Shares:						4,501	4,501

Advanced Micro Devices, Inc.

Meeting Date: 05/14/2025	Country: USA	Ticker: AMD	Proxy Level: 3
Record Date: 03/19/2025	Meeting Type: Annual	Meeting ID: 1940984	
Primary Security ID: 007903107	Primary CUSIP: 007903107	Primary ISIN: US0079031078	Primary SEDOL: 2007849

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Advanced Micro Devices, Inc.

Earliest Cutoff Date: 05/13/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 6,350

*Shares on Loan: 0

Shares Instructed: 6,350

Shares Voted: 6,350

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Nora M. Denzel	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1b		Elect Director Michael P. Gregoire	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Joseph A. Householder	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director John W. Marren	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Jon A. Olson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Lisa T. Su	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Abhi Y. Talwalkar	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Elizabeth W. Vanderslice	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

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Advanced Micro Devices, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the proposal is warranted. Concerns are noted regarding disclosure, as strategic metrics and specific payouts are not clearly disclosed in the STI program and no forward-looking goals were disclosed in the LTI program. Despite these concerns, both the STI and LTI program were largely performance based; the STI program appears to utilize rigorous financial metrics and the below-target payout was in line with recent company performance, while the LTI program utilized multi-year performance periods.</i></p> <p><i>Blended Rationale: A vote FOR the proposal is warranted. Concerns are noted regarding disclosure, as strategic metrics and specific payouts are not clearly disclosed in the STI program and no forward-looking goals were disclosed in the LTI program. Despite these concerns, both the STI and LTI program were largely performance based; the STI program appears to utilize rigorous financial metrics and the below-target payout was in line with recent company performance, while the LTI program utilized multi-year performance periods.</i></p>												
4		Increase Authorized Common Stock	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed increase in the number of authorized shares of common stock is reasonable, and there are no substantial concerns about the company's past use of shares.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. The proposed increase in the number of authorized shares of common stock is reasonable, and there are no substantial concerns about the company's past use of shares.</i></p>												
5		Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. The exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i></p>												
6		Amend Right to Call Special Meeting	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year holding period is not especially problematic and provides a reasonable safeguard against abuse of the special meeting right.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year holding period is not especially problematic and provides a reasonable safeguard against abuse of the special meeting right.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/17/2025	Auto-Approved 04/17/2025		6,350	6,350
Total Shares:						6,350	6,350

American Tower Corporation

Meeting Date: 05/14/2025	Country: USA	Ticker: AMT	Proxy Level: 3
Record Date: 03/17/2025	Meeting Type: Annual	Meeting ID: 1949382	
Primary Security ID: 03027X100	Primary CUSIP: 03027X100	Primary ISIN: US03027X1000	Primary SEDOL: B7FBFL2

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American Tower Corporation

Earliest Cutoff Date: 05/13/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 2,181

*Shares on Loan: 0

Shares Instructed: 2,181

Shares Voted: 2,181

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
1a		Elect Director Steven O. Vondran	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1b		Elect Director Kelly C. Chambliss	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Teresa H. Clarke	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Kenneth R. Frank	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Robert D. Hormats	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Rajesh Kalathur	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Grace D. Lieblein	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Craig Macnab	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Neville R. Ray	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Pamela D. A. Reeve	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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American Tower Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1k		Elect Director Bruce L. Tanner	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Although concern is noted regarding the lack of forwardly disclosed goals for two of the PSU metrics, the third (relative TSR) targets above median performance and has its payout capped at target if absolute TSR is negative. Moreover, the LTI is majority performance conditioned and the STI is primarily based on pre-set financial metrics.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Although concern is noted regarding the lack of forwardly disclosed goals for two of the PSU metrics, the third (relative TSR) targets above median performance and has its payout capped at target if absolute TSR is negative. Moreover, the LTI is majority performance conditioned and the STI is primarily based on pre-set financial metrics.</i></p>													
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,181	2,181
			04/20/2025	04/20/2025			
Total Shares:						2,181	2,181

Cofinimmo SA

Meeting Date: 05/14/2025	Country: Belgium	Ticker: COFB	Proxy Level: N/A
Record Date: 04/30/2025	Meeting Type: Annual	Meeting ID: 1927418	
Primary Security ID: B25654136	Primary CUSIP: B25654136	Primary ISIN: BE0003593044	Primary SEDOL: 4177988
Earliest Cutoff Date: 05/07/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 6,731	*Shares on Loan: 0	Shares Instructed: 6,731	Shares Voted: 6,731

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

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										
4		Approve Financial Statements and Allocation of Income	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * Although the dividend payout ratio exceeds the 100 percent limit, the board considers the reserves to be sufficient to allow for the payment of a dividend, while the company does not have a history of excessive allocations to dividends.</i>										
		<i>Blended Rationale: A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * Although the dividend payout ratio exceeds the 100 percent limit, the board considers the reserves to be sufficient to allow for the payment of a dividend, while the company does not have a history of excessive allocations to dividends.</i>										
5		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because the proposed remuneration report is broadly in line with market practice, regarding both actual content and disclosure. Furthermore, there is no sign of excessiveness with the quantum of the annual remuneration paid to the executive members. We however note some concerns regarding the level of disclosure of non-financial metrics related to personal objectives under the STIP and the LTIP.</i>										
		<i>Blended Rationale: A vote FOR is warranted because the proposed remuneration report is broadly in line with market practice, regarding both actual content and disclosure. Furthermore, there is no sign of excessiveness with the quantum of the annual remuneration paid to the executive members. We however note some concerns regarding the level of disclosure of non-financial metrics related to personal objectives under the STIP and the LTIP.</i>										
6		Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>										
		<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>										
7		Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i>										
		<i>Blended Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.</i>										
8		Elect Ann Caluwaerts as Independent Director	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>										
9		Appoint KPMG as Auditor for Sustainability Reporting and Approve Their Remuneration	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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Cofinimmo SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
10		Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i></p> <p><i>Blended Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i></p>												
11		Transact Other Business	Mgmt	No								
<p><i>Voting Policy Rationale: This is a routine non-voting item.</i></p> <p><i>Blended Rationale: This is a routine non-voting item.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/23/2025	Auto-Approved 04/23/2025		6,731	6,731
Total Shares:						6,731	6,731

Elevance Health, Inc.

Meeting Date: 05/14/2025	Country: USA	Ticker: ELV	Proxy Level: 3
Record Date: 03/17/2025	Meeting Type: Annual	Meeting ID: 1947697	
Primary Security ID: 036752103	Primary CUSIP: 036752103	Primary ISIN: US0367521038	Primary SEDOL: BSPHGL4
Earliest Cutoff Date: 05/13/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,144	*Shares on Loan: 0	Shares Instructed: 1,144	Shares Voted: 1,144

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Susan D. DeVore	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1.2		Elect Director Bahija Jallal	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1.3		Elect Director Ryan M. Schneider	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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Elevance Health, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay and performance are reasonably aligned for the year in review. Although a concern is noted about the lack of disclosure of forward-looking PSU targets under the LTIP, the majority of the CEO's pay remains conditioned on objective financial performance metrics.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. CEO pay and performance are reasonably aligned for the year in review. Although a concern is noted about the lack of disclosure of forward-looking PSU targets under the LTIP, the majority of the CEO's pay remains conditioned on objective financial performance metrics.</i></p>													
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
4		Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as enhanced disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives, inclusive hiring efforts, and its management of related risks.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted as enhanced disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives, inclusive hiring efforts, and its management of related risks.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,144	1,144
			04/23/2025	04/23/2025			
Total Shares:						1,144	1,144

Fiserv, Inc.

Meeting Date: 05/14/2025	Country: USA	Ticker: FI	Proxy Level: 3
Record Date: 03/17/2025	Meeting Type: Annual	Meeting ID: 1949642	
Primary Security ID: 337738108	Primary CUSIP: 337738108	Primary ISIN: US3377381088	Primary SEDOL: 2342034
Earliest Cutoff Date: 05/13/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,556	*Shares on Loan: 0	Shares Instructed: 2,556	Shares Voted: 2,556

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1		Elect Director Frank J. Bisignano *Withdrawn Resolution*	Mgmt	No									
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.2		Elect Director Stephanie E. Cohen	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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

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Fiserv, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Amend Clawback Policy	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company's existing clawback policies appear to cover the standard that is requested by the proponent. Further, the proponent's ask that the board disclose any deliberations related to the policy, even when recoupment of pay is not sought, is considered overly prescriptive.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The company's existing clawback policies appear to cover the standard that is requested by the proponent. Further, the proponent's ask that the board disclose any deliberations related to the policy, even when recoupment of pay is not sought, is considered overly prescriptive.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,556	2,556
			05/07/2025	05/07/2025			
Total Shares:						2,556	2,556

Hilton Worldwide Holdings Inc.

Meeting Date: 05/14/2025	Country: USA	Ticker: HLT	Proxy Level: 3
Record Date: 03/21/2025	Meeting Type: Annual	Meeting ID: 1950984	
Primary Security ID: 43300A203	Primary CUSIP: 43300A203	Primary ISIN: US43300A2033	Primary SEDOL: BYVMW06
Earliest Cutoff Date: 05/13/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,340	*Shares on Loan: 0	Shares Instructed: 1,340	Shares Voted: 1,340

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Christopher J. Nassetta	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1b		Elect Director Jonathan D. Gray	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1c		Elect Director Charlene T. Begley	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1d		Elect Director Chris Carr	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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Hilton Worldwide Holdings Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1e		Elect Director Melanie L. Healey	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1f		Elect Director Raymond E. Mabus, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1g		Elect Director Marissa A. Mayer	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1h		Elect Director Elizabeth A. Smith	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1i		Elect Director Douglas M. Steenland	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are entirely based on pre-set performance metrics, and half of long-term incentive awards are tied to objective performance conditions.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are entirely based on pre-set performance metrics, and half of long-term incentive awards are tied to objective performance conditions.</i></p>												
4		Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i></p>												
5		Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company, and the other proposed changes will remove outdated language.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company, and the other proposed changes will remove outdated language.</i></p>												

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Hilton Worldwide Holdings Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/18/2025	Auto-Approved 04/18/2025		1,340	1,340
Total Shares:						1,340	1,340

Prudential Plc

Meeting Date: 05/14/2025	Country: United Kingdom	Ticker: PRU	Proxy Level: N/A
Record Date: 05/12/2025	Meeting Type: Annual	Meeting ID: 1952370	
Primary Security ID: G72899100	Primary CUSIP: G72899100	Primary ISIN: GB0007099541	Primary SEDOL: 0709954
Earliest Cutoff Date: 05/09/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 22,015	*Shares on Loan: 0	Shares Instructed: 22,015	Shares Voted: 22,015

Proposal Number	Significant Vote	Proposal Text	Proponent	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 considered 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 considered warranted as no significant concerns have been identified.</i></p>												
2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is considered warranted, although it is not without concern because: * Bonuses paid out at 89% of maximum against the context of a falling share price during the year. The main reasons for support are: * There are several areas of good performance, and the Company returned value to shareholders via a share buyback and an increased dividend. * No other material concerns are raised with pay practices during the year.</i></p> <p><i>Blended Rationale: A vote FOR this item is considered warranted, although it is not without concern because: * Bonuses paid out at 89% of maximum against the context of a falling share price during the year. The main reasons for support are: * There are several areas of good performance, and the Company returned value to shareholders via a share buyback and an increased dividend. * No other material concerns are raised with pay practices during the year.</i></p>												
3		Re-elect Shriti Vadera as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
4		Re-elect Anil Wadhvani as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
5		Re-elect Jeremy Anderson as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
6		Re-elect Arijit Basu as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors 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
7		Re-elect Chua Sock Koong as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
8		Re-elect Ming Lu as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
9		Re-elect George Sartorel as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
10		Re-elect Mark Saunders as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
11		Re-elect Claudia Dyckerhoff as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
12		Re-elect Jeanette Wong as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
13		Re-elect Amy Yip as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
14		Reappoint Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this item is considered warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR this item is considered warranted as no significant concerns have been identified.</i>												
15		Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this item is considered warranted because there are no concerns regarding this proposal.</i>												
<i>Blended Rationale: A vote FOR this item is considered warranted because there are no concerns regarding this proposal.</i>												
16		Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i>												
<i>Blended Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i>												

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Proposal Number	Significant Vote	Proposal Text	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		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
18		Authorise Issue of Equity to Include Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
19		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 warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
20		Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
21		Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p>												
22		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 Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/25/2025	Auto-Approved 04/25/2025		22,015	22,015
Total Shares:						22,015	22,015

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Meeting Date: 05/14/2025	Country: Switzerland	Ticker: SLHN	Proxy Level: N/A
Record Date:	Meeting Type: Annual	Meeting ID: 1921818	
Primary Security ID: H8404J162	Primary CUSIP: H8404J162	Primary ISIN: CH0014852781	Primary SEDOL: 7437805
Earliest Cutoff Date: 05/06/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 226	*Shares on Loan: 0	Shares Instructed: 226	Shares Voted: 226

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.</i></p>												
1.2		Approve Remuneration Report	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 some concern: * The disclosure of achievements under certain financial metrics, as well as the personal goals under the STI is limited. * The value of realized payouts under the LTI are not reported. The main reasons for support are: * The company's remuneration practices are broadly 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, though it is not without some concern: * The disclosure of achievements under certain financial metrics, as well as the personal goals under the STI is limited. * The value of realized payouts under the LTI are not reported. The main reasons for support are: * The company's remuneration practices are broadly in line with market practice and pay and performance appear reasonably aligned at this time.</i></p>												
1.3		Approve Non-Financial 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>												
2		Approve Allocation of Income and Dividends of CHF 35.00 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 Board of Directors	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 is warranted, as there is no evidence that the board have not fulfilled their fiduciary duties.</i></p> <p><i>Blended Rationale: A vote FOR the formal discharge of the board of directors is warranted, as there is no evidence that the board have not fulfilled their fiduciary duties.</i></p>												
4.1		Approve Fixed Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i></p>												
4.2		Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns</i></p> <p><i>Blended Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.3		Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns</i></p> <p><i>Blended Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns</i></p>												
5.1		Reelect Rolf Doerig 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 Martin Schmid 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 Martin Schmid is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
5.2		Reelect Thomas Buess as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Martin Schmid 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 Martin Schmid is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
5.3		Reelect Monika Buetler as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Martin Schmid 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 Martin Schmid is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
5.4		Reelect Philomena Colatrella as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Martin Schmid 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 Martin Schmid is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
5.5		Reelect Adrienne Fumagalli as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Martin Schmid 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 Martin Schmid is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
5.6		Reelect Damir Filipovic as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Martin Schmid 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 Martin Schmid is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
5.7		Reelect Stefan Loacker as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Martin Schmid 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 Martin Schmid 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
5.8		Reelect Severin Moser as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Martin Schmid 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 Martin Schmid is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
5.9		Reelect Henry Peter as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Martin Schmid 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 Martin Schmid is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
5.10		Reelect Martin Schmid as Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Martin Schmid 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 Martin Schmid is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
5.11		Reelect Franziska Sauber as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Martin Schmid 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 Martin Schmid is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
5.12		Reelect Klaus Tschuetscher as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Martin Schmid 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 Martin Schmid is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
5.13		Appoint Monika Buetler 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 Martin Schmid 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 Martin Schmid is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
5.14		Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Martin Schmid 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 Martin Schmid is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												
5.15		Reappoint Klaus Tschuetscher 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 Martin Schmid 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 Martin Schmid is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>												

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Swiss Life Holding AG

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
6		Designate Zuercher Rechtsanwaelte AG 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>													
7		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 at this time.</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 at this time.</i></p>													
8		Approve CHF 19,453.70 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the proposed share capital reduction is warranted due to a lack of concerns.</i></p> <p><i>Blended Rationale: A vote FOR the proposed share capital reduction 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
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		226	226
			04/29/2025	04/29/2025			
Total Shares:						226	226

Vertex Pharmaceuticals Incorporated

Meeting Date: 05/14/2025	Country: USA	Ticker: VRTX	Proxy Level: 3
Record Date: 03/17/2025	Meeting Type: Annual	Meeting ID: 1950282	
Primary Security ID: 92532F100	Primary CUSIP: 92532F100	Primary ISIN: US92532F1003	Primary SEDOL: 2931034
Earliest Cutoff Date: 05/13/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,123	*Shares on Loan: 0	Shares Instructed: 1,123	Shares Voted: 1,123

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1		Elect Director Sangeeta N. Bhatia	Mgmt	Yes	For	For			For	For	No	No	No

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

Vertex Pharmaceuticals Incorporated

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.2		Elect Director Lloyd Carney	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.3		Elect Director Alan Garber	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.4		Elect Director Reshma Kewalramani	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.5		Elect Director Michel Lagarde	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.6		Elect Director Jeffrey M. Leiden	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.7		Elect Director Diana McKenzie	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.8		Elect Director Bruce I. Sachs	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.9		Elect Director Jennifer Schneider	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.10		Elect Director Nancy Thornberry	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.11		Elect Director Suketu Upadhyay	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Vertex Pharmaceuticals Incorporated

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The annual incentive determination process is largely subjective, complex, and lacks fulsome disclosure. In addition, only 25 percent of the CEO's total performance year equity awards utilize multi-year performance conditions. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, with caution. The annual incentive determination process is largely subjective, complex, and lacks fulsome disclosure. In addition, only 25 percent of the CEO's total performance year equity awards utilize multi-year performance conditions. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review.</i></p>												
4		Submit Severance Agreement to Shareholder Vote	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although current severance arrangements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Although current severance arrangements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,123	1,123
			04/24/2025	04/24/2025			
Total Shares:						1,123	1,123

BlackRock, Inc.

Meeting Date: 05/15/2025	Country: USA	Ticker: BLK	Proxy Level: 3
Record Date: 03/24/2025	Meeting Type: Annual	Meeting ID: 1950998	
Primary Security ID: 09290D101	Primary CUSIP: 09290D101	Primary ISIN: US09290D1019	Primary SEDOL: BMZBBT7
Earliest Cutoff Date: 05/14/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,486	*Shares on Loan: 0	Shares Instructed: 2,486	Shares Voted: 2,486

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

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1b		Elect Director Laurence D. Fink	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Gregory J. Fleming	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director William E. Ford	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Fabrizio Freda	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Murry S. Gerber	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Margaret "Peggy" L. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Robert S. Kapito	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Cheryl D. Mills	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Kathleen Murphy	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Amin H. Nasser	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Gordon M. Nixon	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1m		Elect Director Adebayo O. Ogunlesi	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1n		Elect Director Kristin C. Peck	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1o		Elect Director Charles H. Robbins	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1p		Elect Director Hans E. Vestberg	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1q		Elect Director Susan L. Wagner	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1r		Elect Director Mark Wilson	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: There remains some concern surrounding the nature of the incentive determination process, which is ultimately discretionary and lacks certain key disclosures, such as quantified target goals and per-metric weightings. Additionally, the new CEO carry program may create additional pay complexity going forward. However, these issues have not contributed to a quantitative pay-for-performance misalignment for the year in review. Additionally, the majority of LTI awards vest based on clearly disclosed multi-year goals. However, a vote AGAINST this proposal is warranted in light of the committee's limited response to last year's low say-on-pay vote result. The committee engaged with shareholders and the proxy discloses shareholder feedback. However, the committee's actions in response to the two key topics of shareholder feedback, clarity on NEO pay determinations and one-time awards, do not amount to sufficient responsiveness. New disclosures related to the pay determination process are incremental and the committee did not take any firm actions, nor make any firm commitments, that appear to address concerns surrounding one-time awards.</i></p> <p><i>Blended Rationale: There remains some concern surrounding the nature of the incentive determination process, which is ultimately discretionary and lacks certain key disclosures, such as quantified target goals and per-metric weightings. Additionally, the new CEO carry program may create additional pay complexity going forward. However, these issues have not contributed to a quantitative pay-for-performance misalignment for the year in review. Additionally, the majority of LTI awards vest based on clearly disclosed multi-year goals. However, a vote AGAINST this proposal is warranted in light of the committee's limited response to last year's low say-on-pay vote result. The committee engaged with shareholders and the proxy discloses shareholder feedback. However, the committee's actions in response to the two key topics of shareholder feedback, clarity on NEO pay determinations and one-time awards, do not amount to sufficient responsiveness. New disclosures related to the pay determination process are incremental and the committee did not take any firm actions, nor make any firm commitments, that appear to address concerns surrounding one-time awards.</i></p>												
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												

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BlackRock, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Report on Risks of Stakeholder Capitalism	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the proponent may fundamentally disagree with the company's broader strategy and its perspective as a fiduciary, BlackRock provides robust disclosure of its priorities, focus areas, and its role as fiduciary.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. While the proponent may fundamentally disagree with the company's broader strategy and its perspective as a fiduciary, BlackRock provides robust disclosure of its priorities, focus areas, and its role as fiduciary.</i></p>													
5		Require More Director Nominations Than Open Seats	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the proponent has not made a compelling case to suggest that mandated contested elections are necessary.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted, as the proponent has not made a compelling case to suggest that mandated contested elections are necessary.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,486	2,486
			04/28/2025	04/28/2025			
Total Shares:						2,486	2,486

Cheniere Energy, Inc.

Meeting Date: 05/15/2025	Country: USA	Ticker: LNG	Proxy Level: 3
Record Date: 03/31/2025	Meeting Type: Annual	Meeting ID: 1951947	
Primary Security ID: 16411R208	Primary CUSIP: 16411R208	Primary ISIN: US16411R2085	Primary SEDOL: 2654364
Earliest Cutoff Date: 05/14/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,513	*Shares on Loan: 0	Shares Instructed: 1,513	Shares Voted: 1,513

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director G. Andrea Botta	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1b		Elect Director Jack A. Fusco	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1c		Elect Director Patricia K. Collawn	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Cheniere Energy, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director Brian E. Edwards	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Denise Gray	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Lorraine Mitchelmore	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director W. Benjamin Moreland	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Donald F. Robillard, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Matthew Runkle	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Neal A. Shear	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>										
		<i>Blended Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>										
3		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/16/2025	Auto-Approved 04/16/2025		1,513	1,513
Total Shares:						1,513	1,513

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Lloyds Banking Group Plc

Meeting Date: 05/15/2025	Country: United Kingdom	Ticker: LLOY	Proxy Level: N/A
Record Date: 05/13/2025	Meeting Type: Annual	Meeting ID: 1929378	
Primary Security ID: G5533W248	Primary CUSIP: G5533W248	Primary ISIN: GB0008706128	Primary SEDOL: 0870612
Earliest Cutoff Date: 05/12/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 537,144	*Shares on Loan: 0	Shares Instructed: 537,144	Shares Voted: 537,144

Proposal Number	Significant Vote	Proposal Text	Proponent	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>												
2		Re-elect Sir Robin Budenberg as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
3		Re-elect Charlie Nunn as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
4		Elect Nathan Bostock as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
5		Re-elect William Chalmers as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
6		Re-elect Sarah Legg as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
7		Re-elect Amanda Mackenzie as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
8		Re-elect Harmeen Mehta as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												

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Lloyds Banking 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
9		Re-elect Cathy Turner as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
10		Re-elect Scott Wheway as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
11		Re-elect Catherine Woods as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>												
12		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted, but is not without concern for shareholders: * Fixed pay changes implemented during the year represent material increases to total remuneration. * Shareholders may also question the timing of this increase, and the approach taken, given the anticipated changes to fixed pay and variable pay following the removal of the regulatory bonus cap. The main reasons for support are: * The Executive Directors have received nil or minimal salary increase since appointment. * For the CEO, the salary increase reverses the discount applied to his predecessor's salary upon his appointment; and * The resulting fixed pay levels do not significantly deviate from peers relevant to Lloyds.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted, but is not without concern for shareholders: * Fixed pay changes implemented during the year represent material increases to total remuneration. * Shareholders may also question the timing of this increase, and the approach taken, given the anticipated changes to fixed pay and variable pay following the removal of the regulatory bonus cap. The main reasons for support are: * The Executive Directors have received nil or minimal salary increase since appointment. * For the CEO, the salary increase reverses the discount applied to his predecessor's salary upon his appointment; and * The resulting fixed pay levels do not significantly deviate from peers relevant to Lloyds.</i></p>												
13		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>												
14		Reappoint Deloitte LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p>												
15		Authorise the Audit Committee 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 warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i></p>												

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Lloyds Banking 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
16		Approve Amendments to the Rules of Lloyds Banking Group plc Long Term Incentive Plan, Lloyds Banking Group plc Deferred Bonus Plan, Lloyds Banking Group plc Long-Term Share Plan, and the Lloyds Banking Group plc Executive Group Ownership Share Plan 2016	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is considered warranted. The dilution limit of 10% in 10 years will be maintained across all share plans.</i></p> <p><i>Blended Rationale: A vote FOR this item is considered warranted. The dilution limit of 10% in 10 years will be maintained across all share plans.</i></p>												
17		Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i></p>												
18		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
19		Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Regulatory Capital Convertible Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Regulatory Capital Convertible Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.</i></p>												
20		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 warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												

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Lloyds Banking 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	
21		Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>													
22		Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Regulatory Capital Convertible Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Regulatory Capital Convertible Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.</i></p>													
23		Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p>													
24		Authorise Market Purchase of Preference Shares	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is considered warranted, as no material concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this item is considered warranted, as no material concerns have been identified.</i></p>													
25		Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/18/2025	Auto-Approved 04/18/2025		537,144	537,144
Total Shares:						537,144	537,144

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Marsh & McLennan Companies, Inc.

Meeting Date: 05/15/2025	Country: USA	Ticker: MMC	Proxy Level: 3
Record Date: 03/17/2025	Meeting Type: Annual	Meeting ID: 1946838	
Primary Security ID: 571748102	Primary CUSIP: 571748102	Primary ISIN: US5717481023	Primary SEDOL: 2567741
Earliest Cutoff Date: 05/14/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,254	*Shares on Loan: 0	Shares Instructed: 2,254	Shares Voted: 2,254

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Anthony K. Anderson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1b		Elect Director John Q. Doyle	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director H. Edward Hanway	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Judith Hartmann	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Deborah C. Hopkins	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Tamara Ingram	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Jane H. Lute	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Steven A. Mills	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Morton O. Schapiro	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Jan Siegmund	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Marsh & McLennan Companies, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1k		Elect Director Lloyd M. Yates	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although a pay-for-performance misalignment exists, sufficient mitigating factors have been identified for the year in review. While there are some disclosure concerns noted in the STI, pay programs are predominantly performance-based. The STI financial metric and modifier requires annual growth for target level achievement and LTI awards utilize multi-year performance periods and forward-looking goals, and closing-cycle award results are disclosed.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Although a pay-for-performance misalignment exists, sufficient mitigating factors have been identified for the year in review. While there are some disclosure concerns noted in the STI, pay programs are predominantly performance-based. The STI financial metric and modifier requires annual growth for target level achievement and LTI awards utilize multi-year performance periods and forward-looking goals, and closing-cycle award results are disclosed.</i></p>													
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,254	2,254
			04/25/2025	04/25/2025			
Total Shares:						2,254	2,254

Morgan Stanley

Meeting Date: 05/15/2025	Country: USA	Ticker: MS	Proxy Level: 3
Record Date: 03/17/2025	Meeting Type: Annual	Meeting ID: 1951071	
Primary Security ID: 617446448	Primary CUSIP: 617446448	Primary ISIN: US6174464486	Primary SEDOL: 2262314
Earliest Cutoff Date: 05/14/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 4,815	*Shares on Loan: 0	Shares Instructed: 4,815	Shares Voted: 4,815

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Megan Butler	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1b		Elect Director Thomas H. Glocer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Robert H. Herz	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Erika H. James	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Hironori Kamezawa	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Shelley B. Leibowitz	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Jami Miscik	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Masato Miyachi	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Dennis M. Nally	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Douglas L. Peterson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Edward Pick	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Mary L. Schapiro	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1m		Elect Director Perry M. Traquina	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1n		Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. There are some continuing concerns regarding the committee's discretion in determining NEOs' total pay and the lack of certain key disclosures surrounding the annual pay assessment. Additionally, modifications were made to the definition of a metric for in-flight awards, which resulted in realized incremental fair value. Nonetheless, sufficient mitigating factors have been identified for the year in review. In particular, CEO pay and company performance are reasonably aligned at this time, and the CEO's FY24 total pay was set below the former CEO and executive chairman's FY23 pay. Additionally, financial metrics considered under the performance assessment were generally consistent year-over-year, the majority of equity awards are based on clearly-disclosed multi-year goals, and the relative metric targets outperformance. Lastly, the incremental fair value arising from the modification of in-cycle metric definition was relatively modest and did not result in elevated pay levels.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, with caution. There are some continuing concerns regarding the committee's discretion in determining NEOs' total pay and the lack of certain key disclosures surrounding the annual pay assessment. Additionally, modifications were made to the definition of a metric for in-flight awards, which resulted in realized incremental fair value. Nonetheless, sufficient mitigating factors have been identified for the year in review. In particular, CEO pay and company performance are reasonably aligned at this time, and the CEO's FY24 total pay was set below the former CEO and executive chairman's FY23 pay. Additionally, financial metrics considered under the performance assessment were generally consistent year-over-year, the majority of equity awards are based on clearly-disclosed multi-year goals, and the relative metric targets outperformance. Lastly, the incremental fair value arising from the modification of in-cycle metric definition was relatively modest and did not result in elevated pay levels.</i></p>												
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The three-year average burn rate is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan permits liberal recycling of shares</i></p> <p><i>Blended Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The three-year average burn rate is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan permits liberal recycling of shares</i></p>												
5		Report Annually on Energy Supply Ratio	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would help shareholders better evaluate the company's management of climate risks from its lending and underwriting activities.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as it would help shareholders better evaluate the company's management of climate risks from its lending and underwriting activities.</i></p>												

Ballot Details

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

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/30/2025	Auto-Approved 04/30/2025		4,815	4,815
Total Shares:						4,815	4,815

NN Group NV

Meeting Date: 05/15/2025	Country: Netherlands	Ticker: NN	Proxy Level: N/A
Record Date: 04/17/2025	Meeting Type: Annual	Meeting ID: 1931146	
Primary Security ID: N64038107	Primary CUSIP: N64038107	Primary ISIN: NL0010773842	Primary SEDOL: BNG8PQ9
Earliest Cutoff Date: 05/07/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 48,141	*Shares on Loan: 0	Shares Instructed: 48,141	Shares Voted: 48,141

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.		Annual Meeting Agenda	Mgmt	No								
		Open Meeting	Mgmt	No								
		<i>Voting Policy Rationale: No vote is required for this item.</i>										
2.		Receive Annual Report	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item</i>										
		<i>Blended Rationale: This is a non-voting item</i>										
3.		Receive Explanation on Sustainability	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										
4		Approve 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>										
5.A.		Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>										
		<i>Blended Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>										
5.B.		Receive Explanation on Company's Dividend Policy	Mgmt	No								
		<i>Voting Policy Rationale: This is a non-voting item.</i>										
		<i>Blended Rationale: This is a non-voting item.</i>										

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NN Group NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.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>												
6.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>												
6.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>												
7.A.		Reelect Inga Beale 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>												
7.B.		Reelect Rob Lelieveld 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>												
7.C.		Reelect Cecilia Reyes 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>												
8.		Amend Level of the Fixed Annual Fee for the Chair of the 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>												

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NN Group NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9.A.		Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for FY 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>												
9.B.		Ratify EY Accountants B.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>												
9.C.		Appoint EY Accountants B.V. as Auditor for Sustainability Reporting for FY 2026 through 2029	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>												
10Ai		Grant 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 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>												
10Aii		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>												
10.B.		Grant Board Authority to Issue Shares in Connection with a Rights Issue	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 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 NN Group to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i></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 NN Group to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i></p>												

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NN Group NV

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12.		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>												
13.		Close Meeting	Mgmt	No								
<i>Voting Policy Rationale: No vote is required for this item.</i>												
<i>Blended Rationale: No vote is required for this item.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/11/2025	Auto-Approved 04/11/2025		48,141	48,141
Total Shares:						48,141	48,141

O'Reilly Automotive, Inc.

Meeting Date: 05/15/2025	Country: USA	Ticker: ORLY	Proxy Level: 3
Record Date: 03/06/2025	Meeting Type: Annual	Meeting ID: 1948383	
Primary Security ID: 67103H107	Primary CUSIP: 67103H107	Primary ISIN: US67103H1077	Primary SEDOL: B65LWX6
Earliest Cutoff Date: 05/14/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 295	*Shares on Loan: 0	Shares Instructed: 295	Shares Voted: 295

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Greg Henslee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director David O'Reilly	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director Thomas T. Hendrickson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Kimberly A. deBeers	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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O'Reilly Automotive, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1e		Elect Director Gregory D. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1f		Elect Director John R. Murphy	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1g		Elect Director Dana M. Perlman	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1h		Elect Director Maria A. Sastre	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1i		Elect Director Fred Whitfield	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned for the year under review. Although the company uses exclusively time-based equity and allows for high maximum STI payouts, equity grants were modest in value, and actual STI payouts were not excessive. Further, the STI is entirely based on financial metrics.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned for the year under review. Although the company uses exclusively time-based equity and allows for high maximum STI payouts, equity grants were modest in value, and actual STI payouts were not excessive. Further, the STI is entirely based on financial metrics.</i></p>												
3		Increase Authorized Common Stock	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Given the increase in the company's share price over the last several years, the board's rationale to undertake a forward stock split appears reasonable. Therefore, a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: Given the increase in the company's share price over the last several years, the board's rationale to undertake a forward stock split appears reasonable. Therefore, a vote FOR this proposal is warranted.</i></p>												
4		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
5		Amend Clawback Policy	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company's existing clawback policies appear to cover the standard that is requested by the proponent. Further, the proponent's ask that the board disclose any deliberations related to the policy, even when recoupment of pay is not sought, is considered overly prescriptive.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The company's existing clawback policies appear to cover the standard that is requested by the proponent. Further, the proponent's ask that the board disclose any deliberations related to the policy, even when recoupment of pay is not sought, is considered overly prescriptive.</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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O'Reilly Automotive, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/21/2025	Auto-Approved 04/21/2025		295	295
Total Shares:						295	295

Yum! Brands, Inc.

Meeting Date: 05/15/2025	Country: USA	Ticker: YUM	Proxy Level: 3
Record Date: 03/19/2025	Meeting Type: Annual	Meeting ID: 1951002	
Primary Security ID: 988498101	Primary CUSIP: 988498101	Primary ISIN: US9884981013	Primary SEDOL: 2098876
Earliest Cutoff Date: 05/14/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,031	*Shares on Loan: 0	Shares Instructed: 2,031	Shares Voted: 2,031

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Paget L. Alves	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Keith Barr	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director M. Brett Biggs	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Christopher M. Connor	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Brian C. Cornell	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Tanya L. Domier	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Susan Doniz	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Yum! Brands, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1h		Elect Director David W. Gibbs	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Mirian M. Graddick-Weir	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Thomas C. Nelson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director P. Justin Skala	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Annie Young-Scrivner	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Some concerns were identified with respect to the STI program, as the payout formula continues to allow for relatively large payout opportunities and a large increase in total payout based on the committee's subjective assessment of individual performance. However, the annual and long-term incentives were generally tied to rigorous objective metrics or growth-related goals. In addition, below-target payout levels under the annual incentive program appear largely aligned with the company's recent performance. Further, the company targets half of equity awards as multi-year performance shares, with clear disclosure of forward-looking goals.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted, with caution. Some concerns were identified with respect to the STI program, as the payout formula continues to allow for relatively large payout opportunities and a large increase in total payout based on the committee's subjective assessment of individual performance. However, the annual and long-term incentives were generally tied to rigorous objective metrics or growth-related goals. In addition, below-target payout levels under the annual incentive program appear largely aligned with the company's recent performance. Further, the company targets half of equity awards as multi-year performance shares, with clear disclosure of forward-looking goals.</i>										
4		Approve Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										
		<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										

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Yum! Brands, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
5		Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because strengthening its policies and providing more comprehensive disclosures on antimicrobial use would help mitigate risks related to changing consumer preferences, reputational harm, health concerns, and potential future regulation.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because strengthening its policies and providing more comprehensive disclosures on antimicrobial use would help mitigate risks related to changing consumer preferences, reputational harm, health concerns, and potential future regulation.</i></p>													
6		Report on Risks Related to Religious Discrimination Against Employees	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has a robust framework in place to mitigate related risks, which adequately addresses the proponent s requests. Considering there are no reported allegations or incidents of discrimination or harassment based on religion, support for this proposal is not warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The company has a robust framework in place to mitigate related risks, which adequately addresses the proponent s requests. Considering there are no reported allegations or incidents of discrimination or harassment based on religion, support for this proposal is not warranted at this time.</i></p>													
7		Commission a Third Party Audit on Working Conditions	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as a third-party audit would improve transparency and help shareholders better evaluate the company's management and policies on the safety and well-being of workers.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted, as a third-party audit would improve transparency and help shareholders better evaluate the company's management and policies on the safety and well-being of workers.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,031	2,031
			04/23/2025	04/23/2025			
Total Shares:						2,031	2,031

Intercontinental Exchange, Inc.

Meeting Date: 05/16/2025	Country: USA	Ticker: ICE	Proxy Level: 3
Record Date: 03/20/2025	Meeting Type: Annual	Meeting ID: 1948319	
Primary Security ID: 45866F104	Primary CUSIP: 45866F104	Primary ISIN: US45866F1049	Primary SEDOL: BFSSDS9
Earliest Cutoff Date: 05/15/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,691	*Shares on Loan: 0	Shares Instructed: 2,691	Shares Voted: 2,691

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Sharon Y. Bowen	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Intercontinental Exchange, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1b		Elect Director Shantella E. Cooper	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Duriya M. Farooqui	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Mark F. Mulhern	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Thomas E. Noonan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Caroline L. Silver	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Jeffrey C. Sprecher	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Judith A. Sprieser	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Martha A. Tirinnanzi	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual incentives are primarily determined by performance against pre-set financial goals, and a majority of long-term incentives are performance-based.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual incentives are primarily determined by performance against pre-set financial goals, and a majority of long-term incentives are performance-based.</i>										

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Intercontinental Exchange, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Amend Certificate of Incorporation to Extend Voting Limitations	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the amendment is effectively administrative in nature and will ensure continued compliance with the Exchange Act and associated regulations.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as the amendment is effectively administrative in nature and will ensure continued compliance with the Exchange Act and associated regulations.</i></p>													
4		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,691	2,691
			04/21/2025	04/21/2025			
Total Shares:						2,691	2,691

Baker Hughes Company

Meeting Date: 05/20/2025	Country: USA	Ticker: BKR	Proxy Level: 0
Record Date: 03/24/2025	Meeting Type: Annual	Meeting ID: 1947999	
Primary Security ID: 05722G100	Primary CUSIP: 05722G100	Primary ISIN: US05722G1004	Primary SEDOL: BDHLTQ5
Earliest Cutoff Date: 05/19/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 7,254	*Shares on Loan: 0	Shares Instructed: 7,254	Shares Voted: 7,254

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1		Elect Director W. Geoffrey Beattie	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.2		Elect Director Abdulaziz M. Al Gudaimi	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.3		Elect Director Gregory D. Brenneman	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.4		Elect Director Cynthia B. Carroll	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Baker Hughes Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.5		Elect Director Michael R. Dumais	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.6		Elect Director Shirley A. Edwards	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.7		Elect Director Ilham Kadri *Withdrawn Resolution*	Mgmt	No									
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.8		Elect Director John G. Rice	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.9		Elect Director Lorenzo Simonelli	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.10		Elect Director Mohsen M. Sohi	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. While concerns remain regarding the rigor and upside leverage of the long-term incentive and a new concern is noted regarding the application of positive discretion to the CEO's annual incentive, the annual incentive was predominantly based on pre-set financial metrics and the long-term incentive was primarily performance-based with a multi-year measurement period.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. While concerns remain regarding the rigor and upside leverage of the long-term incentive and a new concern is noted regarding the application of positive discretion to the CEO's annual incentive, the annual incentive was predominantly based on pre-set financial metrics and the long-term incentive was primarily performance-based with a multi-year measurement period.</i></p>													
3		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		7,254	7,254
			04/29/2025	04/29/2025			
Total Shares:						7,254	7,254

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Targa Resources Corp.

Meeting Date: 05/20/2025	Country: USA	Ticker: TRGP	Proxy Level: 3
Record Date: 03/25/2025	Meeting Type: Annual	Meeting ID: 1947293	
Primary Security ID: 87612G101	Primary CUSIP: 87612G101	Primary ISIN: US87612G1013	Primary SEDOL: B55PZY3
Earliest Cutoff Date: 05/19/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,589	*Shares on Loan: 0	Shares Instructed: 1,589	Shares Voted: 1,589

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Waters S. Davis, IV	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.2		Elect Director Rene R. Joyce	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.3		Elect Director Caron A. Lawhorn	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.4		Elect Director Matthew J. Meloy	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned at this time. Furthermore, despite the high degree of discretion with respect to annual bonuses, payouts were commensurate with performance. Further, equity awards were half performance-based with a multi-year measurement period and target outperformance.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned at this time. Furthermore, despite the high degree of discretion with respect to annual bonuses, payouts were commensurate with performance. Further, equity awards were half performance-based with a multi-year measurement period and target outperformance.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,589	1,589
			04/10/2025	04/20/2025			
Total Shares:						1,589	1,589

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CBRE Group, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: CBRE	Proxy Level: 3
Record Date: 03/24/2025	Meeting Type: Annual	Meeting ID: 1950796	
Primary Security ID: 12504L109	Primary CUSIP: 12504L109	Primary ISIN: US12504L1098	Primary SEDOL: B6WVMH3
Earliest Cutoff Date: 05/20/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,248	*Shares on Loan: 0	Shares Instructed: 2,248	Shares Voted: 2,248

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Brandon B. Boze	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Vincent Clancy	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director Beth F. Cobert	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Reginald H. Gilyard	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Shira D. Goodman	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Gerardo I. Lopez	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Guy A. Metcalfe	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Gunjan Soni	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director Robert E. Sulentic	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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CBRE Group, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1j		Elect Director Sanjiv Yajnik	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance were reasonably aligned for the year in review. While there is some concern regarding how half of the PRSUs are earned based on annual performance goals, the vast majority of the CEO's compensation remains conditioned on financial performance. Further, a relative-TSR metric introduced to the LTIP is measured over a three-year period.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Pay and performance were reasonably aligned for the year in review. While there is some concern regarding how half of the PRSUs are earned based on annual performance goals, the vast majority of the CEO's compensation remains conditioned on financial performance. Further, a relative-TSR metric introduced to the LTIP is measured over a three-year period.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/28/2025	Auto-Approved 04/28/2025		2,248	2,248
Total Shares:						2,248	2,248

Crown Castle Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: CCI	Proxy Level: 3
Record Date: 03/24/2025	Meeting Type: Annual	Meeting ID: 1951657	
Primary Security ID: 22822V101	Primary CUSIP: 22822V101	Primary ISIN: US22822V1017	Primary SEDOL: BTGQCX1
Earliest Cutoff Date: 05/20/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,230	*Shares on Loan: 0	Shares Instructed: 3,230	Shares Voted: 3,230

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director P. Robert Bartolo	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1b		Elect Director Jason Genrich	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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Crown Castle Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director Andrea J. Goldsmith	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1d		Elect Director Tammy K. Jones	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1e		Elect Director Kevin T. Kabat	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1f		Elect Director Anthony J. Melone	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1g		Elect Director Katherine Motlagh	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1h		Elect Director Kevin A. Stephens	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1i		Elect Director Matthew Thornton, III	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Concerns are noted regarding target setting in the STI program, which appears to be set below the prior year's actual performance and earned above-target payouts despite a lack of reduction in pay opportunities. Nevertheless, the annual bonus was entirely based on pre-set objective metrics and a majority of the LTI program was in multi-year performance-conditioned equity. Continued monitoring of pay outcomes and new NEO compensation in light of significant recent executive transition is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Concerns are noted regarding target setting in the STI program, which appears to be set below the prior year's actual performance and earned above-target payouts despite a lack of reduction in pay opportunities. Nevertheless, the annual bonus was entirely based on pre-set objective metrics and a majority of the LTI program was in multi-year performance-conditioned equity. Continued monitoring of pay outcomes and new NEO compensation in light of significant recent executive transition is warranted.</i></p>												

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Crown Castle Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Eliminate Supermajority Vote Requirements	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i></p>													
5		Amend Charter to Eliminate Unnecessary and Outdated Provisions	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed amendment appears to be administrative in nature.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as the proposed amendment appears to be administrative in nature.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,230	3,230
			04/30/2025	04/30/2025			
Total Shares:						3,230	3,230

Equinix, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: EQIX	Proxy Level: 3
Record Date: 03/25/2025	Meeting Type: Annual	Meeting ID: 1953740	
Primary Security ID: 29444U700	Primary CUSIP: 29444U700	Primary ISIN: US29444U7000	Primary SEDOL: BVLZX12
Earliest Cutoff Date: 05/20/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 479	*Shares on Loan: 0	Shares Instructed: 479	Shares Voted: 479

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Nanci Caldwell	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1b		Elect Director Adaire Fox-Martin	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1c		Elect Director Gary Hromadko	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1d		Elect Director Charles Meyers	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1e		Elect Director Thomas Olinger	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1f		Elect Director Christopher Paisley	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1g		Elect Director Sandra Rivera	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1h		Elect Director Fidelma Russo	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. There remain concerns related to shared annual and long-term incentive metrics and significant perquisites and tax gross-ups were granted to the CEO, however, pay and performance were reasonably aligned for the year in review. Further, the annual incentive was entirely based on financial metrics and the long-term incentive was primarily performance-based with multi-year measurement periods.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. There remain concerns related to shared annual and long-term incentive metrics and significant perquisites and tax gross-ups were granted to the CEO, however, pay and performance were reasonably aligned for the year in review. Further, the annual incentive was entirely based on financial metrics and the long-term incentive was primarily performance-based with multi-year measurement periods.</i></p>												
3		Amend Omnibus Stock Plan	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive * The three-year average burn rate is excessive * The plan allows broad discretion to accelerate vesting</i></p> <p><i>Blended Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive * The three-year average burn rate is excessive * The plan allows broad discretion to accelerate vesting</i></p>												
4		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
5		Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. A reduction in the ownership threshold required to request a record date to initiate written consent would provide for a more meaningful written consent right for shareholders.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. A reduction in the ownership threshold required to request a record date to initiate written consent would provide for a more meaningful written consent right for shareholders.</i></p>												

Ballot Details

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

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/25/2025	Auto-Approved 04/25/2025		479	479
Total Shares:						479	479

Old Dominion Freight Line, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: ODFL	Proxy Level: 3
Record Date: 03/13/2025	Meeting Type: Annual	Meeting ID: 1958564	
Primary Security ID: 679580100	Primary CUSIP: 679580100	Primary ISIN: US6795801009	Primary SEDOL: 2656423
Earliest Cutoff Date: 05/20/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 520	*Shares on Loan: 0	Shares Instructed: 520	Shares Voted: 520

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Sherry A. Aaholm	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.2		Elect Director David S. Congdon	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.3		Elect Director John R. Congdon, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.4		Elect Director Andrew S. Davis	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.5		Elect Director Kevin M. Freeman	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.6		Elect Director Bradley R. Gabosch	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.7		Elect Director Greg C. Gantt	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Old Dominion Freight Line, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.8		Elect Director John D. Kasarda	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.9		Elect Director Debra S. King	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.10		Elect Director Cheryl S. Miller	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.11		Elect Director Wendy T. Stallings	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.12		Elect Director Thomas A. Stith, III	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Concerns exist in the STIP regarding the relatively large maximum payout, in addition to the use of annual performance periods for the equity awards. However, the STIP and LTIP are entirely performance-based and pay and performance are reasonably aligned for the year in review.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. Concerns exist in the STIP regarding the relatively large maximum payout, in addition to the use of annual performance periods for the equity awards. However, the STIP and LTIP are entirely performance-based and pay and performance are reasonably aligned for the year in review.</i>										
3		Approve Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										
		<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										
4		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
5		Disclose Plans to Reduce Scope 1 and 2 GHG Emissions Aligned with Paris Agreement Goals	SH	Yes	Against	Against		For	For	Yes	No	Yes
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted as enhanced disclosure would enable both the company and its shareholders to assess and strengthen its current policies and initiatives.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted as enhanced disclosure would enable both the company and its shareholders to assess and strengthen its current policies and initiatives.</i>										

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Old Dominion Freight Line, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/05/2025	Auto-Approved 05/05/2025		520	520
Total Shares:						520	520

ONEOK, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: OKE	Proxy Level: 3
Record Date: 03/24/2025	Meeting Type: Annual	Meeting ID: 1949342	
Primary Security ID: 682680103	Primary CUSIP: 682680103	Primary ISIN: US6826801036	Primary SEDOL: 2130109
Earliest Cutoff Date: 05/20/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,920	*Shares on Loan: 0	Shares Instructed: 3,920	Shares Voted: 3,920

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Brian L. Derksen	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.2		Elect Director Julie H. Edwards	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.3		Elect Director Lori A. Gobillot	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.4		Elect Director Mark W. Helderman	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.5		Elect Director Randall J. Larson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.6		Elect Director Pattye L. Moore	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.7		Elect Director Pierce H. Norton, II	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.8		Elect Director Eduardo A. Rodriguez	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1.9		Elect Director Gerald D. Smith	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1.10		Elect Director Wayne T. Smith	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Approve Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>												
4		Approve Restricted Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>												
5		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Some concerns exist regarding the goals rigor of PSUs and the lack of a cap on payout if absolute TSR is negative. However, annual incentives are largely based on pre-determined financial measures, and a majority of the equity awards are performance based with a multi-year measurement.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Some concerns exist regarding the goals rigor of PSUs and the lack of a cap on payout if absolute TSR is negative. However, annual incentives are largely based on pre-determined financial measures, and a majority of the equity awards are performance based with a multi-year measurement.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,920	3,920
			04/27/2025	04/27/2025			
Total Shares:						3,920	3,920

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Phillips 66

Meeting Date: 05/21/2025	Country: USA	Ticker: PSX	Proxy Level: 6
Record Date: 04/04/2025	Meeting Type: Proxy Contest	Meeting ID: 1950300	
Primary Security ID: 718546104	Primary CUSIP: 718546104	Primary ISIN: US7185461040	Primary SEDOL: B78C4Y8
Earliest Cutoff Date: 05/20/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,715	*Shares on Loan: 0	Shares Instructed: 2,715	Shares Voted: 2,715

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Management Universal Proxy (White Proxy Card)	Mgmt	No								
		From the Combined List of Management & Dissident Nominees - Elect 4 Directors	Mgmt	No								
1a		Elect Management Nominee Director A. Nigel Hearne	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>										
		<i>Blended Rationale: DO NOT VOTE on this card.</i>										
1b		Elect Management Nominee Director John E. Lowe	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>										
		<i>Blended Rationale: DO NOT VOTE on this card.</i>										
1c		Elect Management Nominee Director Robert W. Pease	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>										
		<i>Blended Rationale: DO NOT VOTE on this card.</i>										
1d		Elect Management Nominee Director Howard I. Ungerleider	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>										
		<i>Blended Rationale: DO NOT VOTE on this card.</i>										
1e		Elect Dissident Nominee Director Brian S. Coffman	SH	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>										
		<i>Blended Rationale: DO NOT VOTE on this card.</i>										
1f		Elect Dissident Nominee Director Sigmund L. Cornelius	SH	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>										
		<i>Blended Rationale: DO NOT VOTE on this card.</i>										
1g		Elect Dissident Nominee Director Michael A. Heim	SH	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>										
		<i>Blended Rationale: DO NOT VOTE on this card.</i>										
1h		Elect Dissident Nominee Director Stacy D. Nieuwoudt	SH	Yes	Withhold	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>										
		<i>Blended Rationale: DO NOT VOTE on this card.</i>										

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Phillips 66

Proposal Number	Significant Vote	Proposal Text	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		Declassify the Board of Directors	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
5		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
6		Adopt Policy Requiring Annual Director Resignations	SH	Yes	Against	Do Not Vote		Do Not Vote	Do Not Vote	No	No	No
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>												
<i>Blended Rationale: DO NOT VOTE on this card.</i>												
		Dissident Universal Proxy (Gold Proxy Card)	Mgmt	No								
		From the Combined List of Management & Dissident Nominees - Elect 4 Directors	Mgmt	No								
		ELLIOTT NOMINEES	Mgmt	No								
1a		Elect Dissident Nominee Director Brian S. Coffman	SH	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: The dissident has presented a compelling case for change. As such, votes FOR Brian Coffman, Sigmund Cornelius, Michael Heim, and Stacy Nieuwoudt are warranted on the dissident card.</i>												
<i>Blended Rationale: The dissident has presented a compelling case for change. As such, votes FOR Brian Coffman, Sigmund Cornelius, Michael Heim, and Stacy Nieuwoudt are warranted on the dissident card.</i>												
1b		Elect Dissident Nominee Director Sigmund L. Cornelius	SH	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: The dissident has presented a compelling case for change. As such, votes FOR Brian Coffman, Sigmund Cornelius, Michael Heim, and Stacy Nieuwoudt are warranted on the dissident card.</i>												
<i>Blended Rationale: The dissident has presented a compelling case for change. As such, votes FOR Brian Coffman, Sigmund Cornelius, Michael Heim, and Stacy Nieuwoudt are warranted on the dissident card.</i>												
1c		Elect Dissident Nominee Director Michael A. Heim	SH	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: The dissident has presented a compelling case for change. As such, votes FOR Brian Coffman, Sigmund Cornelius, Michael Heim, and Stacy Nieuwoudt are warranted on the dissident card.</i>												
<i>Blended Rationale: The dissident has presented a compelling case for change. As such, votes FOR Brian Coffman, Sigmund Cornelius, Michael Heim, and Stacy Nieuwoudt are warranted on the dissident card.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Dissident Nominee Director Stacy D. Nieuwoudt	SH	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: The dissident has presented a compelling case for change. As such, votes FOR Brian Coffman, Sigmund Cornelius, Michael Heim, and Stacy Nieuwoudt are warranted on the dissident card.</i></p> <p><i>Blended Rationale: The dissident has presented a compelling case for change. As such, votes FOR Brian Coffman, Sigmund Cornelius, Michael Heim, and Stacy Nieuwoudt are warranted on the dissident card.</i></p>												
		COMPANY NOMINEES OPPOSED BY ELLIOTT	Mgmt	No								
1a		Elect Management Nominee Director A. Nigel Hearne	Mgmt	Yes	Withhold	Withhold		Withhold	Withhold	No	No	No
<p><i>Voting Policy Rationale: The dissident has presented a compelling case for change. As such, votes FOR Brian Coffman, Sigmund Cornelius, Michael Heim, and Stacy Nieuwoudt are warranted on the dissident card.</i></p> <p><i>Blended Rationale: The dissident has presented a compelling case for change. As such, votes FOR Brian Coffman, Sigmund Cornelius, Michael Heim, and Stacy Nieuwoudt are warranted on the dissident card.</i></p>												
1b		Elect Management Nominee Director John E. Lowe	Mgmt	Yes	Withhold	Withhold		Withhold	Withhold	No	No	No
<p><i>Voting Policy Rationale: The dissident has presented a compelling case for change. As such, votes FOR Brian Coffman, Sigmund Cornelius, Michael Heim, and Stacy Nieuwoudt are warranted on the dissident card.</i></p> <p><i>Blended Rationale: The dissident has presented a compelling case for change. As such, votes FOR Brian Coffman, Sigmund Cornelius, Michael Heim, and Stacy Nieuwoudt are warranted on the dissident card.</i></p>												
1c		Elect Management Nominee Director Robert W. Pease	Mgmt	Yes	Withhold	Withhold		Withhold	Withhold	No	No	No
<p><i>Voting Policy Rationale: The dissident has presented a compelling case for change. As such, votes FOR Brian Coffman, Sigmund Cornelius, Michael Heim, and Stacy Nieuwoudt are warranted on the dissident card.</i></p> <p><i>Blended Rationale: The dissident has presented a compelling case for change. As such, votes FOR Brian Coffman, Sigmund Cornelius, Michael Heim, and Stacy Nieuwoudt are warranted on the dissident card.</i></p>												
1d		Elect Management Nominee Director Howard I. Ungerleider	Mgmt	Yes	Withhold	Withhold		Withhold	Withhold	No	No	No
<p><i>Voting Policy Rationale: The dissident has presented a compelling case for change. As such, votes FOR Brian Coffman, Sigmund Cornelius, Michael Heim, and Stacy Nieuwoudt are warranted on the dissident card.</i></p> <p><i>Blended Rationale: The dissident has presented a compelling case for change. As such, votes FOR Brian Coffman, Sigmund Cornelius, Michael Heim, and Stacy Nieuwoudt are warranted on the dissident card.</i></p>												
2		Declassify the Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance board accountability to shareholders.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as it would enhance board accountability to shareholders.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	None	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay is reasonably aligned with performance for the year under review and annual and long-term incentives are sufficiently tied to performance.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Pay is reasonably aligned with performance for the year under review and annual and long-term incentives are sufficiently tied to performance.</i></p>												
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	None	One Year		One Year	One Year	No	No	No
<p><i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i></p> <p><i>Blended Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i></p>												

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Phillips 66

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	None	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
6		Adopt Policy Requiring Annual Director Resignations	SH	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Shareholder support for the binding management resolution to declassify the board (see Item 2) is considered a more compelling avenue to effect annual director elections at this meeting. Moreover, it is not clear if a voluntary resignation policy is an effective long-term solution to annual director elections, given that each of the directors would have to agree to submit a resignation letter each year.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. Shareholder support for the binding management resolution to declassify the board (see Item 2) is considered a more compelling avenue to effect annual director elections at this meeting. Moreover, it is not clear if a voluntary resignation policy is an effective long-term solution to annual director elections, given that each of the directors would have to agree to submit a resignation letter each year.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,715	2,715
			05/13/2025	05/13/2025			
Total Shares:						2,715	2,715

Ross Stores, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: ROST	Proxy Level: 3
Record Date: 03/25/2025	Meeting Type: Annual	Meeting ID: 1951909	
Primary Security ID: 778296103	Primary CUSIP: 778296103	Primary ISIN: US7782961038	Primary SEDOL: 2746711
Earliest Cutoff Date: 05/20/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,348	*Shares on Loan: 0	Shares Instructed: 2,348	Shares Voted: 2,348

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
1a		Elect Director Michael Balmuth	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1b		Elect Director K. Gunnar Bjorklund	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1c		Elect Director Michael J. Bush	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director Edward G. Cannizzaro	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director James G. Conroy	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Sharon D. Garrett	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Michael J. Hartshorn	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Stephen D. Milligan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Patricia H. Mueller	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director George P. Orban	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Doniel N. Sutton	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. CEO pay and company performance are reasonably aligned at this time, and annual incentives and the majority of long-term incentives are sufficiently tied to objective performance goals, with payouts consistent with recent performance. However, some concerns are raised surrounding the extraordinarily large new hire awards granted to the incoming CEO.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted, with caution. CEO pay and company performance are reasonably aligned at this time, and annual incentives and the majority of long-term incentives are sufficiently tied to objective performance goals, with payouts consistent with recent performance. However, some concerns are raised surrounding the extraordinarily large new hire awards granted to the incoming CEO.</i>										

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Ross Stores, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>													
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 04/30/2025	Auto-Approved 04/30/2025		2,348	2,348
Total Shares:						2,348	2,348

The Travelers Companies, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: TRV	Proxy Level: 3
Record Date: 03/24/2025	Meeting Type: Annual	Meeting ID: 1951013	
Primary Security ID: 89417E109	Primary CUSIP: 89417E109	Primary ISIN: US89417E1091	Primary SEDOL: 2769503
Earliest Cutoff Date: 05/20/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,541	*Shares on Loan: 0	Shares Instructed: 1,541	Shares Voted: 1,541

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Russell G. Golden	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the director nominees are warranted.</i>													
<i>Blended Rationale: Votes FOR the director nominees are warranted.</i>													
1b		Elect Director Thomas B. Leonardi	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the director nominees are warranted.</i>													
<i>Blended Rationale: Votes FOR the director nominees are warranted.</i>													
1c		Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the director nominees are warranted.</i>													
<i>Blended Rationale: Votes FOR the director nominees are warranted.</i>													
1d		Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the director nominees are warranted.</i>													
<i>Blended Rationale: Votes FOR the director nominees are warranted.</i>													
1e		Elect Director Rafael Santana	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the director nominees are warranted.</i>													
<i>Blended Rationale: Votes FOR the director nominees are warranted.</i>													

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The Travelers Companies, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f		Elect Director Todd C. Schermerhorn	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the director nominees are warranted.</i>												
<i>Blended Rationale: Votes FOR the director nominees are warranted.</i>												
1g		Elect Director Alan D. Schnitzer	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the director nominees are warranted.</i>												
<i>Blended Rationale: Votes FOR the director nominees are warranted.</i>												
1h		Elect Director Laurie J. Thomsen	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the director nominees are warranted.</i>												
<i>Blended Rationale: Votes FOR the director nominees are warranted.</i>												
1i		Elect Director Bridget van Kralingen	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the director nominees are warranted.</i>												
<i>Blended Rationale: Votes FOR the director nominees are warranted.</i>												
1j		Elect Director David S. Williams	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR the director nominees are warranted.</i>												
<i>Blended Rationale: Votes FOR the director nominees are warranted.</i>												
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The compensation committee was sufficiently responsive to shareholders following a low say-on-pay vote result. Concerns remain regarding the heavy reliance on compensation committee discretion in the annual bonus program, however, as the program lacks key disclosures such as per-metric weightings, target pay opportunities, and threshold or maximum goals, which can allow for an informed assessment of pay-for-performance linkage. Nevertheless, concerns are mitigated for the year in review, as pay and performance were reasonably aligned. Further, the LTI program has a number of positive features, such as a multi-year performance period and clearly disclosed forward-looking targets, while positive pay program features were added in response to shareholder feedback. Continued monitoring of the annual bonus program structure in addition to pay outcomes is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted, with caution. The compensation committee was sufficiently responsive to shareholders following a low say-on-pay vote result. Concerns remain regarding the heavy reliance on compensation committee discretion in the annual bonus program, however, as the program lacks key disclosures such as per-metric weightings, target pay opportunities, and threshold or maximum goals, which can allow for an informed assessment of pay-for-performance linkage. Nevertheless, concerns are mitigated for the year in review, as pay and performance were reasonably aligned. Further, the LTI program has a number of positive features, such as a multi-year performance period and clearly disclosed forward-looking targets, while positive pay program features were added in response to shareholder feedback. Continued monitoring of the annual bonus program structure in addition to pay outcomes is warranted.</i>												
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>												
<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>												

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The Travelers Companies, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
5		Report on Climate-Related Pricing and Coverage Decisions	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it could help shareholders better evaluate the company's management of risks linked to climate-related pricing and insurance coverage.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because it could help shareholders better evaluate the company's management of risks linked to climate-related pricing and insurance coverage.</i></p>													
6		Submit Severance Agreement to Shareholder Vote	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR the proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy requiring shareholder ratification of any future cash severance arrangements that exceed market norms. The requested policy would therefore provide an additional safeguard for shareholders.</i></p> <p><i>Blended Rationale: A vote FOR the proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy requiring shareholder ratification of any future cash severance arrangements that exceed market norms. The requested policy would therefore provide an additional safeguard for shareholders.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,541	1,541
			05/06/2025	05/06/2025			
Total Shares:						1,541	1,541

Thermo Fisher Scientific Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: TMO	Proxy Level: 3
Record Date: 03/24/2025	Meeting Type: Annual	Meeting ID: 1951938	
Primary Security ID: 883556102	Primary CUSIP: 883556102	Primary ISIN: US8835561023	Primary SEDOL: 2886907
Earliest Cutoff Date: 05/20/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,420	*Shares on Loan: 0	Shares Instructed: 1,420	Shares Voted: 1,420

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Marc N. Casper	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1b		Elect Director Nelson J. Chai	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1c		Elect Director Ruby R. Chandy	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1d		Elect Director C. Martin Harris	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Thermo Fisher Scientific Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1e		Elect Director Tyler Jacks	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Jennifer M. Johnson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director R. Alexandra Keith	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Karen S. Lynch	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director James C. Mullen	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Debora L. Spar	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Scott M. Sperling	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Dion J. Weisler	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Despite lowering year-over-year targets in the STI program, target bonus opportunities were not commensurately lowered and payouts were earned well-above target. The LTI program also largely utilizes one-year performance periods as well as an identical metric from the STI program. Further, a majority of non-CEO NEO equity was in time-vesting equity. Executives also received a one-time award and, though the award was entirely in multi-year performance equity, a portion could be earned based on one-year performance.</i>										
		<i>Blended Rationale: A vote AGAINST this proposal is warranted. Despite lowering year-over-year targets in the STI program, target bonus opportunities were not commensurately lowered and payouts were earned well-above target. The LTI program also largely utilizes one-year performance periods as well as an identical metric from the STI program. Further, a majority of non-CEO NEO equity was in time-vesting equity. Executives also received a one-time award and, though the award was entirely in multi-year performance equity, a portion could be earned based on one-year performance.</i>										

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Thermo Fisher Scientific Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Amend Right to Call Special Meeting	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year holding period is not especially problematic and provides a reasonable safeguard against abuse of the special meeting right.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year holding period is not especially problematic and provides a reasonable safeguard against abuse of the special meeting right.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,420	1,420
			04/28/2025	04/28/2025			
Total Shares:						1,420	1,420

Zoetis Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: ZTS	Proxy Level: 3
Record Date: 03/28/2025	Meeting Type: Annual	Meeting ID: 1952746	
Primary Security ID: 98978V103	Primary CUSIP: 98978V103	Primary ISIN: US98978V1035	Primary SEDOL: B95WG16
Earliest Cutoff Date: 05/20/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,400	*Shares on Loan: 0	Shares Instructed: 2,400	Shares Voted: 2,400

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Paul M. Bisaro	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1b		Elect Director Vanessa Broadhurst	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1c		Elect Director Frank A. D'Amelio	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director Gavin D.K. Hattersley	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Sanjay Khosla	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Antoinette R. Leatherberry	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Michael B. McCallister	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Gregory Norden	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Louise M. Parent	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Kristin C. Peck	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Willie M. Reed	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Mark Stetter	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>										
3		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

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Zoetis Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Amend Right to Call Special Meeting	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The one-year holding period is not considered especially problematic and provides a reasonable safeguard against abuse of the right.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The one-year holding period is not considered especially problematic and provides a reasonable safeguard against abuse of the right.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,400	2,400
			04/28/2025	04/28/2025			
Total Shares:						2,400	2,400

Quanta Services, Inc.

Meeting Date: 05/22/2025	Country: USA	Ticker: PWR	Proxy Level: 3
Record Date: 04/02/2025	Meeting Type: Annual	Meeting ID: 1954108	
Primary Security ID: 74762E102	Primary CUSIP: 74762E102	Primary ISIN: US74762E1029	Primary SEDOL: 2150204
Earliest Cutoff Date: 05/21/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,174	*Shares on Loan: 0	Shares Instructed: 1,174	Shares Voted: 1,174

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1		Elect Director Earl C. (Duke) Austin, Jr.	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.2		Elect Director Warner L. Baxter	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.3		Elect Director Doyle N. Beneby	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.4		Elect Director Bernard Fried	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.5		Elect Director Worthing F. Jackman	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Quanta Services, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.6		Elect Director Holli C. Ladhani	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.7		Elect Director Jo-ann M. dePass Olsovsky	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.8		Elect Director R. Scott Rowe	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.9		Elect Director Raul J. Valentin	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.10		Elect Director Martha B. Wyrsh	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>										
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										
		<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/01/2025	Auto-Approved 05/01/2025		1,174	1,174
Total Shares:						1,174	1,174

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Meeting Date: 05/22/2025	Country: USA	Ticker: NOW	Proxy Level: 4
Record Date: 03/24/2025	Meeting Type: Annual	Meeting ID: 1951075	
Primary Security ID: 81762P102	Primary CUSIP: 81762P102	Primary ISIN: US81762P1021	Primary SEDOL: B80NXX8
Earliest Cutoff Date: 05/21/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 780	*Shares on Loan: 0	Shares Instructed: 780	Shares Voted: 780

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Susan L. Bostrom	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Teresa Briggs	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director Jonathan C. Chadwick	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Paul E. Chamberlain	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Lawrence J. Jackson, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Frederic B. Luddy	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director William R. McDermott	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Joseph "Larry" Quinlan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director Anita M. Sands	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. A majority of CEO pay was linked to objective performance criteria, and pay and performance are reasonably aligned for the year in review. Moreover, disclosed changes for FY25 are expected to strengthen the long-term nature of the program.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. A majority of CEO pay was linked to objective performance criteria, and pay and performance are reasonably aligned for the year in review. Moreover, disclosed changes for FY25 are expected to strengthen the long-term nature of the program.</i></p>												
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The exculpation amendment aligns with Delaware law and is considered to reasonably balance shareholders' interest in officer accountability with their interest in recruiting and retaining qualified officers to manage the company.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. The exculpation amendment aligns with Delaware law and is considered to reasonably balance shareholders' interest in officer accountability with their interest in recruiting and retaining qualified officers to manage the company.</i></p>												
5		Eliminate Supermajority Vote Requirements	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i></p>												
6		Amend Bylaws Regarding Right to Cure Purported Nomination Defects	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the proponent has not provided a compelling argument that the proposed policy would materially protect or improve shareholders' rights.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted as the proponent has not provided a compelling argument that the proposed policy would materially protect or improve shareholders' rights.</i></p>												
7		Amend Right to Call Special Meeting	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year holding period is not especially problematic and provides a reasonable safeguard against abuse of the special meeting right.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year holding period is not especially problematic and provides a reasonable safeguard against abuse of the special meeting right.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		780	780
			05/02/2025	05/02/2025			
Total Shares:						780	780

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The Charles Schwab Corporation

Meeting Date: 05/22/2025	Country: USA	Ticker: SCHW	Proxy Level: 3
Record Date: 03/24/2025	Meeting Type: Annual	Meeting ID: 1950742	
Primary Security ID: 808513105	Primary CUSIP: 808513105	Primary ISIN: US8085131055	Primary SEDOL: 2779397
Earliest Cutoff Date: 05/21/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 6,743	*Shares on Loan: 0	Shares Instructed: 6,743	Shares Voted: 6,743

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director John K. Adams, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.2		Elect Director Stephen A. Ellis	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.3		Elect Director Arun Sarin	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.4		Elect Director Charles R. Schwab	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.5		Elect Director Paula A. Sneed	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. There is some concern surrounding pay program goal rigor, as the sole STI metric target was set below the prior year's results and achieved above target. However, the STI program is based on a quantified, pre-set financial goal, and the majority of equity awards vest based on clearly disclosed multi-year goals. Further, CEO annual pay opportunities are expected to decline in FY25, in connection with the recent CEO transition.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted, with caution. There is some concern surrounding pay program goal rigor, as the sole STI metric target was set below the prior year's results and achieved above target. However, the STI program is based on a quantified, pre-set financial goal, and the majority of equity awards vest based on clearly disclosed multi-year goals. Further, CEO annual pay opportunities are expected to decline in FY25, in connection with the recent CEO transition.</i>												

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The Charles Schwab Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Declassify the Board of Directors	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as a declassified board would improve director accountability to shareholders.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as a declassified board would improve director accountability to shareholders.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		6,743	6,743
			05/02/2025	05/02/2025			
Total Shares:						6,743	6,743

The Home Depot, Inc.

Meeting Date: 05/22/2025	Country: USA	Ticker: HD	Proxy Level: 3
Record Date: 03/24/2025	Meeting Type: Annual	Meeting ID: 1951429	
Primary Security ID: 437076102	Primary CUSIP: 437076102	Primary ISIN: US4370761029	Primary SEDOL: 2434209
Earliest Cutoff Date: 05/21/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,305	*Shares on Loan: 0	Shares Instructed: 3,305	Shares Voted: 3,305

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Gerard J. Arpey	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>													
1b		Elect Director Ari Bousbib	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>													
1c		Elect Director Jeffery H. Boyd	Mgmt	Yes	For	For			Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>													

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The Home Depot, Inc.

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

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The Home Depot, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1j		Elect Director Paula A. Santilli	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
1k		Elect Director Caryn Seidman-Becker	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
1l		Elect Director Asha Sharma	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concerns are raised regarding STI target goal setting, pay and performance are reasonably aligned for the year under review. Furthermore, the long-term incentive is primarily performance-based, and half of equity grants use a multi-year measurement period.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Although some concerns are raised regarding STI target goal setting, pay and performance are reasonably aligned for the year under review. Furthermore, the long-term incentive is primarily performance-based, and half of equity grants use a multi-year measurement period.</i></p>												
4		Require Independent Board Chair	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p>												
5		Disclose a Biodiversity Impact and Dependency Assessment	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as further disclosure would help shareholders assess how the company is managing related risks associated with deforestation and biodiversity loss as well as adequately track progress on these issues.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as further disclosure would help shareholders assess how the company is managing related risks associated with deforestation and biodiversity loss as well as adequately track progress on these issues.</i></p>												

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The Home Depot, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
6		Report on Efforts to Reduce Plastic Use	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as further assessment of the company's circularity efforts would provide valuable insights and help the company mitigate associated risks.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as further assessment of the company's circularity efforts would provide valuable insights and help the company mitigate associated risks.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,305	3,305
			05/06/2025	05/06/2025			
Total Shares:						3,305	3,305

Verizon Communications Inc.

Meeting Date: 05/22/2025	Country: USA	Ticker: VZ	Proxy Level: 3
Record Date: 03/24/2025	Meeting Type: Annual	Meeting ID: 1951639	
Primary Security ID: 92343V104	Primary CUSIP: 92343V104	Primary ISIN: US92343V1044	Primary SEDOL: 2090571
Earliest Cutoff Date: 05/21/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 16,040	*Shares on Loan: 0	Shares Instructed: 16,040	Shares Voted: 16,040

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1		Elect Director Shellye Archambeau	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.2		Elect Director Roxanne Austin	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.3		Elect Director Mark Bertolini	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.4		Elect Director Vittorio Colao	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.5		Elect Director Caroline Litchfield	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Verizon Communications Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.6		Elect Director Laxman Narasimhan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1.7		Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1.8		Elect Director Daniel Schulman	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1.9		Elect Director Carol Tome	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1.10		Elect Director Hans Vestberg	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Concerns are noted regarding the lack of disclosure of threshold or maximum goals in the STIP and forward-looking targets in the LTIP. However, annual and long-term incentives were primarily based on pre-set objective metrics and equity awards utilize a multi-year performance period.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Concerns are noted regarding the lack of disclosure of threshold or maximum goals in the STIP and forward-looking targets in the LTIP. However, annual and long-term incentives were primarily based on pre-set objective metrics and equity awards utilize a multi-year performance period.</i></p>												
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Report on Climate Lobbying	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure would help shareholders better evaluate alignment between the company's lobbying activities and its net-zero commitments.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as additional disclosure would help shareholders better evaluate alignment between the company's lobbying activities and its net-zero commitments.</i></p>												
5		Report on Potential Hazards of Lead Cables and Potential Remediation Costs	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from the increased disclosure on the company's efforts in relation to the use of lead-sheathed cables and how the company is managing possible environmental and public health related risks.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from the increased disclosure on the company's efforts in relation to the use of lead-sheathed cables and how the company is managing possible environmental and public health related risks.</i></p>												

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Verizon Communications Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
6		Report on Risks Related to Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company appears to provide sufficient disclosure for shareholders to adequately assess how it oversees risks related to political or religious discrimination against ad buyers and sellers.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted, as the company appears to provide sufficient disclosure for shareholders to adequately assess how it oversees risks related to political or religious discrimination against ad buyers and sellers.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		16,040	16,040
			05/07/2025	05/07/2025			
Total Shares:						16,040	16,040

Welltower Inc.

Meeting Date: 05/22/2025	Country: USA	Ticker: WELL	Proxy Level: 3
Record Date: 03/27/2025	Meeting Type: Annual	Meeting ID: 1954119	
Primary Security ID: 95040Q104	Primary CUSIP: 95040Q104	Primary ISIN: US95040Q1040	Primary SEDOL: BYVYHH4
Earliest Cutoff Date: 05/21/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,931	*Shares on Loan: 0	Shares Instructed: 2,931	Shares Voted: 2,931

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Kenneth J. Bacon	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1b		Elect Director Karen B. DeSalvo	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1c		Elect Director Andrew Gundlach	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1d		Elect Director Dennis G. Lopez	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1e		Elect Director Shankh Mitra	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Welltower Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f		Elect Director Ade J. Patton	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Sergio D. Rivera	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Johnese M. Spisso	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director Kathryn M. Sullivan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>												
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>												
<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/02/2025	Auto-Approved 05/02/2025		2,931	2,931
Total Shares:						2,931	2,931

AIA Group Limited

Meeting Date: 05/23/2025	Country: Hong Kong	Ticker: 1299	Proxy Level: N/A
Record Date: 05/19/2025	Meeting Type: Annual	Meeting ID: 1940990	
Primary Security ID: Y002A1105	Primary CUSIP: Y002A1105	Primary ISIN: HK0000069689	Primary SEDOL: B4TX8S1

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

Earliest Cutoff Date: 05/16/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 123,910

*Shares on Loan: 0

Shares Instructed: 123,910

Shares Voted: 123,910

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i></p> <p><i>Blended Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i></p>												
2		Approve Final Dividend	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.</i></p>												
3		Elect George Yong-boon Yeo as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the election of all nominees is warranted.</i></p>												
4		Elect Lawrence Juen-Yee Lau as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the election of all nominees is warranted.</i></p>												
5		Elect Narongchai Akrasanee as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the election of all nominees is warranted.</i></p>												
6		Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i></p>												
7A		Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration.</i></p>												
7B		Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.</i></p>												

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AIA Group Limited

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/08/2025	Auto-Approved 05/08/2025		123,910	123,910
Total Shares:						123,910	123,910

Amgen Inc.

Meeting Date: 05/23/2025	Country: USA	Ticker: AMGN	Proxy Level: 3
Record Date: 03/24/2025	Meeting Type: Annual	Meeting ID: 1952691	
Primary Security ID: 031162100	Primary CUSIP: 031162100	Primary ISIN: US0311621009	Primary SEDOL: 2023607
Earliest Cutoff Date: 05/22/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,134	*Shares on Loan: 0	Shares Instructed: 2,134	Shares Voted: 2,134

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Wanda M. Austin	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Robert A. Bradway	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director Michael V. Drake	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Brian J. Druker	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Robert A. Eckert	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Greg C. Garland	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Charles M. Holley, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Amgen Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1h		Elect Director S. Omar Ishrak	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1i		Elect Director Tyler Jacks	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1j		Elect Director Mary E. Klotman	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1k		Elect Director Ellen J. Kullman	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1l		Elect Director Amy E. Miles	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned for the year in review, though some concerns exist in the LTIP which lacks disclosure of certain goals. However, the LTIP is half performance-based with goals disclosed retrospectively, and the STIP is primarily based on financial measures.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned for the year in review, though some concerns exist in the LTIP which lacks disclosure of certain goals. However, the LTIP is half performance-based with goals disclosed retrospectively, and the STIP is primarily based on financial measures.</i></p>													
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/01/2025	Auto-Approved 05/01/2025		2,134	2,134
Total Shares:						2,134	2,134

Deutsche Wohnen SE

Meeting Date: 05/26/2025	Country: Germany	Ticker: DWNI	Proxy Level: N/A
Record Date: 05/02/2025	Meeting Type: Annual	Meeting ID: 1955200	
Primary Security ID: D2046U176	Primary CUSIP: D2046U176	Primary ISIN: DE000A0HN5C6	Primary SEDOL: B0YZ0Z5

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Earliest Cutoff Date: 05/15/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 26,029

*Shares on Loan: 0

Shares Instructed: 26,029

Shares Voted: 26,029

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive Financial Statements and Statutory Reports for Fiscal Year 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 0.04 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.</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		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>												
5.1		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 and the First Quarter of 2026	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>												
5.2		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>												
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 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>												

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Deutsche Wohnen SE

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/09/2025	Auto-Approved 05/09/2025		26,029	26,029
Total Shares:						26,029	26,029

Merck & Co., Inc.

Meeting Date: 05/27/2025	Country: USA	Ticker: MRK	Proxy Level: 3
Record Date: 03/28/2025	Meeting Type: Annual	Meeting ID: 1952964	
Primary Security ID: 58933Y105	Primary CUSIP: 58933Y105	Primary ISIN: US58933Y1055	Primary SEDOL: 2778844
Earliest Cutoff Date: 05/23/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 23,494	*Shares on Loan: 0	Shares Instructed: 23,494	Shares Voted: 23,494

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Mary Ellen Coe	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director Pamela J. Craig	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Robert M. Davis	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Thomas H. Glocer	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Surendralal "Lal" L. Karsanbhai	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Risa J. Lavizzo-Mourey	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1h		Elect Director Stephen L. Mayo	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Paul B. Rothman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Patricia F. Russo	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Christine E. Seidman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Inge G. Thulin	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1m		Elect Director Kathy J. Warden	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned for the year under review. Moreover, though some concerns are noted, payouts under the STI and PSU programs are commensurate with recent and longer-term company performance and shareholder outcomes.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned for the year under review. Moreover, though some concerns are noted, payouts under the STI and PSU programs are commensurate with recent and longer-term company performance and shareholder outcomes.</i>										
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
4		Report on a Human Rights Impact Assessment	SH	Yes	Against	Against		For	For	Yes	No	Yes
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Adoption of the proposal would serve to further strengthen the company's commitment to human rights, as well as augment its existing human rights-related oversight mechanisms, and thus help safeguard the company's reputation and long-term shareholder value.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. Adoption of the proposal would serve to further strengthen the company's commitment to human rights, as well as augment its existing human rights-related oversight mechanisms, and thus help safeguard the company's reputation and long-term shareholder value.</i>										

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Merck & Co., Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
5		Publish Tax Transparency Report	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.</i></p>													
6		Consider Eliminating DEI Goals from Compensation Plan Incentives	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Given the C&MD Committee's established oversight role and the comprehensive disclosures regarding its practices, the committee is best positioned to determine the appropriate metrics and considerations for executive pay decisions.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. Given the C&MD Committee's established oversight role and the comprehensive disclosures regarding its practices, the committee is best positioned to determine the appropriate metrics and considerations for executive pay decisions.</i></p>													
7		Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its advertising and non-discrimination policies.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its advertising and non-discrimination policies.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/08/2025	Auto-Approved 05/08/2025		23,494	23,494
Total Shares:						23,494	23,494

GE Healthcare Technologies, Inc.

Meeting Date: 05/28/2025	Country: USA	Ticker: GEHC	Proxy Level: 3
Record Date: 03/31/2025	Meeting Type: Annual	Meeting ID: 1953425	
Primary Security ID: 36266G107	Primary CUSIP: 36266G107	Primary ISIN: US36266G1076	Primary SEDOL: BL6JPG8
Earliest Cutoff Date: 05/27/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,537	*Shares on Loan: 0	Shares Instructed: 3,537	Shares Voted: 3,537

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Peter J. Arduini	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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GE Healthcare Technologies, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1b		Elect Director H. Lawrence Culp, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Rodney F. Hochman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Lloyd W. Howell, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Catherine Lesjak	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Anne T. Madden	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Tomislav Mihaljevic	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director William J. Stromberg	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Phoebe L. Yang	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>										

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GE Healthcare Technologies, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Submit Severance Agreement to Shareholder Vote	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: The company's severance arrangements are reasonable, and there have not been any recent severance controversies identified. Further, the company adopted a policy requiring shareholder approval of severance payments that exceed market norms. In light of these factors, a vote AGAINST this proposal is warranted.</i></p> <p><i>Blended Rationale: The company's severance arrangements are reasonable, and there have not been any recent severance controversies identified. Further, the company adopted a policy requiring shareholder approval of severance payments that exceed market norms. In light of these factors, a vote AGAINST this proposal is warranted.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,537	3,537
			05/09/2025	05/09/2025			
Total Shares:						3,537	3,537

Royal Caribbean Cruises Ltd.

Meeting Date: 05/28/2025	Country: Liberia	Ticker: RCL	Proxy Level: N/A
Record Date: 04/10/2025	Meeting Type: Annual	Meeting ID: 1958377	
Primary Security ID: V7780T103	Primary CUSIP: V7780T103	Primary ISIN: LR0008862868	Primary SEDOL: 2754907
Earliest Cutoff Date: 05/27/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,497	*Shares on Loan: 0	Shares Instructed: 1,497	Shares Voted: 1,497

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director John F. Brock	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1b		Elect Director Richard D. Fain	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1c		Elect Director Stephen R. Howe, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1d		Elect Director Michael O. Leavitt	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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Royal Caribbean Cruises Ltd.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1e		Elect Director Jason T. Liberty	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Amy McPherson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Maritza G. Montiel	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Ann S. Moore	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Eyal M. Ofer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Vagn O. Sørensen	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Donald Thompson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Arne Alexander Wilhelmsen	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1m		Elect Director Rebecca Yeung	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Concerns are noted regarding the incomplete goal disclosure in both the STIP and LTIP. However, the majority of the STIP was based on adjusted EPS, for which goal disclosure was provided, with the FY24 target set above actual performance in the prior year. In addition, although the LTIP utilizes annual performance periods, it is majority performance conditioned, with greater weight given to third-year performance.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. Concerns are noted regarding the incomplete goal disclosure in both the STIP and LTIP. However, the majority of the STIP was based on adjusted EPS, for which goal disclosure was provided, with the FY24 target set above actual performance in the prior year. In addition, although the LTIP utilizes annual performance periods, it is majority performance conditioned, with greater weight given to third-year performance.</i>										

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Royal Caribbean Cruises Ltd.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>													
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/05/2025	Auto-Approved 05/05/2025		1,497	1,497
Total Shares:						1,497	1,497

Axon Enterprise, Inc.

Meeting Date: 05/29/2025	Country: USA	Ticker: AXON	Proxy Level: 3
Record Date: 03/31/2025	Meeting Type: Annual	Meeting ID: 1955766	
Primary Security ID: 05464C101	Primary CUSIP: 05464C101	Primary ISIN: US05464C1018	Primary SEDOL: BDT5S35
Earliest Cutoff Date: 05/28/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 569	*Shares on Loan: 0	Shares Instructed: 569	Shares Voted: 569

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1A		Elect Director Erika Ayers Badan	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>													
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>													
1B		Elect Director Adriane Brown	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>													
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>													
1C		Elect Director Julie Anne Cullivan	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>													
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>													
1D		Elect Director Michael Garnreiter	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>													
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>													
1E		Elect Director Caitlin Kalinowski	Mgmt	Yes	For	For			For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>													
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>													

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Axon Enterprise, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1F		Elect Director Matthew McBrady	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1G		Elect Director Hadi Partovi	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1H		Elect Director Graham Smith	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1I		Elect Director Patrick Smith	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1J		Elect Director Jeri Williams	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: The CEO and other NEOs' pay levels were very high, driven by special equity awards that are intended to cover multiple years of equity compensation. However, the company presented those awards in separate voting items at last year's annual meeting, and both proposals received majority shareholder support. Accordingly, the pay-for-performance misalignment is mitigated for the year in review. Additionally, the compensation committee has demonstrated sufficient responsiveness through supplemental proxy disclosure that provides information on shareholder engagement efforts following low support for the 2024 say-on-pay proposal, including shareholders' specific feedback and the company's responsive actions. As such, a vote FOR this proposal is warranted.</i>												
<i>Blended Rationale: The CEO and other NEOs' pay levels were very high, driven by special equity awards that are intended to cover multiple years of equity compensation. However, the company presented those awards in separate voting items at last year's annual meeting, and both proposals received majority shareholder support. Accordingly, the pay-for-performance misalignment is mitigated for the year in review. Additionally, the compensation committee has demonstrated sufficient responsiveness through supplemental proxy disclosure that provides information on shareholder engagement efforts following low support for the 2024 say-on-pay proposal, including shareholders' specific feedback and the company's responsive actions. As such, a vote FOR this proposal is warranted.</i>												
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		569	569
			05/19/2025	05/19/2025			
Total Shares:						569	569

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

Meeting Date: 05/29/2025	Country: USA	Ticker: IT	Proxy Level: 3
Record Date: 04/04/2025	Meeting Type: Annual	Meeting ID: 1956215	
Primary Security ID: 366651107	Primary CUSIP: 366651107	Primary ISIN: US3666511072	Primary SEDOL: 2372763
Earliest Cutoff Date: 05/28/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 616	*Shares on Loan: 0	Shares Instructed: 616	Shares Voted: 616

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Peter E. Bisson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1b		Elect Director Richard J. Bressler	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Raul E. Cesan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Karen E. Dykstra	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Diana S. Ferguson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Anne Sutherland Fuchs	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director William O. Grabe	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director José M. Gutiérrez	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Eugene A. Hall	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Stephen G. Pagliuca	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1k		Elect Director Eileen M. Serra	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although a concern exists regarding the use of an annual performance period in the LTIP, the STIP is entirely based on financial metrics, and the LTIP is majority performance-based with a long-term vesting period for earned PSUs.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Although a concern exists regarding the use of an annual performance period in the LTIP, the STIP is entirely based on financial metrics, and the LTIP is majority performance-based with a long-term vesting period for earned PSUs.</i></p>													
3		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		616	616
			05/05/2025	05/05/2025			
Total Shares:						616	616

The Allstate Corporation

Meeting Date: 05/29/2025	Country: USA	Ticker: ALL	Proxy Level: 3
Record Date: 03/31/2025	Meeting Type: Annual	Meeting ID: 1957753	
Primary Security ID: 020002101	Primary CUSIP: 020002101	Primary ISIN: US0200021014	Primary SEDOL: 2019952
Earliest Cutoff Date: 05/28/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,697	*Shares on Loan: 0	Shares Instructed: 1,697	Shares Voted: 1,697

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Donald E. Brown	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1b		Elect Director Kermit R. Crawford	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1c		Elect Director Richard T. Hume	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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The Allstate Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director Margaret M. Keane	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Siddharth N. (Bobby) Mehta	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Maria R. Morris	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Jacques P. Perold	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Andrea Redmond	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Gregg M. Sherrill	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Judith A. Sprieser	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Perry M. Traquina	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Monica J. Turner	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1m		Elect Director Thomas J. Wilson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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The Allstate Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i></p>												
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,697	1,697
			05/12/2025	05/12/2025			
Total Shares:						1,697	1,697

Lowe's Companies, Inc.

Meeting Date: 05/30/2025	Country: USA	Ticker: LOW	Proxy Level: 3
Record Date: 03/24/2025	Meeting Type: Annual	Meeting ID: 1957236	
Primary Security ID: 548661107	Primary CUSIP: 548661107	Primary ISIN: US5486611073	Primary SEDOL: 2536763
Earliest Cutoff Date: 05/29/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,209	*Shares on Loan: 0	Shares Instructed: 2,209	Shares Voted: 2,209

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

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Lowes Companies, Inc.

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

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Lowes Companies, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/05/2025	Auto-Approved 05/05/2025		2,209	2,209
Total Shares:						2,209	2,209

Booking Holdings Inc.

Meeting Date: 06/03/2025	Country: USA	Ticker: BKNG	Proxy Level: 3
Record Date: 04/08/2025	Meeting Type: Annual	Meeting ID: 1959657	
Primary Security ID: 09857L108	Primary CUSIP: 09857L108	Primary ISIN: US09857L1089	Primary SEDOL: BDRXDB4
Earliest Cutoff Date: 06/02/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 127	*Shares on Loan: 0	Shares Instructed: 127	Shares Voted: 127

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Glenn D. Fogel	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.2		Elect Director Mirian M. Graddick-Weir	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.3		Elect Director Kelly Grier	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.4		Elect Director Robert J. Mylod, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.5		Elect Director Charles H. Noski	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.6		Elect Director Larry Quinlan	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.7		Elect Director Nicholas J. Read	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Booking Holdings Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.8		Elect Director Thomas E. Rothman	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.9		Elect Director Sumit Singh	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.10		Elect Director Lynn Vojvodich Radakovich	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1.11		Elect Director Vanessa A. Wittman	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Some concern is raised regarding an NEO's new-hire equity award, as it was entirely time-based with a relatively short vesting period and had limited disclosure regarding how much of it was intended to compensate the NEO for forfeited awards versus inducement to join the company. Additionally, the STIP continues to allow for a significant degree of committee discretion. Nevertheless, the annual incentive bonus pool is funded based on pre-set financial goals and equity awards are majority performance-conditioned and measured over a multi-year period. Moreover, CEO pay and company performance are reasonably aligned at this time.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, with caution. Some concern is raised regarding an NEO's new-hire equity award, as it was entirely time-based with a relatively short vesting period and had limited disclosure regarding how much of it was intended to compensate the NEO for forfeited awards versus inducement to join the company. Additionally, the STIP continues to allow for a significant degree of committee discretion. Nevertheless, the annual incentive bonus pool is funded based on pre-set financial goals and equity awards are majority performance-conditioned and measured over a multi-year period. Moreover, CEO pay and company performance are reasonably aligned at this time.</i></p>													
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
4		Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold to call a special meeting would enhance shareholders' ability to utilize the right, and the likelihood of its abuse is considered low.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold to call a special meeting would enhance shareholders' ability to utilize the right, and the likelihood of its abuse is considered low.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcaia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		127	127
			05/18/2025	05/18/2025			
Total Shares:						127	127

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HubSpot, Inc.

Meeting Date: 06/04/2025	Country: USA	Ticker: HUBS	Proxy Level: 3
Record Date: 04/15/2025	Meeting Type: Annual	Meeting ID: 1961510	
Primary Security ID: 443573100	Primary CUSIP: 443573100	Primary ISIN: US4435731009	Primary SEDOL: BR4T3B3
Earliest Cutoff Date: 06/03/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 130	*Shares on Loan: 0	Shares Instructed: 130	Shares Voted: 130

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Lorrie M. Norrington	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Andrew Anagnost	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director Dharmesh Shah	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.</i>												
4		Declassify the Board of Directors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>												
5		Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as eliminating supermajority requirements would improve shareholder rights.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted as eliminating supermajority requirements would improve shareholder rights.</i>												

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HubSpot, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
6		Adopt Simple Majority Vote	SH	Yes	Against	For			For	For	Yes	No	No

Voting Policy Rationale: A vote FOR this proposal is warranted as lowering approval requirements would improve shareholder rights.

Blended Rationale: A vote FOR this proposal is warranted as lowering approval requirements would improve shareholder rights.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		130	130
			05/19/2025	05/19/2025			
Total Shares:						130	130

Workday, Inc.

Meeting Date: 06/04/2025	Country: USA	Ticker: WDAY	Proxy Level: 3
Record Date: 04/07/2025	Meeting Type: Annual	Meeting ID: 1960610	
Primary Security ID: 98138H101	Primary CUSIP: 98138H101	Primary ISIN: US98138H1014	Primary SEDOL: B8K6ZD1
Earliest Cutoff Date: 06/03/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,331	*Shares on Loan: 0	Shares Instructed: 1,331	Shares Voted: 1,331

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Carl M. Eschenbach	Mgmt	Yes	For	For			For	For	No	No	No

Voting Policy Rationale: A vote AGAINST Governance Committee member Michael (Mike) McNamara is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.

Blended Rationale: A vote AGAINST Governance Committee member Michael (Mike) McNamara is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.

1b		Elect Director Michael M. McNamara	Mgmt	Yes	For	Against			Against	Against	Yes	No	No
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Voting Policy Rationale: A vote AGAINST Governance Committee member Michael (Mike) McNamara is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.

Blended Rationale: A vote AGAINST Governance Committee member Michael (Mike) McNamara is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.

1c		Elect Director Michael L. Speiser	Mgmt	Yes	For	For			For	For	No	No	No
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Voting Policy Rationale: A vote AGAINST Governance Committee member Michael (Mike) McNamara is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.

Blended Rationale: A vote AGAINST Governance Committee member Michael (Mike) McNamara is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.

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Workday, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1d		Elect Director Jerry Yang	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST Governance Committee member Michael (Mike) McNamara is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Governance Committee member Michael (Mike) McNamara is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>													
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against			Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although positive aspects of the pay program were identified, including that the annual incentive program was entirely based on pre-set quantitative metrics and that PSUs will be introduced to the LTIP for FY26, concerns were unmitigated for the year in review. NEO Enslin received high magnitude, fully time-based equity awards which were higher than median total CEO pay for both peer groups and made him the highest paid NEO for FY25. CEO Eschenbach's equity awards were also fully time-based and relatively high compared to peers. The annual incentive program allows for a partial payout based on forecasted results and the annual LTI awards were entirely time-based. Further, even with the introduction of PSUs for FY26, the annual equity awards will remain predominantly time-based.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. Although positive aspects of the pay program were identified, including that the annual incentive program was entirely based on pre-set quantitative metrics and that PSUs will be introduced to the LTIP for FY26, concerns were unmitigated for the year in review. NEO Enslin received high magnitude, fully time-based equity awards which were higher than median total CEO pay for both peer groups and made him the highest paid NEO for FY25. CEO Eschenbach's equity awards were also fully time-based and relatively high compared to peers. The annual incentive program allows for a partial payout based on forecasted results and the annual LTI awards were entirely time-based. Further, even with the introduction of PSUs for FY26, the annual equity awards will remain predominantly time-based.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/13/2025	Auto-Approved 05/13/2025		1,331	1,331
Total Shares:						1,331	1,331

PayPal Holdings, Inc.

Meeting Date: 06/05/2025	Country: USA	Ticker: PYPL	Proxy Level: 3
Record Date: 04/09/2025	Meeting Type: Annual	Meeting ID: 1958976	
Primary Security ID: 70450Y103	Primary CUSIP: 70450Y103	Primary ISIN: US70450Y1038	Primary SEDOL: BYW36M8
Earliest Cutoff Date: 06/04/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 5,529	*Shares on Loan: 0	Shares Instructed: 5,529	Shares Voted: 5,529

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Joy Chik	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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PayPal Holdings, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1b		Elect Director Alex Chris	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Jonathan Christodoro	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Carmine Di Sibio	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director David W. Dorman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Enrique J. Lores	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Gail J. McGovern	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Deborah M. Messemer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director David M. Moffett	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Ann M. Sarnoff	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Frank D. Yeary	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay is reasonably aligned with performance for the year under review, and both the annual STI and LTI programs are sufficiently performance-based.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. CEO pay is reasonably aligned with performance for the year under review, and both the annual STI and LTI programs are sufficiently performance-based.</i>										

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PayPal Holdings, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Amend Omnibus Stock Plan	Mgmt	Yes	For	Against			Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The three-year average burn rate is excessive; and * The plan allows broad discretion to accelerate vesting.</i></p> <p><i>Blended Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The three-year average burn rate is excessive; and * The plan allows broad discretion to accelerate vesting.</i></p>													
4		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
5		Report on Discrimination in Charitable Contributions	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company provides sufficient disclosure regarding the oversight and management of its charitable contribution programs, relevant guidelines and has stated its commitment to application of those guidelines without regard to political or religious considerations.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The company provides sufficient disclosure regarding the oversight and management of its charitable contribution programs, relevant guidelines and has stated its commitment to application of those guidelines without regard to political or religious considerations.</i></p>													
6		Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the threshold to call a special meeting would enhance the current shareholder right to call special meetings.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Lowering the threshold to call a special meeting would enhance the current shareholder right to call special meetings.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		5,529	5,529
			05/14/2025	05/14/2025			
Total Shares:						5,529	5,529

Salesforce, Inc.

Meeting Date: 06/05/2025	Country: USA	Ticker: CRM	Proxy Level: 3
Record Date: 04/11/2025	Meeting Type: Annual	Meeting ID: 1961534	
Primary Security ID: 79466L302	Primary CUSIP: 79466L302	Primary ISIN: US79466L3024	Primary SEDOL: 2310525
Earliest Cutoff Date: 06/04/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,280	*Shares on Loan: 0	Shares Instructed: 3,280	Shares Voted: 3,280

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Marc Benioff	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1b		Elect Director Laura Alber	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Craig Conway	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Arnold Donald	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Parker Harris	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Neelie Kroes	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Sachin Mehra	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director G. Mason Morfit	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Oscar Munoz	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director John V. Roos	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Robin Washington	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Maynard Webb	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										
		<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
4		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. CEO pay quantum remains a major concern. Despite a commitment to lower Benioff's target equity grant value going forward, his award size will appear to remain large and will be assessed within the context of next year's performance. However, the company has strongly performance-based short- and long-term programs, with each program utilizing clear disclosure and seemingly robust goals, and positive pay program changes were made to the pay program going forward. The company was also adequately responsive to shareholder concerns following a failed say-on-pay vote result.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, with caution. CEO pay quantum remains a major concern. Despite a commitment to lower Benioff's target equity grant value going forward, his award size will appear to remain large and will be assessed within the context of next year's performance. However, the company has strongly performance-based short- and long-term programs, with each program utilizing clear disclosure and seemingly robust goals, and positive pay program changes were made to the pay program going forward. The company was also adequately responsive to shareholder concerns following a failed say-on-pay vote result.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		3,280	3,280
			05/19/2025	05/19/2025			
Total Shares:						3,280	3,280

Trane Technologies Plc

Meeting Date: 06/05/2025	Country: Ireland	Ticker: TT	Proxy Level: N/A
Record Date: 04/10/2025	Meeting Type: Annual	Meeting ID: 1960853	
Primary Security ID: G8994E103	Primary CUSIP: G8994E103	Primary ISIN: IE00BK9ZQ967	Primary SEDOL: BK9ZQ96
Earliest Cutoff Date: 06/04/2025	Total Ballots: 2	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,188	*Shares on Loan: 0	Shares Instructed: 1,188	Shares Voted: 1,188

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Kirk E. Arnold	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1b		Elect Director Ana P. Assis	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1c		Elect Director Ann C. Berzin	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Trane Technologies Plc

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director April Miller Boise	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Mark R. George	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director John A. Hayes	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Linda P. Hudson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Myles P. Lee	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Matthew F. Pine	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director David S. Regnery	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Melissa N. Schaeffer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director John P. Surma	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The majority of compensation is based on clearly disclosed financial performance objectives and the company targets half of equity awards to be conditioned on three-year performance goals.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. The majority of compensation is based on clearly disclosed financial performance objectives and the company targets half of equity awards to be conditioned on three-year performance goals.</i>										

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Trane Technologies Plc

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Authorize Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
5		Authorize 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 proposals is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
6		Determine Price Range for Re-allotment of Treasury Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/09/2025	Auto-Approved 05/09/2025		12	12
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/09/2025	Auto-Approved 05/09/2025		1,176	1,176
Total Shares:						1,188	1,188

Alphabet Inc.

Meeting Date: 06/06/2025	Country: USA	Ticker: GOOGL	Proxy Level: 2
Record Date: 04/08/2025	Meeting Type: Annual	Meeting ID: 1962910	
Primary Security ID: 02079K305	Primary CUSIP: 02079K305	Primary ISIN: US02079K3059	Primary SEDOL: BYVY8G0
Earliest Cutoff Date: 06/05/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 10,185	*Shares on Loan: 0	Shares Instructed: 10,185	Shares Voted: 10,185

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

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
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*Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.*

*Blended Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.*

1b		Elect Director Sergey Brin	Mgmt	Yes	For	For		For	For	No	No	No
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*Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.*

*Blended Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.*

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director Sundar Pichai	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.</i></p> <p><i>Blended Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.</i></p>												
1d		Elect Director John L. Hennessy	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.</i></p> <p><i>Blended Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1e		Elect Director Frances H. Arnold	Mgmt	Yes	For	Against			Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.</i></p> <p><i>Blended Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.</i></p>													
1f		Elect Director R. Martin "Marty" Chavez	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.</i></p> <p><i>Blended Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.</i></p>													

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1g		Elect Director L. John Doerr	Mgmt	Yes	For	Against			Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.</i></p> <p><i>Blended Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.</i></p>													
1h		Elect Director Roger W. Ferguson, Jr.	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.</i></p> <p><i>Blended Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.</i></p>													

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1i		Elect Director K. Ram Shriram	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.</i></p> <p><i>Blended Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.</i></p>												
1j		Elect Director Robin L. Washington	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.</i></p> <p><i>Blended Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair John Hennessy are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. Votes AGAINST Lawrence (Larry) Page are warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. Votes FOR the remaining director nominees are warranted.</i></p>												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Provide Right to Act by Written Consent	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the ability to act by written consent would be detrimental to unaffiliated shareholders.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted given that the ability to act by written consent would be detrimental to unaffiliated shareholders.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Adjust Executive Compensation Metrics for Share Buybacks	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The impacts of buybacks on metric results do not raise significant concerns at this time and, as such, performance metrics are best left to directors' discretion.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The impacts of buybacks on metric results do not raise significant concerns at this time and, as such, performance metrics are best left to directors' discretion.</i></p>												
5		Report on Discrimination in Charitable Contributions	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company maintains internal governance and approval processes for its contributions to third-party organizations, discloses substantial contributions, upholds a policy prohibiting discrimination, and has established oversight mechanisms.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The company maintains internal governance and approval processes for its contributions to third-party organizations, discloses substantial contributions, upholds a policy prohibiting discrimination, and has established oversight mechanisms.</i></p>												
6		Consider Ending Participation in Human Rights Campaign's Corporate Equality Index	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the resolution is warranted. The company appears to provide shareholders with sufficient information to evaluate its oversight of the risks associated with its participation in and engagement with certain organizations.</i></p> <p><i>Blended Rationale: A vote AGAINST the resolution is warranted. The company appears to provide shareholders with sufficient information to evaluate its oversight of the risks associated with its participation in and engagement with certain organizations.</i></p>												
7		Report on Meeting 2030 Climate Goals	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on how the company plans to reasonably achieve its 2030 targets with its current related resource commitments would further enable shareholders to monitor the company's progress. Moreover, the requested report would help investors better understand how the company is managing and mitigating climate change-related risks.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Additional information on how the company plans to reasonably achieve its 2030 targets with its current related resource commitments would further enable shareholders to monitor the company's progress. Moreover, the requested report would help investors better understand how the company is managing and mitigating climate change-related risks.</i></p>												
8		Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i></p>												
9		Report on Due Diligence Process to Assess Human Rights Risks in High-Risk Countries	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from additional disclosure to supplement the company's human rights policy to avoid causing or contributing to human rights violations, aid in minimizing controversies that may lead to financial liability and reputational damage for the company, and mitigate the company's exposure to the potential associated operational risks.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from additional disclosure to supplement the company's human rights policy to avoid causing or contributing to human rights violations, aid in minimizing controversies that may lead to financial liability and reputational damage for the company, and mitigate the company's exposure to the potential associated operational risks.</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		Report on Risks of Discrimination in GenAI	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While there is a need for transparency around the company's management of risks related to GenAI, shareholder concerns would be better addressed in the proposal under Item 11, as the request for a report assessing the ethics and management of risks related to the company's development of GenAI more comprehensively addresses shareholder concerns.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. While there is a need for transparency around the company's management of risks related to GenAI, shareholder concerns would be better addressed in the proposal under Item 11, as the request for a report assessing the ethics and management of risks related to the company's development of GenAI more comprehensively addresses shareholder concerns.</i></p>													
11		Report on Risks of Improper Use of External Data in Development of AI Products	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The potential benefit of additional reporting appears prudent given the company acknowledges the risks related to AI technologies and because there appears to be an increased regulatory focus in many of the jurisdictions in which the company operates.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. The potential benefit of additional reporting appears prudent given the company acknowledges the risks related to AI technologies and because there appears to be an increased regulatory focus in many of the jurisdictions in which the company operates.</i></p>													
12		Publish a Human Rights Impact Assessment of AI Driven Targeted Advertising	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as an independent human rights impact assessment would strengthen the company's ability to address potential risks associated with its AI-driven advertising practices, particularly amid a recent data privacy settlement.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as an independent human rights impact assessment would strengthen the company's ability to address potential risks associated with its AI-driven advertising practices, particularly amid a recent data privacy settlement.</i></p>													
13		Report on Lobbying and Child Safety Online	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional reporting would ensure the alignment of the company's lobbying practices and efforts with its stated commitments on online safety and harm reduction for children. In addition, the requested report would further provide information for shareholders to effectively assess how the company is managing related risks.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Additional reporting would ensure the alignment of the company's lobbying practices and efforts with its stated commitments on online safety and harm reduction for children. In addition, the requested report would further provide information for shareholders to effectively assess how the company is managing related risks.</i></p>													
14		Adopt Metrics Evaluating YouTube Child Safety Policies	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on the company's platforms would give shareholders more information on how well the company is managing related risks.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on the company's platforms would give shareholders more information on how well the company is managing related risks.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/22/2025	Auto-Approved 05/22/2025		10,185	10,185
Total Shares:						10,185	10,185

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Brookfield Corporation

Meeting Date: 06/06/2025 **Country:** Canada **Ticker:** BN **Proxy Level:** 3
Record Date: 04/17/2025 **Meeting Type:** Annual/Special **Meeting ID:** 1943580
Primary Security ID: 11271J107 **Primary CUSIP:** 11271J107 **Primary ISIN:** CA11271J1075 **Primary SEDOL:** BPCPYT4

Earliest Cutoff Date: 06/03/2025 **Total Ballots:** 1 **Voting Policy:** Sustainability **Additional Policy:**
Votable Shares: 18,280 ***Shares on Loan:** 0 **Shares Instructed:** 18,280 **Shares Voted:** 18,280

Proposal Number	Significant Vote	Proposal Text	Proponent	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 Increase in Size of Board from Fourteen to Sixteen	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote FOR this routine resolution.</i>										
		<i>Blended Rationale: Vote FOR this routine resolution.</i>										
		Election of Directors (By Cumulative Voting)	Mgmt	No								
2.1		Elect Director M. Elyse Allan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote WITHHOLD for Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.</i>										
		<i>Blended Rationale: Vote WITHHOLD for Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.</i>										
2.2		Elect Director Janice Fukakusa	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote WITHHOLD for Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.</i>										
		<i>Blended Rationale: Vote WITHHOLD for Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.</i>										
2.3		Elect Director Maureen Kempston Darkes	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote WITHHOLD for Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.</i>										
		<i>Blended Rationale: Vote WITHHOLD for Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.</i>										
2.4		Elect Director Frank J. McKenna	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote WITHHOLD for Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.</i>										
		<i>Blended Rationale: Vote WITHHOLD for Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.</i>										
2.5		Elect Director Hutham S. Olayan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote WITHHOLD for Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.</i>										
		<i>Blended Rationale: Vote WITHHOLD for Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.</i>										
2.6		Elect Director Satish C. Rai	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Vote WITHHOLD for Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.</i>										
		<i>Blended Rationale: Vote WITHHOLD for Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.</i>										

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Brookfield Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2.7		Elect Director Diana L. Taylor	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote WITHHOLD for Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.</i></p> <p><i>Blended Rationale: Vote WITHHOLD for Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.</i></p>												
2.8		Elect Director Justin B. Beber	Mgmt	Yes	For	Withhold		Withhold	Withhold	Yes	No	No
<p><i>Voting Policy Rationale: Vote WITHHOLD for Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.</i></p> <p><i>Blended Rationale: Vote WITHHOLD for Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.</i></p>												
3		Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (0 percent) were reasonable relative to total fees paid to the auditor.</i></p> <p><i>Blended Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (0 percent) were reasonable relative to total fees paid to the auditor.</i></p>												
4		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i></p> <p><i>Blended Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i></p>												
		Shareholder Proposal	Mgmt	No								
5		Disclose Net Zero Target Achievement Via Transition Strategy Approach	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it should serve to enhance the company's current commitments to net zero activities and help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as it should serve to enhance the company's current commitments to net zero activities and help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/16/2025	Auto-Approved 05/16/2025		18,280	18,280
Total Shares:						18,280	18,280

Digital Realty Trust, Inc.

Meeting Date: 06/06/2025	Country: USA	Ticker: DLR	Proxy Level: 3
Record Date: 04/07/2025	Meeting Type: Annual	Meeting ID: 1962849	
Primary Security ID: 253868103	Primary CUSIP: 253868103	Primary ISIN: US2538681030	Primary SEDOL: B03GQS4

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Earliest Cutoff Date: 06/05/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 2,164

*Shares on Loan: 0

Shares Instructed: 2,164

Shares Voted: 2,164

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director VeraLinn "Dash" Jamieson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1b		Elect Director Kevin J. Kennedy	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director William G. LaPerch	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Jean F.H.P. Mandeville	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Afshin Mohebbi	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Mark R. Patterson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Andrew P. Power	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Mary Hogan Preusse	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Susan Swanezy	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

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Digital Realty Trust, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review, annual incentives were primarily based on pre-set objective targets and a majority of the long-term incentives are performance contingent. However, concerns persist that many financial metrics under the annual incentive plan lack disclosure.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review, annual incentives were primarily based on pre-set objective targets and a majority of the long-term incentives are performance contingent. However, concerns persist that many financial metrics under the annual incentive plan lack disclosure.</i></p>													
4		Amend Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: * the purchase price is reasonable; * the plan is broad-based; and * there are limits on employee contributions.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given that: * the purchase price is reasonable; * the plan is broad-based; and * there are limits on employee contributions.</i></p>													
5		Adopt a Policy on Human Right to Water	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons: * A comprehensive right to water policy, including the incorporation of the UN's definitions and declarations, would help the company address global water scarcity as a significant business factor in its global operations and promote the inclusion of water use goals; and * A comprehensive right to water policy is a safeguard that would better position the company to face potential reputational risks from disputes over water use in its global operations. Such a policy should serve to strengthen the company's existing initiatives on water use and other human rights and benefit shareholders with additional disclosures to effectively assess how the company is managing and improving its water use.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted for the following reasons: * A comprehensive right to water policy, including the incorporation of the UN's definitions and declarations, would help the company address global water scarcity as a significant business factor in its global operations and promote the inclusion of water use goals; and * A comprehensive right to water policy is a safeguard that would better position the company to face potential reputational risks from disputes over water use in its global operations. Such a policy should serve to strengthen the company's existing initiatives on water use and other human rights and benefit shareholders with additional disclosures to effectively assess how the company is managing and improving its water use.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/21/2025	Auto-Approved 05/21/2025		2,164	2,164
Total Shares:						2,164	2,164

Ashtead Group Plc

Meeting Date: 06/10/2025	Country: United Kingdom	Ticker: AHT	Proxy Level: N/A
Record Date: 06/06/2025	Meeting Type: Special	Meeting ID: 1972979	
Primary Security ID: G05320109	Primary CUSIP: G05320109	Primary ISIN: GB0000536739	Primary SEDOL: 0053673

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Earliest Cutoff Date: 06/05/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 2,488

***Shares on Loan:** 0

Shares Instructed: 2,488

Shares Voted: 2,488

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Approve Matters Relating to the Introduction of a New Holding Company	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as the Company has provided a compelling rationale for the decision to seek a primary listing on the NYSE, and this is a crucial part to facilitate the overall plan.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as the Company has provided a compelling rationale for the decision to seek a primary listing on the NYSE, and this is a crucial part to facilitate the overall plan.</i></p>												
2		Approve Capital Reduction by Cancelling and Extinguishing the Scheme Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is considered warranted in the absence of material concerns.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is considered warranted in the absence of material concerns.</i></p>												
3		Authorise Issue of Equity Pursuant to the Scheme	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is considered warranted in the absence of material concerns.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is considered warranted in the absence of material concerns.</i></p>												
4		Amend Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: The proposal is in accordance with recommended guidelines and shareholders are recommended to vote FOR the resolution.</i></p> <p><i>Blended Rationale: The proposal is in accordance with recommended guidelines and shareholders are recommended to vote FOR the resolution.</i></p>												
5		Approve Delisting of Shares from the Equity Shares (Commercial Company) Category of the Official List Maintained by the FCA and the London Stock Exchange's Main Market	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is considered warranted in the absence of material concerns.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is considered warranted in the absence of material concerns.</i></p>												
6		Approve Re-registration of the Company as a Private Company Limited by the Name of Ashtead Group Limited	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is considered warranted in the absence of material concerns.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is considered warranted in the absence of material concerns.</i></p>												
7		Adopt New Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Ashtead Group Plc

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/27/2025	Auto-Approved 05/27/2025		2,488	2,488
Total Shares:						2,488	2,488

Ashtead Group Plc

Meeting Date: 06/10/2025	Country: United Kingdom	Ticker: AHT	Proxy Level: N/A
Record Date: 06/06/2025	Meeting Type: Court	Meeting ID: 1973012	
Primary Security ID: G05320109	Primary CUSIP: G05320109	Primary ISIN: GB0000536739	Primary SEDOL: 0053673
Earliest Cutoff Date: 06/05/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,488	*Shares on Loan: 0	Shares Instructed: 2,488	Shares Voted: 2,488

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Court Meeting Approve Scheme of Arrangement	Mgmt	No	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Refer to Sustainability Advisory Services analysis of the special meeting.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Refer to Sustainability Advisory Services analysis of the special meeting.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/27/2025	Auto-Approved 05/27/2025		2,488	2,488
Total Shares:						2,488	2,488

The TJX Companies, Inc.

Meeting Date: 06/10/2025	Country: USA	Ticker: TJX	Proxy Level: 3
Record Date: 04/15/2025	Meeting Type: Annual	Meeting ID: 1967426	
Primary Security ID: 872540109	Primary CUSIP: 872540109	Primary ISIN: US8725401090	Primary SEDOL: 2989301
Earliest Cutoff Date: 06/09/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 4,675	*Shares on Loan: 0	Shares Instructed: 4,675	Shares Voted: 4,675

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Jose B. Alvarez	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												

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The TJX Companies, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1b		Elect Director Alan M. Bennett	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Rosemary T. Berkery	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director David T. Ching	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director C. Kim Goodwin	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Ernie Herrman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Amy B. Lane	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Carol Meyrowitz	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Jackwyn L. Nemerov	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Charles F. Wagner, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

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The TJX Companies, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance were reasonably aligned for the year in review, the annual incentive was entirely conditioned on a financial metric, and long-term incentives were primarily performance-conditioned with a multi-year performance period.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Pay and performance were reasonably aligned for the year in review, the annual incentive was entirely conditioned on a financial metric, and long-term incentives were primarily performance-conditioned with a multi-year performance period.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		4,675	4,675
			05/14/2025	05/14/2025			
Total Shares:						4,675	4,675

Caterpillar, Inc.

Meeting Date: 06/11/2025	Country: USA	Ticker: CAT	Proxy Level: 3
Record Date: 04/14/2025	Meeting Type: Annual	Meeting ID: 1967000	
Primary Security ID: 149123101	Primary CUSIP: 149123101	Primary ISIN: US1491231015	Primary SEDOL: 2180201
Earliest Cutoff Date: 06/10/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,910	*Shares on Loan: 0	Shares Instructed: 1,910	Shares Voted: 1,910

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Joseph E. Creed	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
1.2		Elect Director James C. Fish, Jr.	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
1.3		Elect Director Gerald Johnson	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.4		Elect Director Nazzic S. Keene	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
1.5		Elect Director David W. MacLennan	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
1.6		Elect Director Judith F. Marks	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
1.7		Elect Director Debra L. Reed-Klages	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
1.8		Elect Director Susan C. Schwab	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										
1.9		Elect Director D. James Umpleby, III	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.10		Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, James (Jim) Fish Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.</i></p>												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives are primarily based on pre-set financial metrics and half the long-term incentives are performance-based and utilize a multi-year performance period.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Annual incentives are primarily based on pre-set financial metrics and half the long-term incentives are performance-based and utilize a multi-year performance period.</i></p>												
4		Report on a Civil Rights Audit	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as such disclosure would allow shareholders to better assess the effectiveness of the company's anti-discrimination policies and practices.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as such disclosure would allow shareholders to better assess the effectiveness of the company's anti-discrimination policies and practices.</i></p>												
5		Report on Religious Discrimination in Charitable Contributions	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. Absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.</i></p>												
6		Consider Abolishing DEI Policies, Departments, and Goals	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted. The company provides sufficient disclosure regarding the rationale, benefits, and oversight of its human capital management initiatives, and appears to have appropriate relevant board and management oversight to manage any related risks.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted. The company provides sufficient disclosure regarding the rationale, benefits, and oversight of its human capital management initiatives, and appears to have appropriate relevant board and management oversight to manage any related risks.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/20/2025	Auto-Approved 05/20/2025		1,910	1,910
Total Shares:						1,910	1,910

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Meeting Date: 06/11/2025	Country: Canada	Ticker: DOL	Proxy Level: 4
Record Date: 04/17/2025	Meeting Type: Annual	Meeting ID: 1943723	
Primary Security ID: 25675T107	Primary CUSIP: 25675T107	Primary ISIN: CA25675T1075	Primary SEDOL: B4TP9G2
Earliest Cutoff Date: 06/06/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 3,125	*Shares on Loan: 0	Shares Instructed: 3,125	Shares Voted: 3,125

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1A		Elect Director Joshua Bekenstein	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1B		Elect Director Gregory David	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1C		Elect Director Elisa D. Garcia C.	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1D		Elect Director Stephen Gunn	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1E		Elect Director Kristin Mugford	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1F		Elect Director Nicholas Nomicos	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1G		Elect Director Neil Rossy	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1H		Elect Director Samira Sakhia	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1I		Elect Director Thecla Sweeney	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
1J		Elect Director Huw Thomas	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												
<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
2		Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No	
<p><i>Voting Policy Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (4 percent) were reasonable relative to total fees paid to the auditor.</i></p> <p><i>Blended Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (4 percent) were reasonable relative to total fees paid to the auditor.</i></p>													
3		Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For		For	For	No	No	No	
<p><i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i></p> <p><i>Blended Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i></p>													
4		Shareholder Proposals SP 1: Establish Formal Action Plan on Minimizing All Forms of Operations Waste	Mgmt SH	No Yes		Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: Support FOR this proposal is warranted, as shareholders would benefit from the company establishing a policy to minimize waste in its operations by setting objectives and developing a formal action plan.</i></p> <p><i>Blended Rationale: Support FOR this proposal is warranted, as shareholders would benefit from the company establishing a policy to minimize waste in its operations by setting objectives and developing a formal action plan.</i></p>													
5		SP 2: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Yes	Against	Against		Against	Against	No	No	No	
<p><i>Voting Policy Rationale: Vote AGAINST this proposal in light of its prescriptiveness. The company has provided adequate disclosure surrounding its approach to managing AI risk, which does not depart from industry standards. Furthermore, there does not appear to be compelling evidence that the adherence or adoption of one specific code or framework for handling AI risk is preferable to another at this time.</i></p> <p><i>Blended Rationale: Vote AGAINST this proposal in light of its prescriptiveness. The company has provided adequate disclosure surrounding its approach to managing AI risk, which does not depart from industry standards. Furthermore, there does not appear to be compelling evidence that the adherence or adoption of one specific code or framework for handling AI risk is preferable to another at this time.</i></p>													
6		SP 3: Disclose Languages Mastered by Executives	SH	Yes	Against	Against		Against	Against	No	No	No	
<p><i>Voting Policy Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The company complies with language laws and regulations applicable in Quebec. All of Dollarama's shareholder materials are made available in French and English, including materials prepared for the annual meetings of shareholders. Considering the above and the fact that company is already complying with all laws and regulations applicable to doing business in Quebec, the request of the proponent pertaining to disclosing the languages mastered by the executives in the circular appears to be overly prescriptive.</i></p> <p><i>Blended Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The company complies with language laws and regulations applicable in Quebec. All of Dollarama's shareholder materials are made available in French and English, including materials prepared for the annual meetings of shareholders. Considering the above and the fact that company is already complying with all laws and regulations applicable to doing business in Quebec, the request of the proponent pertaining to disclosing the languages mastered by the executives in the circular appears to be overly prescriptive.</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		SP 4: Employee Language Skills Disclosure	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The company complies with all language laws and regulations applicable in Quebec. Under the Official Languages Act of 1969, both English and French have official federal status throughout Canada, in respect of all government services, including the courts, and all federal legislation is enacted bilingually. All of the company's shareholder materials are made available in French and English, including materials prepared for the annual meetings of shareholders. Considering the above and the fact that the company is already complying with all laws and regulations applicable to doing business in Quebec, the request of the proponent pertaining to disclosing the languages by all employees appears to be overly prescriptive. As such, a vote AGAINST this shareholder proposal is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The company complies with all language laws and regulations applicable in Quebec. Under the Official Languages Act of 1969, both English and French have official federal status throughout Canada, in respect of all government services, including the courts, and all federal legislation is enacted bilingually. All of the company's shareholder materials are made available in French and English, including materials prepared for the annual meetings of shareholders. Considering the above and the fact that the company is already complying with all laws and regulations applicable to doing business in Quebec, the request of the proponent pertaining to disclosing the languages by all employees appears to be overly prescriptive. As such, a vote AGAINST this shareholder proposal is warranted at this time.</i></p>													
8		SP 5: Advisory Vote on Environmental Policies	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: Vote FOR this shareholder proposal. Additional information on the company's plans to reduce its GHG emissions would allow investors to better understand how the company is managing climate change-related risks. Such information would also allow shareholders to express their opinions on the climate risk management practices of the company.</i></p> <p><i>Blended Rationale: Vote FOR this shareholder proposal. Additional information on the company's plans to reduce its GHG emissions would allow investors to better understand how the company is managing climate change-related risks. Such information would also allow shareholders to express their opinions on the climate risk management practices of the company.</i></p>													
9		SP 6: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this shareholder proposal is recommended at this time as virtual-only meetings may, among other things, hinder meaningful exchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the likelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights, while most investors have repeatedly expressed a preference for hybrid meetings.</i></p> <p><i>Blended Rationale: A vote FOR this shareholder proposal is recommended at this time as virtual-only meetings may, among other things, hinder meaningful exchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the likelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights, while most investors have repeatedly expressed a preference for hybrid meetings.</i></p>													
10		SP 7: Annual Review of Abstention of Votes Against Directors	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST this resolution as the board appears to have taken sufficient steps and provided adequate response, over the years, to address shareholder concerns highlighted through high abstention of votes for one or more of its directors.</i></p> <p><i>Blended Rationale: Vote AGAINST this resolution as the board appears to have taken sufficient steps and provided adequate response, over the years, to address shareholder concerns highlighted through high abstention of votes for one or more of its directors.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/16/2025	Auto-Approved 05/16/2025		3,125	3,125
Total Shares:						3,125	3,125

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lululemon athletica inc.

Meeting Date: 06/11/2025	Country: USA	Ticker: LULU	Proxy Level: 3
Record Date: 04/14/2025	Meeting Type: Annual	Meeting ID: 1966046	
Primary Security ID: 550021109	Primary CUSIP: 550021109	Primary ISIN: US5500211090	Primary SEDOL: B23FN39
Earliest Cutoff Date: 06/10/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 815	*Shares on Loan: 0	Shares Instructed: 815	Shares Voted: 815

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Kathryn Henry	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Alison Loehnis	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director Jon McNeill	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Further, the majority of the CEO's compensation is tied to pre-set, objective measures, and payouts under both the STI and LTI programs are commensurate with recent company performance.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Further, the majority of the CEO's compensation is tied to pre-set, objective measures, and payouts under both the STI and LTI programs are commensurate with recent company performance.</i>												
4		Report on Discrimination in Charitable Contributions	SH	Yes	Against	Against		Against	Against	No	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company provides sufficient disclosure of its philanthropic activities, including strategy, focus, and purpose. The company also provides disclosure of the structure of the management of its philanthropic activities and related board oversight.</i>												
<i>Blended Rationale: A vote AGAINST this proposal is warranted. The company provides sufficient disclosure of its philanthropic activities, including strategy, focus, and purpose. The company also provides disclosure of the structure of the management of its philanthropic activities and related board oversight.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		815	815
			05/23/2025	05/23/2025			
Total Shares:						815	815

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NXP Semiconductors N.V.

Meeting Date: 06/11/2025	Country: Netherlands	Ticker: NXPI	Proxy Level: N/A
Record Date: 05/14/2025	Meeting Type: Annual	Meeting ID: 1965985	
Primary Security ID: N6596X109	Primary CUSIP: N6596X109	Primary ISIN: NL0009538784	Primary SEDOL: B505PN7
Earliest Cutoff Date: 06/10/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,392	*Shares on Loan: 0	Shares Instructed: 1,392	Shares Voted: 1,392

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

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

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NXP Semiconductors N.V.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8		Ratify EY Accountants B.V. as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
9		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance were reasonably aligned for the year in review, the STI was primarily based on pre-set financial metrics, and the LTI was primarily performance conditioned with multi-year measurement periods.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Pay and performance were reasonably aligned for the year in review, the STI was primarily based on pre-set financial metrics, and the LTI was primarily performance conditioned with multi-year measurement periods.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,392	1,392
			05/22/2025	05/22/2025			
Total Shares:						1,392	1,392

Target Corporation

Meeting Date: 06/11/2025	Country: USA	Ticker: TGT	Proxy Level: 3
Record Date: 04/14/2025	Meeting Type: Annual	Meeting ID: 1964514	
Primary Security ID: 87612E106	Primary CUSIP: 87612E106	Primary ISIN: US87612E1064	Primary SEDOL: 2259101
Earliest Cutoff Date: 06/10/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,871	*Shares on Loan: 0	Shares Instructed: 2,871	Shares Voted: 2,871

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director David P. Abney	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p>												
1b		Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p>												
1c		Elect Director George S. Barrett	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p>												

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Target Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director Gail K. Boudreaux	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p>												
1e		Elect Director Brian C. Cornell	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p>												
1f		Elect Director Robert L. Edwards	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p>												
1g		Elect Director Donald R. Knauss	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p>												
1h		Elect Director Christine A. Leahy	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p>												
1i		Elect Director Monica C. Lozano	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p>												
1j		Elect Director Grace Puma	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p>												
1k		Elect Director Derica W. Rice	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p>												

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Target Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1l		Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.</i></p>													
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>													
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time, and over a majority of the CEO's incentive compensation is performance-contingent.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time, and over a majority of the CEO's incentive compensation is performance-contingent.</i></p>													
4		Report on Discrimination Risks of Affirmative Action Initiatives	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as no material issues related to the proponent's concerns have been identified. The company's current level of disclosure appears to provide shareholders with sufficient information to evaluate its hiring practices. Furthermore, the company no longer maintains a diversity, equity, and inclusion department and has discontinued the initiatives that were the subject of the proponent's concerns.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted, as no material issues related to the proponent's concerns have been identified. The company's current level of disclosure appears to provide shareholders with sufficient information to evaluate its hiring practices. Furthermore, the company no longer maintains a diversity, equity, and inclusion department and has discontinued the initiatives that were the subject of the proponent's 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 Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,871	2,871
			05/23/2025	05/23/2025			
Total Shares:						2,871	2,871

Fidelity National Information Services, Inc.

Meeting Date: 06/12/2025	Country: USA	Ticker: FIS	Proxy Level: 3
Record Date: 04/14/2025	Meeting Type: Annual	Meeting ID: 1964892	
Primary Security ID: 31620M106	Primary CUSIP: 31620M106	Primary ISIN: US31620M1062	Primary SEDOL: 2769796
Earliest Cutoff Date: 06/11/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 4,400	*Shares on Loan: 0	Shares Instructed: 4,400	Shares Voted: 4,400

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Nicole M. Anasenes	Mgmt	Yes	For	For			For	For	No	No	No

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

Fidelity National Information Services, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1b		Elect Director Mark D. Benjamin	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Stephanie L. Ferris	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Kourtney K. Gibson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Jeffrey A. Goldstein	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Lisa A. Hook	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Kenneth T. Lamneck	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Gary L. Lauer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director James B. Stallings, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Fidelity National Information Services, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Certain concerns are noted regarding the second consecutive year of lowered STI financial target goals, incomplete disclosure of all forward-looking LTI goals, and the magnitude of the CEO's annual LTI award, which was increased in FY24. Nonetheless, sufficient mitigating factors have been identified for the year in review. Annual incentives were primarily based on pre-set objective metrics and below target payouts appear in line with recent company performance. The committee also exercised negative discretion to reduce the payout factor of an operating metric. In addition, the CEO's annual LTI awards were primarily performance-based with a multi-year outlook. Furthermore, the proxy discloses compelling rationale for the modifications to the FY22 PSUs, given the material Worldpay transaction. Lastly, closing-cycle award results are disclosed, and goals are disclosed retrospectively, and below-target closing-cycle vesting results are directionally aligned with negative TSR over the same period.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, with caution. Certain concerns are noted regarding the second consecutive year of lowered STI financial target goals, incomplete disclosure of all forward-looking LTI goals, and the magnitude of the CEO's annual LTI award, which was increased in FY24. Nonetheless, sufficient mitigating factors have been identified for the year in review. Annual incentives were primarily based on pre-set objective metrics and below target payouts appear in line with recent company performance. The committee also exercised negative discretion to reduce the payout factor of an operating metric. In addition, the CEO's annual LTI awards were primarily performance-based with a multi-year outlook. Furthermore, the proxy discloses compelling rationale for the modifications to the FY22 PSUs, given the material Worldpay transaction. Lastly, closing-cycle award results are disclosed, and goals are disclosed retrospectively, and below-target closing-cycle vesting results are directionally aligned with negative TSR over the same period.</i></p>												
3		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		4,400	4,400
			05/22/2025	05/22/2025			
Total Shares:						4,400	4,400

Xtrackers (IE) plc. Xtrackers S&P 500 Equal Weight Scored & Screened UCITS ETF F

Meeting Date: 06/12/2025	Country: Ireland	Ticker: XZEW	Proxy Level: N/A
Record Date: 06/10/2025	Meeting Type: Annual	Meeting ID: 1972556	
Primary Security ID: G982AM375	Primary CUSIP: G982AM375	Primary ISIN: IE0004MFRED4	Primary SEDOL: BP83HD7
Earliest Cutoff Date: 05/29/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 120,669	*Shares on Loan: 0	Shares Instructed: 120,669	Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Ratify KPMG as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is considered warranted at this time.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is considered warranted at this time.</i></p>												

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Xtrackers (IE) plc. Xtrackers S&P 500 Equal Weight Scored & Screened UCITS ETF F

Proposal Number	Significant Vote	Proposal Text	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		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<i>Voting Policy Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i>												
<i>Blended Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	AutoApproved	Auto-Instructed	Auto-Approved		120,669	0
			05/24/2025	05/24/2025			
Total Shares:						120,669	0

Marvell Technology, Inc.

Meeting Date: 06/13/2025	Country: USA	Ticker: MRVL	Proxy Level: 3
Record Date: 04/17/2025	Meeting Type: Annual	Meeting ID: 1967400	
Primary Security ID: 573874104	Primary CUSIP: 573874104	Primary ISIN: US5738741041	Primary SEDOL: BNKJSM5
Earliest Cutoff Date: 06/12/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 4,723	*Shares on Loan: 0	Shares Instructed: 4,723	Shares Voted: 4,723

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Sara Andrews	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director W. Tudor Brown	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director Brad W. Buss	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Daniel Durn	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Rebecca W. House	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Marvell Technology, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f		Elect Director Marachel L. Knight	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Matthew J. Murphy	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Richard P. Wallace	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A cautionary vote FOR this proposal is warranted given that the compensation committee demonstrated only limited responsiveness to shareholder concerns following last year's low say-on-pay support.</i>												
<i>Blended Rationale: A cautionary vote FOR this proposal is warranted given that the compensation committee demonstrated only limited responsiveness to shareholder concerns following last year's low say-on-pay support.</i>												
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
4		Require Independent Board Chair	SH	Yes	Against	For		For	For	Yes	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		4,723	4,723
			05/31/2025	05/31/2025			
Total Shares:						4,723	4,723

Regeneron Pharmaceuticals, Inc.

Meeting Date: 06/13/2025	Country: USA	Ticker: REGN	Proxy Level: 3
Record Date: 04/15/2025	Meeting Type: Annual	Meeting ID: 1965370	
Primary Security ID: 75886F107	Primary CUSIP: 75886F107	Primary ISIN: US75886F1075	Primary SEDOL: 2730190

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Regeneron Pharmaceuticals, Inc.

Earliest Cutoff Date: 06/12/2025

Total Ballots: 1

Voting Policy: Sustainability

Additional Policy:

Votable Shares: 601

*Shares on Loan: 0

Shares Instructed: 601

Shares Voted: 601

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Bonnie L. Bassler	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: AGAINST votes are warranted for incumbent governance committee members Bonnie Bassler and Michael Brown given that the multi-class structure is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: AGAINST votes are warranted for incumbent governance committee members Bonnie Bassler and Michael Brown given that the multi-class structure is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>												
1b		Elect Director Michael S. Brown	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: AGAINST votes are warranted for incumbent governance committee members Bonnie Bassler and Michael Brown given that the multi-class structure is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: AGAINST votes are warranted for incumbent governance committee members Bonnie Bassler and Michael Brown given that the multi-class structure is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>												
1c		Elect Director Leonard S. Schleifer	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: AGAINST votes are warranted for incumbent governance committee members Bonnie Bassler and Michael Brown given that the multi-class structure is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: AGAINST votes are warranted for incumbent governance committee members Bonnie Bassler and Michael Brown given that the multi-class structure is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>												
1d		Elect Director George D. Yancopoulos	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: AGAINST votes are warranted for incumbent governance committee members Bonnie Bassler and Michael Brown given that the multi-class structure is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: AGAINST votes are warranted for incumbent governance committee members Bonnie Bassler and Michael Brown given that the multi-class structure is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>												
2		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, though concerns are noted. Short-term incentive payouts were determined by the committee's subjective assessment and long-term incentives for certain NEOs lacked performance conditions. Although pay and performance were reasonably aligned during the year-in-review, continued monitoring of the company's compensation practices is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, though concerns are noted. Short-term incentive payouts were determined by the committee's subjective assessment and long-term incentives for certain NEOs lacked performance conditions. Although pay and performance were reasonably aligned during the year-in-review, continued monitoring of the company's compensation practices is warranted.</i></p>												

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Regeneron Pharmaceuticals, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Declassify the Board of Directors	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i></p>													
5a		Eliminate Supermajority Vote Requirements of Section 2(e) (8) of Article VI of Incorporation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would enhance shareholder rights.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would enhance shareholder rights.</i></p>													
5b		Eliminate Supermajority Vote Requirements of Article VI of Incorporation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would enhance shareholder rights.</i></p> <p><i>Blended Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would enhance shareholder rights.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		601	601
			05/21/2025	05/21/2025			
Total Shares:						601	601

MercadoLibre, Inc.

Meeting Date: 06/17/2025	Country: USA	Ticker: MELI	Proxy Level: 4
Record Date: 04/21/2025	Meeting Type: Annual	Meeting ID: 1964472	
Primary Security ID: 58733R102	Primary CUSIP: 58733R102	Primary ISIN: US58733R1023	Primary SEDOL: B23X1H3
Earliest Cutoff Date: 06/16/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 216	*Shares on Loan: 0	Shares Instructed: 216	Shares Voted: 216

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Stello Passos Tolda	Mgmt	Yes	For	Withhold			Withhold	Withhold	Yes	No	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Stello Passos Tolda for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: WITHHOLD votes are warranted for Stello Passos Tolda for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.</i></p>													

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MercadoLibre, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1b		Elect Director Emiliano Calemzuk	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Stello Passos Tolda for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: WITHHOLD votes are warranted for Stello Passos Tolda for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.</i></p>												
1c		Elect Director Marcos Galperin	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Stello Passos Tolda for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: WITHHOLD votes are warranted for Stello Passos Tolda for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.</i></p>												
1d		Elect Director Martin Lawson	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Stello Passos Tolda for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: WITHHOLD votes are warranted for Stello Passos Tolda for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.</i></p>												
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i></p> <p><i>Blended Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i></p>												
3		Ratify Pistrelli, Henry Martin y Asociados S.A. as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Change State of Incorporation from Delaware to Texas *Withdrawn Resolution*	Mgmt	No								

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		216	216
			06/10/2025	06/10/2025			
Total Shares:						216	216

Shopify Inc.

Meeting Date: 06/17/2025	Country: Canada	Ticker: SHOP	Proxy Level: 3
Record Date: 04/21/2025	Meeting Type: Annual	Meeting ID: 1945716	
Primary Security ID: 82509L107	Primary CUSIP: 82509L107	Primary ISIN: CA82509L1076	Primary SEDOL: BX865C7

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

Earliest Cutoff Date: 06/12/2025		Total Ballots: 1		Voting Policy: Sustainability			Additional Policy:					
Votable Shares: 7,719		*Shares on Loan: 0		Shares Instructed: 7,719			Shares Voted: 7,719					
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1A		Elect Director Tobias Lutke	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p> <p><i>Blended Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p>												
1B		Elect Director Lulu Cheng Meservey	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p> <p><i>Blended Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p>												
1C		Elect Director Gail Goodman	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p> <p><i>Blended Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p>												
1D		Elect Director David Heinemeier Hansson	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p> <p><i>Blended Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p>												
1E		Elect Director Jeremy Levine	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p> <p><i>Blended Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p>												
1F		Elect Director Prashanth Mahendra-Rajah	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p> <p><i>Blended Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1G		Elect Director Joe Natale	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p> <p><i>Blended Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p>												
1H		Elect Director Kevin Scott	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p> <p><i>Blended Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p>												
1I		Elect Director Toby Shannan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p> <p><i>Blended Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p>												
1J		Elect Director Fidji Simo	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p> <p><i>Blended Rationale: Vote AGAINST the continuing compensation committee members, Gail Goodman (committee chair) and Fidji Simo, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 3) Vote FOR all other proposed nominees.</i></p>												
2		Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (5 percent) were reasonable relative to total fees paid to the auditor.</i></p> <p><i>Blended Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (5 percent) were reasonable relative to total fees paid to the auditor.</i></p>												

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Shopify Inc.

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

Voting Policy Rationale: Vote AGAINST this non-binding advisory resolution. The quantitative pay-for-performance screen has identified a high concern. This follows the high concerns generated by the quantitative screen in the past two years and the low say-on-pay supports of 77.4 percent and 69.2 percent at the 2023 and 2024 AGMs, respectively. While the company has outperformed its peer group over the last year and on a longer term, the 2024 CEO total pay has far exceeded that of its peers and such quantum causes significant concern. In addition, the company continued to have some significant problematic pay practices, including the outsized 2024 annual equity grant to the CEO which appears to be made at the discretion of the board and without any performance-vesting conditions, as well as lack of long-term performance-based equity compensation for other NEOs. Furthermore, the company's response to the low say on pay support from last year's AGM appears to be insufficient. In light of the above, shareholders are advised to vote AGAINST the say-on-pay resolution.

Blended Rationale: Vote AGAINST this non-binding advisory resolution. The quantitative pay-for-performance screen has identified a high concern. This follows the high concerns generated by the quantitative screen in the past two years and the low say-on-pay supports of 77.4 percent and 69.2 percent at the 2023 and 2024 AGMs, respectively. While the company has outperformed its peer group over the last year and on a longer term, the 2024 CEO total pay has far exceeded that of its peers and such quantum causes significant concern. In addition, the company continued to have some significant problematic pay practices, including the outsized 2024 annual equity grant to the CEO which appears to be made at the discretion of the board and without any performance-vesting conditions, as well as lack of long-term performance-based equity compensation for other NEOs. Furthermore, the company's response to the low say on pay support from last year's AGM appears to be insufficient. In light of the above, shareholders are advised to vote AGAINST the say-on-pay resolution.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		7,719	7,719
			05/28/2025	05/28/2025			
Total Shares:						7,719	7,719

Autodesk, Inc.

Meeting Date: 06/18/2025	Country: USA	Ticker: ADSK	Proxy Level: 3
Record Date: 04/22/2025	Meeting Type: Annual	Meeting ID: 1968742	
Primary Security ID: 052769106	Primary CUSIP: 052769106	Primary ISIN: US0527691069	Primary SEDOL: 2065159
Earliest Cutoff Date: 06/17/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,238	*Shares on Loan: 0	Shares Instructed: 1,238	Shares Voted: 1,238

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

Voting Policy Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.

Blended Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1b		Elect Director Karen Blasing	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i>										
1c		Elect Director John T. Cahill	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i>										
1d		Elect Director Reid French	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i>										
1e		Elect Director Ayanna Howard	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i>										
1f		Elect Director Blake Irving	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1g		Elect Director Ram R. Krishnan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i></p>												
1h		Elect Director Stephen Milligan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i></p>												
1i		Elect Director Rami Rahim	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i></p>												
1j		Elect Director Stacy J. Smith	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A cautionary vote FOR governance committee members Blake Irving, Stacy Smith, and Rami Rahim is warranted for demonstrating limited responsiveness to the shareholder proposal to provide a right to call a special meeting at a 15 percent threshold, which won majority support at last year's annual meeting. A vote FOR the remaining director nominees is warranted.</i></p>												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												

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Autodesk, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and company performance were reasonably aligned. Some concerns remain regarding incomplete goal disclosure for both the annual and long-term incentive programs, and the use of one-year measurement periods for a portion of the LTIP. Nevertheless, equity grants are majority performance conditioned and primarily based on financial metrics. Further, starting in FY26, the performance shares will cliff-vest after three years and the relative TSR metric will only be measured by a three-year performance period. Moreover, annual incentives remain entirely based on pre-set financial metrics.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Pay and company performance were reasonably aligned. Some concerns remain regarding incomplete goal disclosure for both the annual and long-term incentive programs, and the use of one-year measurement periods for a portion of the LTIP. Nevertheless, equity grants are majority performance conditioned and primarily based on financial metrics. Further, starting in FY26, the performance shares will cliff-vest after three years and the relative TSR metric will only be measured by a three-year performance period. Moreover, annual incentives remain entirely based on pre-set financial metrics.</i></p>													
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,238	1,238
			06/02/2025	06/02/2025			
Total Shares:						1,238	1,238

Comcast Corporation

Meeting Date: 06/18/2025	Country: USA	Ticker: CMCSA	Proxy Level: 3
Record Date: 04/08/2025	Meeting Type: Annual	Meeting ID: 1962485	
Primary Security ID: 20030N101	Primary CUSIP: 20030N101	Primary ISIN: US20030N1019	Primary SEDOL: 2044545
Earliest Cutoff Date: 06/17/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 15,674	*Shares on Loan: 0	Shares Instructed: 15,674	Shares Voted: 15,674

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1		Elect Director Kenneth J. Bacon	Mgmt	Yes	For	Withhold			Withhold	Withhold	Yes	No	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. 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
1.2		Elect Director Thomas J. Baltimore, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>												
1.3		Elect Director Madeline S. Bell	Mgmt	Yes	For	Withhold		Withhold	Withhold	Yes	No	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>												
1.4		Elect Director Louise F. Brady	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>												
1.5		Elect Director Edward D. Breen	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>												
1.6		Elect Director Jeffrey A. Honickman	Mgmt	Yes	For	Withhold		Withhold	Withhold	Yes	No	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>												
1.7		Elect Director Wonya Y. Lucas	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>												
1.8		Elect Director Asuka Nakahara	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. 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
1.9		Elect Director David C. Novak	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>												
1.10		Elect Director Brian L. Roberts	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>												
2		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Amend Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The plan is sufficiently broad-based and provides a reasonable limit on employee and company-matching contributions.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. The plan is sufficiently broad-based and provides a reasonable limit on employee and company-matching contributions.</i></p>												
4		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Although concern exists regarding a lack of goal disclosure in the STI and LTI programs, the STI was largely based on pre-set financial metrics, and the LTI was targeted to be primarily performance-based.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Although concern exists regarding a lack of goal disclosure in the STI and LTI programs, the STI was largely based on pre-set financial metrics, and the LTI was targeted to be primarily performance-based.</i></p>												
5		Improve Executive Compensation Program and Policy	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Given the company's current processes and programs, it is not clear that the request to include the CEO pay ratio factor would improve the company's existing executive compensation program.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. Given the company's current processes and programs, it is not clear that the request to include the CEO pay ratio factor would improve the company's existing executive compensation program.</i></p>												
6		Require Independent Board Chair	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p>												

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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Comcast Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/30/2025	Auto-Approved 05/30/2025		15,674	15,674
Total Shares:						15,674	15,674

Keurig Dr Pepper Inc.

Meeting Date: 06/18/2025	Country: USA	Ticker: KDP	Proxy Level: 3
Record Date: 04/21/2025	Meeting Type: Annual	Meeting ID: 1962864	
Primary Security ID: 49271V100	Primary CUSIP: 49271V100	Primary ISIN: US49271V1008	Primary SEDOL: BD3W133
Earliest Cutoff Date: 06/17/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 5,843	*Shares on Loan: 0	Shares Instructed: 5,843	Shares Voted: 5,843

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1		Elect Director Timothy "Tim" Cofer	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.2		Elect Director Robert "Bob" Gamgort	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.3		Elect Director Oray B. Boston Jr.	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.4		Elect Director Juliette Hickman	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.5		Elect Director Pamela "Pam" Patsley	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.6		Elect Director Debra Sandler	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1.7		Elect Director Robert "Bob" Singer	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Keurig Dr Pepper Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.8		Elect Director Mike Van de Ven	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.9		Elect Director Lawson Whiting	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although FY24 long-term incentives lack performance criteria, performance-based PSUs were introduced as a component of the FY25 awards. Moreover, annual incentives were entirely based on pre-set financial metrics.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. Although FY24 long-term incentives lack performance criteria, performance-based PSUs were introduced as a component of the FY25 awards. Moreover, annual incentives were entirely based on pre-set financial metrics.</i>										
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 05/22/2025	Auto-Approved 05/22/2025		5,843	5,843
Total Shares:						5,843	5,843

DoorDash, Inc.

Meeting Date: 06/24/2025	Country: USA	Ticker: DASH	Proxy Level: 3
Record Date: 04/25/2025	Meeting Type: Annual	Meeting ID: 1966028	
Primary Security ID: 25809K105	Primary CUSIP: 25809K105	Primary ISIN: US25809K1051	Primary SEDOL: BN13P03
Earliest Cutoff Date: 06/23/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,827	*Shares on Loan: 0	Shares Instructed: 1,827	Shares Voted: 1,827

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

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<p><i>Voting Policy Rationale: * A vote AGAINST Governance Committee members L. John Doerr and Diego Piacentini is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Andy Fang is warranted as his ownership of supervoting shares as part of a voting agreement provides him with voting power control of the company. * A vote AGAINST Governance Committee chair L. John Doerr is further warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. * A vote FOR the remaining director nominee is warranted.</i></p> <p><i>Blended Rationale: * A vote AGAINST Governance Committee members L. John Doerr and Diego Piacentini is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Andy Fang is warranted as his ownership of supervoting shares as part of a voting agreement provides him with voting power control of the company. * A vote AGAINST Governance Committee chair L. John Doerr is further warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. * A vote FOR the remaining director nominee is warranted.</i></p>										
1b		Elect Director L. John Doerr	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<p><i>Voting Policy Rationale: * A vote AGAINST Governance Committee members L. John Doerr and Diego Piacentini is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Andy Fang is warranted as his ownership of supervoting shares as part of a voting agreement provides him with voting power control of the company. * A vote AGAINST Governance Committee chair L. John Doerr is further warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. * A vote FOR the remaining director nominee is warranted.</i></p> <p><i>Blended Rationale: * A vote AGAINST Governance Committee members L. John Doerr and Diego Piacentini is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Andy Fang is warranted as his ownership of supervoting shares as part of a voting agreement provides him with voting power control of the company. * A vote AGAINST Governance Committee chair L. John Doerr is further warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. * A vote FOR the remaining director nominee is warranted.</i></p>										
1c		Elect Director Andy Fang	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<p><i>Voting Policy Rationale: * A vote AGAINST Governance Committee members L. John Doerr and Diego Piacentini is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Andy Fang is warranted as his ownership of supervoting shares as part of a voting agreement provides him with voting power control of the company. * A vote AGAINST Governance Committee chair L. John Doerr is further warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. * A vote FOR the remaining director nominee is warranted.</i></p> <p><i>Blended Rationale: * A vote AGAINST Governance Committee members L. John Doerr and Diego Piacentini is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Andy Fang is warranted as his ownership of supervoting shares as part of a voting agreement provides him with voting power control of the company. * A vote AGAINST Governance Committee chair L. John Doerr is further warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. * A vote FOR the remaining director nominee is warranted.</i></p>										
1d		Elect Director Diego Piacentini	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
		<p><i>Voting Policy Rationale: * A vote AGAINST Governance Committee members L. John Doerr and Diego Piacentini is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Andy Fang is warranted as his ownership of supervoting shares as part of a voting agreement provides him with voting power control of the company. * A vote AGAINST Governance Committee chair L. John Doerr is further warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. * A vote FOR the remaining director nominee is warranted.</i></p> <p><i>Blended Rationale: * A vote AGAINST Governance Committee members L. John Doerr and Diego Piacentini is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Andy Fang is warranted as his ownership of supervoting shares as part of a voting agreement provides him with voting power control of the company. * A vote AGAINST Governance Committee chair L. John Doerr is further warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. * A vote FOR the remaining director nominee is warranted.</i></p>										
2		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>										

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DoorDash, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concerns are noted, pay and performance were reasonably aligned for the year in review.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Although some concerns are noted, pay and performance were reasonably aligned for the year in review.</i></p>													
4		Amend Certificate of Incorporation to Reflect Certain Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	Against			Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company is controlled and decisions regarding the company's response to shareholder litigation would be made by a board that lacks accountability to public shareholders.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The company is controlled and decisions regarding the company's response to shareholder litigation would be made by a board that lacks accountability to public shareholders.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,827	1,827
			05/28/2025	05/28/2025			
Total Shares:						1,827	1,827

Mastercard Incorporated

Meeting Date: 06/24/2025	Country: USA	Ticker: MA	Proxy Level: 3
Record Date: 04/25/2025	Meeting Type: Annual	Meeting ID: 1964486	
Primary Security ID: 57636Q104	Primary CUSIP: 57636Q104	Primary ISIN: US57636Q1040	Primary SEDOL: B121557
Earliest Cutoff Date: 06/23/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,567	*Shares on Loan: 0	Shares Instructed: 2,567	Shares Voted: 2,567

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Merit E. Janow	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1b		Elect Director Candido Bracher	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1c		Elect Director Richard K. Davis	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Mastercard Incorporated

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1d		Elect Director Julius Genachowski	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Choon Phong Goh	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Oki Matsumoto	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Michael Miebach	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Youngme Moon	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director Rima Qureshi	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1j		Elect Director Gabrielle Sulzberger	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1k		Elect Director Harit Talwar	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1l		Elect Director Lance Uggla	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Mastercard Incorporated

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned. Concerns remain regarding the significant role of discretion in the STIP and lack of disclosure of forward-looking goals for PSUs in the LTIP. Nevertheless, equity grants are predominantly performance-conditioned and based on financial metrics measured using a multi-year period. Further, starting in 2025, the relative TSR metric of the LTIP will target above-median performance and include a payout cap in the event of negative company TSR.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned. Concerns remain regarding the significant role of discretion in the STIP and lack of disclosure of forward-looking goals for PSUs in the LTIP. Nevertheless, equity grants are predominantly performance-conditioned and based on financial metrics measured using a multi-year period. Further, starting in 2025, the relative TSR metric of the LTIP will target above-median performance and include a payout cap in the event of negative company TSR.</i></p>												
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i></p>												
5		Amend Articles of Incorporation to Remove Industry Director Concept	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed amendments are administrative in nature and are not considered problematic.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as the proposed amendments are administrative in nature and are not considered problematic.</i></p>												
6		Amend Certificate of Incorporation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed amendments are administrative in nature and are not considered problematic.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as the proposed amendments are administrative in nature and are not considered problematic.</i></p>												
7		Oversee and Report on a Racial Equity Audit	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. While Mastercard has made progress in its diversity, equity, and inclusion efforts, a third-party racial equity audit would enhance transparency and help identify opportunities for improvement supporting the company's long-term commitment to building an inclusive and sustainable digital economy.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. While Mastercard has made progress in its diversity, equity, and inclusion efforts, a third-party racial equity audit would enhance transparency and help identify opportunities for improvement supporting the company's long-term commitment to building an inclusive and sustainable digital economy.</i></p>												

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Mastercard Incorporated

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
8		Report on Discrimination Risks of Affirmative Action Initiatives	SH	Yes	Against	Against			Against	Against	No	No	No

Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has clear prohibitions against discrimination based on personal characteristics, including race, and company policy requires that employment-related decisions are based on job qualifications and performance. In addition, the company has established relevant board-level oversight of related risks and risk management.

Blended Rationale: A vote AGAINST this proposal is warranted. The company has clear prohibitions against discrimination based on personal characteristics, including race, and company policy requires that employment-related decisions are based on job qualifications and performance. In addition, the company has established relevant board-level oversight of related risks and risk management.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,567	2,567
			06/04/2025	06/04/2025			
Total Shares:						2,567	2,567

NVIDIA Corporation

Meeting Date: 06/25/2025	Country: USA	Ticker: NVDA	Proxy Level: 3
Record Date: 04/28/2025	Meeting Type: Annual	Meeting ID: 1973102	
Primary Security ID: 67066G104	Primary CUSIP: 67066G104	Primary ISIN: US67066G1040	Primary SEDOL: 2379504
Earliest Cutoff Date: 06/24/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 48,747	*Shares on Loan: 0	Shares Instructed: 48,747	Shares Voted: 48,747

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
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1a		Elect Director Robert K. Burgess	Mgmt	Yes	For	For			For	For	No	No	No
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Voting Policy Rationale: A vote FOR the director nominees is warranted.

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

1b		Elect Director Tench Coxé	Mgmt	Yes	For	For			For	For	No	No	No
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Voting Policy Rationale: A vote FOR the director nominees is warranted.

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

1c		Elect Director John O. Dabiri	Mgmt	Yes	For	For			For	For	No	No	No
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Voting Policy Rationale: A vote FOR the director nominees is warranted.

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

1d		Elect Director Persis S. Drell	Mgmt	Yes	For	For			For	For	No	No	No
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Voting Policy Rationale: A vote FOR the director nominees is warranted.

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

1e		Elect Director Jen-Hsun Huang	Mgmt	Yes	For	For			For	For	No	No	No
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Voting Policy Rationale: A vote FOR the director nominees is warranted.

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

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

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NVIDIA Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Eliminate Supermajority Vote Requirements	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i></p>													
5		Amend Right to Call Special Meeting	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year holding period is not especially problematic.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year holding period is not especially problematic.</i></p>													
6		Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as there are no recurring issues or company-specific factors at the company that suggest the proponent's more stringent director resignation policy is necessary at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted as there are no recurring issues or company-specific factors at the company that suggest the proponent's more stringent director resignation policy is necessary at this time.</i></p>													
7		Enhance Workforce Data Reporting	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional diversity-related disclosures would allow shareholders to better assess the effectiveness of the company's existing diversity initiatives and its management of related risks.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted, as additional diversity-related disclosures would allow shareholders to better assess the effectiveness of the company's existing diversity initiatives and its management of related risks.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		48,747	48,747
			06/05/2025	06/05/2025			
Total Shares:						48,747	48,747

3i Group PLC

Meeting Date: 06/26/2025	Country: United Kingdom	Ticker: III	Proxy Level: N/A
Record Date: 06/24/2025	Meeting Type: Annual	Meeting ID: 1976376	
Primary Security ID: G88473148	Primary CUSIP: G88473148	Primary ISIN: GB00B1YW4409	Primary SEDOL: B1YW440
Earliest Cutoff Date: 06/23/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 12,058	*Shares on Loan: 0	Shares Instructed: 12,058	Shares Voted: 12,058

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For			For	For	No	No	No

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3i 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
		<i>Voting Policy Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.</i>										
2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this resolution is warranted, although it is not without concern: * The EDs were granted significant salary increases ranging from c.9%-18%, which were above the 4% increase granted to the wider workforce. The main reasons for support: * A cogent explanation has been provided. * The increases are granted against the background of the Company's strong financial performance since 2012. * The resultant salary levels are below the median for companies of a similar size.</i>										
		<i>Blended Rationale: A vote FOR this resolution is warranted, although it is not without concern: * The EDs were granted significant salary increases ranging from c.9%-18%, which were above the 4% increase granted to the wider workforce. The main reasons for support: * A cogent explanation has been provided. * The increases are granted against the background of the Company's strong financial performance since 2012. * The resultant salary levels are below the median for companies of a similar size.</i>										
3		Approve Dividend	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.</i>										
4		Re-elect Simon Borrows as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
5		Re-elect Stephen Daintith as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
6		Re-elect Jasi Halai as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
7		Re-elect James Hatchley as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
8		Re-elect David Hutchison as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
9		Re-elect Lesley Knox as Director	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
10		Re-elect Coline McConville as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
11		Re-elect Peter McKellar as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
12		Elect Hemant Patel as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
13		Re-elect Alexandra Schaapveld as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>												
14		Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this resolution is considered warranted at this time.</i>												
<i>Blended Rationale: A vote FOR this resolution is considered warranted at this time.</i>												
15		Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i>												
<i>Blended Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i>												
16		Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i>												
<i>Blended Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i>												
17		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>												
<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>												
18		Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>												
<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>												

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3i 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	
19		Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>													
20		Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p>													
21		Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		12,058	12,058
			06/02/2025	06/02/2025			
Total Shares:						12,058	12,058

The Kroger Co.

Meeting Date: 06/26/2025	Country: USA	Ticker: KR	Proxy Level: 3
Record Date: 04/28/2025	Meeting Type: Annual	Meeting ID: 1973888	
Primary Security ID: 501044101	Primary CUSIP: 501044101	Primary ISIN: US5010441013	Primary SEDOL: 2497406
Earliest Cutoff Date: 06/25/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 5,021	*Shares on Loan: 0	Shares Instructed: 5,021	Shares Voted: 5,021

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Nora A. Aufreiter	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i></p> <p><i>Blended Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i></p>													
1b		Elect Director Kevin M. Brown	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i></p> <p><i>Blended Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i></p>													

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director Elaine L. Chao	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i>										
		<i>Blended Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i>										
1d		Elect Director Anne Gates	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i>										
		<i>Blended Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i>										
1e		Elect Director Karen M. Hoguet	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i>										
		<i>Blended Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i>										
1f		Elect Director Clyde R. Moore	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i>										
		<i>Blended Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i>										
1g		Elect Director Ronald L. Sargent	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
		<i>Voting Policy Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i>										
		<i>Blended Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i>										
1h		Elect Director J. Amanda Sourry Knox (Amanda Sourry)	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i>										
		<i>Blended Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i>										
1i		Elect Director Mark S. Sutton	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i>										
		<i>Blended Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i>										
1j		Elect Director Ashok Vemuri	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i>										
		<i>Blended Rationale: Votes AGAINST Board Chair Ronald Sargent are warranted in light of significant concerns regarding board oversight of risks related to living wage issues. Votes FOR the remaining nominees are warranted.</i>										

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Long-term incentives are targeted to be half performance-conditioned with multi-year measurement periods and annual incentives were based entirely on pre-set financial and operational metrics.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Long-term incentives are targeted to be half performance-conditioned with multi-year measurement periods and annual incentives were based entirely on pre-set financial and operational metrics.</i></p>												
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Report on Educating Customers on Tobacco Waste	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted. The company provides sufficient disclosure for shareholders to evaluate its progress on reducing the major sources of waste from its operations and products. In addition, reporting on educating customers on the environmental impacts of cigarette waste does not appear to be a standard industry practice.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted. The company provides sufficient disclosure for shareholders to evaluate its progress on reducing the major sources of waste from its operations and products. In addition, reporting on educating customers on the environmental impacts of cigarette waste does not appear to be a standard industry practice.</i></p>												
5		Report on Implementing Worker-Driven Social Responsibility Principles	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from a review of the effectiveness of the company's social compliance due diligence mechanisms in its supply chain, as well as the potential impacts of implementing worker-driven social responsibility principles. The requested disclosure would allow shareholders to better assess how the company is managing associated risks and opportunities with regards to human rights issues in its agricultural supply chain.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from a review of the effectiveness of the company's social compliance due diligence mechanisms in its supply chain, as well as the potential impacts of implementing worker-driven social responsibility principles. The requested disclosure would allow shareholders to better assess how the company is managing associated risks and opportunities with regards to human rights issues in its agricultural supply chain.</i></p>												
6		Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Reproductive or Gender-affirming Health Care	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the potential risks and costs associated with the fulfillment of information requests for the enforcement of state laws related to reproductive or gender-affirming health care rights would allow shareholders to assess how the company is managing such risks.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure on the potential risks and costs associated with the fulfillment of information requests for the enforcement of state laws related to reproductive or gender-affirming health care rights would allow shareholders to assess how the company is managing such risks.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		5,021	5,021
			06/05/2025	06/05/2025			
Total Shares:						5,021	5,021

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National Grid Plc

Meeting Date: 07/09/2025	Country: United Kingdom	Ticker: NG	Proxy Level: N/A
Record Date: 07/07/2025	Meeting Type: Annual	Meeting ID: 1973895	
Primary Security ID: G6S9A7120	Primary CUSIP: G6S9A7120	Primary ISIN: GB00BDR05C01	Primary SEDOL: BDR05C0
Earliest Cutoff Date: 07/04/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 72,850	*Shares on Loan: 0	Shares Instructed: 72,850	Shares Voted: 72,850

Proposal Number	Significant Vote	Proposal Text	Proponent	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>												
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>												
3		Re-elect Paula Reynolds as Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p>												
4		Re-elect John Pettigrew as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p>												
5		Re-elect Andy Agg as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p>												
6		Re-elect Jacqui Ferguson as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p>												
7		Re-elect Ian Livingston as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining 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
8		Re-elect Iain Mackay as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p>												
9		Re-elect Anne Robinson as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p>												
10		Re-elect Earl Shipp as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p>												
11		Re-elect Jonathan Silver as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p>												
12		Re-elect Tony Wood as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p>												
13		Re-elect Martha Wyrsh as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paula Reynolds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p>												
14		Reappoint Deloitte LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p>												
15		Authorise the Audit & Risk Committee 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 warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i></p>												

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Proposal Number	Significant Vote	Proposal Text	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	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted, but is not without concern: * The Company is proposing to increase the maximum opportunities under both the bonus and LTIP, resulting in a material increase in potential remuneration. The main reasons for support are: * A cogent rationale has been supplied, based on the growth of the Company in size and complexity, and the significantly larger investments it makes. * This is the first increase in variable opportunity since the policy was first introduced in 2014. * The shift to a FTSE 30 peer group on remuneration benchmarking is justified. * The resulting pay remains below median of the new peer group.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted, but is not without concern: * The Company is proposing to increase the maximum opportunities under both the bonus and LTIP, resulting in a material increase in potential remuneration. The main reasons for support are: * A cogent rationale has been supplied, based on the growth of the Company in size and complexity, and the significantly larger investments it makes. * This is the first increase in variable opportunity since the policy was first introduced in 2014. * The shift to a FTSE 30 peer group on remuneration benchmarking is justified. * The resulting pay remains below median of the new peer group.</i></p>												
17		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted in absence of significant concerns.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted in absence of significant concerns.</i></p>												
18		Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i></p>												
19		Approve Increase in Borrowing Limit	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as no significant concerns have been identified.</i></p>												
20		Approve Scrip Dividend Scheme	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as no concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted as no concerns have been identified.</i></p>												
21		Authorise Directors to Capitalise the Appropriate Nominal Amounts of New Shares of the Company Allotted Pursuant to the Company's Scrip Dividend Scheme	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as no concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted as no concerns have been identified.</i></p>												
22		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												

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National Grid 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	
23		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 warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>													
24		Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>													
25		Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p>													
26		Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		72,850	72,850
			06/13/2025	06/13/2025			
Total Shares:						72,850	72,850

Aedifica SA

Meeting Date: 07/11/2025	Country: Belgium	Ticker: AED	Proxy Level: N/A
Record Date: 06/27/2025	Meeting Type: Extraordinary Shareholders	Meeting ID: 1986380	
Primary Security ID: B0130A108	Primary CUSIP: B0130A108	Primary ISIN: BE0003851681	Primary SEDOL: B1G5XP1
Earliest Cutoff Date: 07/03/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 8,911	*Shares on Loan: 0	Shares Instructed: 8,911	Shares Voted: 8,911

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

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Receive Special Reports Pursuant to Articles 7:179 and 7:197 of the Belgian Companies and Associations Code and Article 26 of the Law of 12 May 2014 on Regulated Real Estate Companies	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		Increase Share Capital by Contribution in Kind in Accordance to the Exchange Offer Agreement with Cofinimmo SA (Exchange Ratio of 1.185)	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the proposed capital increase aimed at financing the exchange offer for Cofinimmo is warranted because: * The proposed acquisition is accompanied by a compelling strategic rationale particularly aimed at becoming a leading competitive European healthcare-REIT with anticipated operating efficiencies and synergies; and * The deal will be slightly accretive on a NAV and EPS basis.</i></p> <p><i>Blended Rationale: A vote FOR the proposed capital increase aimed at financing the exchange offer for Cofinimmo is warranted because: * The proposed acquisition is accompanied by a compelling strategic rationale particularly aimed at becoming a leading competitive European healthcare-REIT with anticipated operating efficiencies and synergies; and * The deal will be slightly accretive on a NAV and EPS basis.</i></p>												
3		Authorize Implementation of Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i></p> <p><i>Blended Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.</i></p>												
4		Amend Article 6 of the Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the proposed amendment is warranted, as it is a technical update to align the articles of association with the outcome of the capital increase under Item 2. The amendment is conditional on the successful completion of the exchange offer and does not raise concerns.</i></p> <p><i>Blended Rationale: A vote FOR the proposed amendment is warranted, as it is a technical update to align the articles of association with the outcome of the capital increase under Item 2. The amendment is conditional on the successful completion of the exchange offer and does not raise concerns.</i></p>												
5		Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize the board to make amendments to the articles of association.</i></p> <p><i>Blended Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize the board to make amendments to the articles of association.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 06/23/2025	Auto-Approved 06/23/2025		8,911	8,911
Total Shares:						8,911	8,911

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Macquarie Group Limited

Meeting Date: 07/24/2025	Country: Australia	Ticker: MQG	Proxy Level: N/A
Record Date: 07/22/2025	Meeting Type: Annual	Meeting ID: 1969799	
Primary Security ID: Q57085286	Primary CUSIP: Q57085286	Primary ISIN: AU000000MQG1	Primary SEDOL: B28YTC2
Earliest Cutoff Date: 07/18/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 4,609	*Shares on Loan: 0	Shares Instructed: 4,609	Shares Voted: 4,609

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2a		Elect Jillian R Broadbent as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the re-election of Jillian Broadbent, Philip Coffey and Michelle Hinchliffe is warranted. * They serve as independent non-executive directors on a board that is majority independent. * No material concerns have been identified regarding these directors in respect of board and committee composition, nor any wider corporate governance issues.</i></p> <p><i>Blended Rationale: A vote FOR the re-election of Jillian Broadbent, Philip Coffey and Michelle Hinchliffe is warranted. * They serve as independent non-executive directors on a board that is majority independent. * No material concerns have been identified regarding these directors in respect of board and committee composition, nor any wider corporate governance issues.</i></p>												
2b		Elect Philip M Coffey as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the re-election of Jillian Broadbent, Philip Coffey and Michelle Hinchliffe is warranted. * They serve as independent non-executive directors on a board that is majority independent. * No material concerns have been identified regarding these directors in respect of board and committee composition, nor any wider corporate governance issues.</i></p> <p><i>Blended Rationale: A vote FOR the re-election of Jillian Broadbent, Philip Coffey and Michelle Hinchliffe is warranted. * They serve as independent non-executive directors on a board that is majority independent. * No material concerns have been identified regarding these directors in respect of board and committee composition, nor any wider corporate governance issues.</i></p>												
2c		Elect Michelle A Hinchliffe as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the re-election of Jillian Broadbent, Philip Coffey and Michelle Hinchliffe is warranted. * They serve as independent non-executive directors on a board that is majority independent. * No material concerns have been identified regarding these directors in respect of board and committee composition, nor any wider corporate governance issues.</i></p> <p><i>Blended Rationale: A vote FOR the re-election of Jillian Broadbent, Philip Coffey and Michelle Hinchliffe is warranted. * They serve as independent non-executive directors on a board that is majority independent. * No material concerns have been identified regarding these directors in respect of board and committee composition, nor any wider corporate governance issues.</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 Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No

*Voting Policy Rationale: A qualified vote FOR the remuneration report is warranted. Executive remuneration outcomes remained broadly aligned with the improvement in financial results over the year. The board appears to have responded to the governance concerns relating to the ASIC matters. However, some shareholders may question the sufficiency of the board's response given the reported seriousness and historical nature of the issues, which are reported to date back to as far as 2009. * The CEO's profit share was down 5.3 percent on the prior year, following a disclosed reduction in response to the conditions imposed by ASIC, in the context of net profit improving by 5.5 percent. * The FY25 PSU allocation has been reduced by 25 percent for executive KMP and a performance gateway has been added requiring the licence conditions to be removed before any vesting can occur. The qualification is to highlight persisting concerns regarding the following: * Quantitative Pay for Performance analysis continues to indicate a high degree of concern. * Continued poor and absent disclosure of Profit Share (STI) opportunities and targets. * Individual profit share award determinations are discretionary. Concerns are exacerbated given there is no disclosure of the quantum of the reduction for the CEO's FY24 profit share, obfuscating the alignment between the reduction and the significant regulatory issues the company is now facing. * Despite the decrease in the CEO's FY25 profit share allocation, her total remuneration remains excessive when compared to the top 25 Australian companies and certain selected local market industry peers, and when compared to the company's global selected peer group. * Shareholders may question if the reduction sufficiently addresses the regulatory issues given disclosure that the PSUs are a small proportion of executive remuneration.*

*Blended Rationale: A qualified vote FOR the remuneration report is warranted. Executive remuneration outcomes remained broadly aligned with the improvement in financial results over the year. The board appears to have responded to the governance concerns relating to the ASIC matters. However, some shareholders may question the sufficiency of the board's response given the reported seriousness and historical nature of the issues, which are reported to date back to as far as 2009. * The CEO's profit share was down 5.3 percent on the prior year, following a disclosed reduction in response to the conditions imposed by ASIC, in the context of net profit improving by 5.5 percent. * The FY25 PSU allocation has been reduced by 25 percent for executive KMP and a performance gateway has been added requiring the licence conditions to be removed before any vesting can occur. The qualification is to highlight persisting concerns regarding the following: * Quantitative Pay for Performance analysis continues to indicate a high degree of concern. * Continued poor and absent disclosure of Profit Share (STI) opportunities and targets. * Individual profit share award determinations are discretionary. Concerns are exacerbated given there is no disclosure of the quantum of the reduction for the CEO's FY24 profit share, obfuscating the alignment between the reduction and the significant regulatory issues the company is now facing. * Despite the decrease in the CEO's FY25 profit share allocation, her total remuneration remains excessive when compared to the top 25 Australian companies and certain selected local market industry peers, and when compared to the company's global selected peer group. * Shareholders may question if the reduction sufficiently addresses the regulatory issues given disclosure that the PSUs are a small proportion of executive remuneration.*

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Macquarie Group Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Approve Participation of Shemara Wikramanayake in the Macquarie Group Employee Retained Equity Plan (MEREPE)	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR this resolution is warranted, primarily on the basis that the structure and quantum of the PSUs are sufficiently consistent with the local market and improved shareholder interests. The deferral of the RSUs and the PSUs are consistent with local market regulatory requirements and shareholder expectations noting the significant quantum of total CEO and executive remuneration, with a five-year deferral period for RSUs and a four-year performance period for the PSUs (plus a one-year holding lock for the CEO). This is combined with two unchanged financial performance measures - relative ROE and EPS CAGR, and malus provisions. With reference to the additional MBL Licence Conditions imposed by ASIC, the company appears to have responded through a 25 percent reduction to the CEO's PSU award opportunity and the imposition of a performance gateway for the Licence Conditions to be removed before any PSUs are able to vest at the end of the performance period. * It is noted that the PSUs are not a major element of an executive committee member's total remuneration, and as such shareholders may question if the reduction sufficiently addresses the regulatory issues relating to the MBL Licence Conditions. Concerns that justify the qualified nature of the vote recommendation include * The high quantum of the RSU awards, which are well in excess of similar sized companies in the ASX 1-25 and a local market industry peer group, as well as certain global financial institution peers cited by the company, and * The false choice, that if the resolution is not passed by shareholders, the company with consider an alternative form of payment.</i></p> <p><i>Blended Rationale: A qualified vote FOR this resolution is warranted, primarily on the basis that the structure and quantum of the PSUs are sufficiently consistent with the local market and improved shareholder interests. The deferral of the RSUs and the PSUs are consistent with local market regulatory requirements and shareholder expectations noting the significant quantum of total CEO and executive remuneration, with a five-year deferral period for RSUs and a four-year performance period for the PSUs (plus a one-year holding lock for the CEO). This is combined with two unchanged financial performance measures - relative ROE and EPS CAGR, and malus provisions. With reference to the additional MBL Licence Conditions imposed by ASIC, the company appears to have responded through a 25 percent reduction to the CEO's PSU award opportunity and the imposition of a performance gateway for the Licence Conditions to be removed before any PSUs are able to vest at the end of the performance period. * It is noted that the PSUs are not a major element of an executive committee member's total remuneration, and as such shareholders may question if the reduction sufficiently addresses the regulatory issues relating to the MBL Licence Conditions. Concerns that justify the qualified nature of the vote recommendation include * The high quantum of the RSU awards, which are well in excess of similar sized companies in the ASX 1-25 and a local market industry peer group, as well as certain global financial institution peers cited by the company, and * The false choice, that if the resolution is not passed by shareholders, the company with consider an alternative form of payment.</i></p>												
5a		Approve the Amendments to the Company's Constitution	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The board has confirmed its willingness to consult with the shareholder proponents with a view to addressing shareholder requirements, and to disclose the proxy's at the AGM and publicly discuss the resolutions at the AGM.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The board has confirmed its willingness to consult with the shareholder proponents with a view to addressing shareholder requirements, and to disclose the proxy's at the AGM and publicly discuss the resolutions at the AGM.</i></p>												
5b		Approve the Climate Risk Exposure and Management Disclosures	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. Shareholders would benefit from additional information on Macquarie's fossil fuel financing policy settings and how the company is progressing on its goal to align its fossil fuel financing activities with a net zero by 2050 pathway. The company, along with some major banks in U.S. and Canada, departed from the Net-Zero Banking Alliance (NZBA) in early 2025. It is further highlighted that since the prior year, data on fossil fuel exposure from the fiscal year in review has not been disclosed. Lastly, the company's approach to assess fossil fuel projects and companies, and its escalation strategy and policy on oil and gas projects and companies, lacks transparency.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. Shareholders would benefit from additional information on Macquarie's fossil fuel financing policy settings and how the company is progressing on its goal to align its fossil fuel financing activities with a net zero by 2050 pathway. The company, along with some major banks in U.S. and Canada, departed from the Net-Zero Banking Alliance (NZBA) in early 2025. It is further highlighted that since the prior year, data on fossil fuel exposure from the fiscal year in review has not been disclosed. Lastly, the company's approach to assess fossil fuel projects and companies, and its escalation strategy and policy on oil and gas projects and companies, lacks transparency.</i></p>												

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Macquarie Group Limited

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 07/10/2025	Auto-Approved 07/10/2025		4,609	4,609
Total Shares:						4,609	4,609

Amundi Index Solutions - Amundi EUR Short Term High Yield Corporate Bond ESG

Meeting Date: 07/25/2025	Country: Luxembourg	Ticker: HYS	Proxy Level: N/A
Record Date: 07/18/2025	Meeting Type: Extraordinary Shareholders	Meeting ID: 1985365	
Primary Security ID: LU1617164998	Primary CUSIP: N/A	Primary ISIN: LU1617164998	Primary SEDOL: N/A
Earliest Cutoff Date: 06/24/2025	Total Ballots: 2	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 30,626	*Shares on Loan: 0	Shares Instructed: 30,626	Shares Voted: 30,626

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Amend Article 3 Re: Object	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p>												
2		Create New Article 15 Re: Power of the Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p>												
3		Create New Article 16 Re: Eligible Assets	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p>												
4		Create New Article 17 Re: Internal Credit Quality Assessment Procedure	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p>												

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Amundi Index Solutions - Amundi EUR Short Term High Yield Corporate Bond

ESG

Proposal Number	Significant Vote	Proposal Text	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		Create New Article 18 Re: Liquidity Management Procedure	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p>												
6		Amend Article 21 Re: Valuation and Suspension of Valuation and/or Dealings	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p>												
7		Amend Article 22 Re: Determination of Net Asset Value	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p>												
8		Amend Article 23 Re: Subscription Price	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p>												
9		Amend Article 33 Re: General	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p>												
10		Amend Cross-References and Defined Terms Across the Articles to Reflect the Changes Above	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the proposed amendments do not appear contentious and are mainly aimed to create a framework for future money market funds. As such, these proposed amendments will not impact current shareholders. However, this is not without some level of concerns that the full amendments are not available.</i></p>												

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Amundi Index Solutions - Amundi EUR Short Term High Yield Corporate Bond

ESG

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Rejected - MEETING HAS NOT BEEN ANNOUNCED IN THE ITALIAN MARKET YET	Auto-Instructed 06/11/2025	Auto-Approved 06/11/2025		15,313	15,313
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Rejected - MEETINGS HAVE NOT BEEN ANNOUNCED IN THE ITALIAN MARKET YET	Auto-Instructed 07/15/2025	Auto-Approved 07/15/2025		15,313	15,313
Total Shares:						30,626	30,626

Linde Plc

Meeting Date: 07/29/2025	Country: Ireland	Ticker: LIN	Proxy Level: N/A
Record Date: 04/28/2025	Meeting Type: Annual	Meeting ID: 1967006	
Primary Security ID: G54950103	Primary CUSIP: G54950103	Primary ISIN: IE000S9YS762	Primary SEDOL: BNZHB81
Earliest Cutoff Date: 07/28/2025	Total Ballots: 2	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 6,167	*Shares on Loan: 0	Shares Instructed: 6,167	Shares Voted: 6,167

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Stephen F. Angel	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Sanjiv Lamba	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director Ann-Kristin Achleitner	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Thomas Enders	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Hugh Grant	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Joe Kaeser	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1g		Elect Director Victoria E. Ossadnik	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1h		Elect Director Paula Rospit Reynolds	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1i		Elect Director Alberto Weisser	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1j		Elect Director Robert L. Wood	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
2a		Ratify PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>												
2b		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.</i>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>												
4		Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>												
<i>Blended Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>												
5		Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.</i>												
<i>Blended Rationale: A vote FOR this proposal is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.</i>												

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Linde 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	
6		Report on Climate Lobbying	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure would help shareholders better evaluate how the company is addressing any misalignments between its direct and indirect lobbying activities and its public commitment to achieve net zero emissions by 2050.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Additional disclosure would help shareholders better evaluate how the company is addressing any misalignments between its direct and indirect lobbying activities and its public commitment to achieve net zero emissions by 2050.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 07/11/2025	Auto-Approved 07/11/2025		5,404	5,404
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 07/11/2025	Auto-Approved 07/11/2025		763	763
Total Shares:						6,167	6,167

Vodafone Group Plc

Meeting Date: 07/29/2025	Country: United Kingdom	Ticker: VOD	Proxy Level: N/A
Record Date: 07/25/2025	Meeting Type: Annual	Meeting ID: 1985234	
Primary Security ID: G93882192	Primary CUSIP: G93882192	Primary ISIN: GB00BH4HKS39	Primary SEDOL: BH4HKS3
Earliest Cutoff Date: 07/24/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 326,065	*Shares on Loan: 0	Shares Instructed: 326,065	Shares Voted: 326,065

Proposal Number	Significant Vote	Proposal Text	Proponent	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>													
2		Re-elect Jean-Francois van Boxmeer as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted.</i></p>													
3		Re-elect Margherita Della Valle as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted.</i></p> <p><i>Blended Rationale: A vote FOR these Directors is warranted.</i></p>													
4		Re-elect Luka Mucic as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted.</i></p> <p><i>Blended Rationale: A vote FOR these Directors 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
5		Re-elect Stephen Carter as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted.</i>												
6		Re-elect Michel Demare as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted.</i>												
7		Elect Simon Dingemans as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted.</i>												
8		Re-elect Hatem Dowidar as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted.</i>												
9		Re-elect Delphine Ernotte Cunci as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted.</i>												
10		Re-elect Deborah Kerr as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted.</i>												
11		Re-elect Maria Amparo Moraleda Martinez as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted.</i>												
12		Elect Anne-Francoise Nesmes as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted.</i>												
13		Re-elect Christine Ramon as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted.</i>												
14		Re-elect Simon Segars as Director	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted.</i>												
<i>Blended Rationale: A vote FOR these Directors is warranted.</i>												

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
15		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>												
16		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted in absence of significant concerns.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted in absence of significant concerns.</i></p>												
17		Reappoint Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p>												
18		Authorise the Audit and Risk Committee 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 warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i></p>												
19		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
20		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 warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
21		Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
22		Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p>												
23		Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i></p>												

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Vodafone 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
24		Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		326,065	326,065
			07/18/2025	07/18/2025			
Total Shares:						326,065	326,065

Koninklijke Ahold Delhaize NV

Meeting Date: 08/08/2025	Country: Netherlands	Ticker: AD	Proxy Level: N/A
Record Date: 07/11/2025	Meeting Type: Extraordinary Shareholders	Meeting ID: 1987732	
Primary Security ID: N0074E105	Primary CUSIP: N0074E105	Primary ISIN: NL0011794037	Primary SEDOL: BD0Q398
Earliest Cutoff Date: 07/31/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 63,388	*Shares on Loan: 0	Shares Instructed: 63,388	Shares Voted: 63,388

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Extraordinary Meeting Agenda	Mgmt	No								
1.		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.		Elect Wiebe Draijer 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 period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate</i></p> <p><i>Blended Rationale: A 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></p>												
3.		Close Meeting	Mgmt	No								
<p><i>Voting Policy Rationale: No vote is required for this item.</i></p> <p><i>Blended Rationale: No vote is required for this item.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved	Issuer Confirmed	63,388	63,388
			06/25/2025	07/01/2025			

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Xero Limited

Meeting Date: 08/21/2025 Country: New Zealand Ticker: XRO Proxy Level: N/A
 Record Date: 08/19/2025 Meeting Type: Annual Meeting ID: 1928548
 Primary Security ID: Q98665104 Primary CUSIP: Q98665104 Primary ISIN: NZXROE0001S2 Primary SEDOL: B8P4LP4

Earliest Cutoff Date: 08/15/2025 Total Ballots: 1 Voting Policy: Sustainability Additional Policy:
 Votable Shares: 1,916 *Shares on Loan: 0 Shares Instructed: 1,916 Shares Voted: 1,916

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Authorize Board to Fix Remuneration of the Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted given that no material corporate governance concerns have been identified in relation to the fees paid to the auditor.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted given that no material corporate governance concerns have been identified in relation to the fees paid to the auditor.</i></p>												
2		Elect Brian McAndrews as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR the re-election of Brian McAndrews, Susan Peterson and David Thodey is warranted. All nominees serve as independent non-executive directors on the company board. The qualification serves to highlight that Mr McAndrews is a member of the People & Remuneration Committee, Ms Peterson is a chair of the People & Remuneration Committee and Mr Thodey is a chair of the board, and continued problematic pay practices have been identified.</i></p> <p><i>Blended Rationale: A qualified vote FOR the re-election of Brian McAndrews, Susan Peterson and David Thodey is warranted. All nominees serve as independent non-executive directors on the company board. The qualification serves to highlight that Mr McAndrews is a member of the People & Remuneration Committee, Ms Peterson is a chair of the People & Remuneration Committee and Mr Thodey is a chair of the board, and continued problematic pay practices have been identified.</i></p>												
3		Elect Susan Peterson as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR the re-election of Brian McAndrews, Susan Peterson and David Thodey is warranted. All nominees serve as independent non-executive directors on the company board. The qualification serves to highlight that Mr McAndrews is a member of the People & Remuneration Committee, Ms Peterson is a chair of the People & Remuneration Committee and Mr Thodey is a chair of the board, and continued problematic pay practices have been identified.</i></p> <p><i>Blended Rationale: A qualified vote FOR the re-election of Brian McAndrews, Susan Peterson and David Thodey is warranted. All nominees serve as independent non-executive directors on the company board. The qualification serves to highlight that Mr McAndrews is a member of the People & Remuneration Committee, Ms Peterson is a chair of the People & Remuneration Committee and Mr Thodey is a chair of the board, and continued problematic pay practices have been identified.</i></p>												
4		Elect David Thodey as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR the re-election of Brian McAndrews, Susan Peterson and David Thodey is warranted. All nominees serve as independent non-executive directors on the company board. The qualification serves to highlight that Mr McAndrews is a member of the People & Remuneration Committee, Ms Peterson is a chair of the People & Remuneration Committee and Mr Thodey is a chair of the board, and continued problematic pay practices have been identified.</i></p> <p><i>Blended Rationale: A qualified vote FOR the re-election of Brian McAndrews, Susan Peterson and David Thodey is warranted. All nominees serve as independent non-executive directors on the company board. The qualification serves to highlight that Mr McAndrews is a member of the People & Remuneration Committee, Ms Peterson is a chair of the People & Remuneration Committee and Mr Thodey is a chair of the board, and continued problematic pay practices have been identified.</i></p>												

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Xero Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
5		Approve Remuneration Report	Mgmt	Yes	None	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, given corporate governance concerns for problematic pay practices which are inconsistent with local market standards. Specifically: * Quantitative pay-for-performance analysis indicates a high degree of concern; * The company proposes to increase the maximum LTI/LTE opportunity for the CEO from US\$5.0 million to US\$17.65 million in FY26, which is excessive and significantly above peer group medians. The LTI continues to have poor and absent disclosure of specific and quantified performance targets, while the LTE is subject to a service condition only. * The company issued a one-off grant of 575,000 options to the CEO in FY25, which vest annually. The quantum of the grant, which is in addition to the LTI/LTE, is substantially above the median of LTI grants at similar sized companies. * The non-financial measures in the STI (30 percent weighting) do not appear to be sufficiently aligned with improved company performance and appear to be 'day-job' responsibilities of executives. * The company does not put the CEO's LTI/LTE grant to a shareholder vote to allow consideration of performance conditions and approve the grant in line with local market standards.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted, given corporate governance concerns for problematic pay practices which are inconsistent with local market standards. Specifically: * Quantitative pay-for-performance analysis indicates a high degree of concern; * The company proposes to increase the maximum LTI/LTE opportunity for the CEO from US\$5.0 million to US\$17.65 million in FY26, which is excessive and significantly above peer group medians. The LTI continues to have poor and absent disclosure of specific and quantified performance targets, while the LTE is subject to a service condition only. * The company issued a one-off grant of 575,000 options to the CEO in FY25, which vest annually. The quantum of the grant, which is in addition to the LTI/LTE, is substantially above the median of LTI grants at similar sized companies. * The non-financial measures in the STI (30 percent weighting) do not appear to be sufficiently aligned with improved company performance and appear to be 'day-job' responsibilities of executives. * The company does not put the CEO's LTI/LTE grant to a shareholder vote to allow consideration of performance conditions and approve the grant in line with local market standards.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		1,916	1,916
			08/03/2025	08/03/2025			
Total Shares:						1,916	1,916

Ashtead Group Plc

Meeting Date: 09/02/2025	Country: United Kingdom	Ticker: AHT	Proxy Level: N/A
Record Date: 08/29/2025	Meeting Type: Annual	Meeting ID: 1994955	
Primary Security ID: G05320109	Primary CUSIP: G05320109	Primary ISIN: GB0000536739	Primary SEDOL: 0053673
Earliest Cutoff Date: 08/27/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 8,047	*Shares on Loan: 0	Shares Instructed: 8,047	Shares Voted: 8,047

Proposal Number	Significant Vote	Proposal Text	Proponent	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>													
2		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 in the absence of material concerns.</i></p> <p><i>Blended Rationale: A vote FOR the remuneration report is considered warranted in the absence of material concerns.</i></p>													

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Ashtead 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
3		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>												
4		Re-elect Paul Walker as Director	Mgmt	Yes	For	For		Against	Against	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paul Walker is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paul Walker is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p>												
5		Re-elect Brendan Horgan as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paul Walker is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paul Walker is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p>												
6		Re-elect Angus Cockburn as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paul Walker is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paul Walker is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p>												
7		Re-elect Jill Easterbrook as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paul Walker is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paul Walker is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p>												
8		Re-elect Renata Ribeiro as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paul Walker is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paul Walker is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p>												
9		Re-elect Roy Twite as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paul Walker is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paul Walker is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p>												
10		Elect Nando Cesarone as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paul Walker is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paul Walker is warranted for lack of diversity on the board. A vote FOR the remaining 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
11		Elect James Singleton as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nomination committee chair Paul Walker is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nomination committee chair Paul Walker is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i></p>												
12		Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i></p>												
13		Authorise the Audit Committee 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 warranted because there are no concerns regarding this proposal.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i></p>												
14		Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
15		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 warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
16		Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>												
17		Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i></p>												
18		Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i></p>												

Ballot Details

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

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 08/06/2025	Auto-Approved 08/06/2025		8,047	8,047
Total Shares:						8,047	8,047

Kering SA

Meeting Date: 09/09/2025	Country: France	Ticker: KER	Proxy Level: N/A
Record Date: 09/05/2025	Meeting Type: Extraordinary Shareholders	Meeting ID: 1996083	
Primary Security ID: F5433L103	Primary CUSIP: F5433L103	Primary ISIN: FR0000121485	Primary SEDOL: 5505072
Earliest Cutoff Date: 09/04/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 6,651	*Shares on Loan: 0	Shares Instructed: 6,651	Shares Voted: 6,651

Proposal Number	Significant Vote	Proposal Text	Proponent	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 Approve Remuneration Policy of CEO for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	No	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the remuneration policy applicable to the CEO is warranted, although the following concerns are raised: * The golden hello proposed is substantial; and * The termination payment policy is not deemed to be sufficiently stringent. The main reasons for support are: * The company provides a solid valuation study supporting the golden hello to be paid, which only compensates for the LTIPs lost at his previous role; and * The present remuneration policy serves to separate the CEO and chairman positions, which is a significant improvement in the company's practice.</i></p> <p><i>Blended Rationale: A vote FOR the remuneration policy applicable to the CEO is warranted, although the following concerns are raised: * The golden hello proposed is substantial; and * The termination payment policy is not deemed to be sufficiently stringent. The main reasons for support are: * The company provides a solid valuation study supporting the golden hello to be paid, which only compensates for the LTIPs lost at his previous role; and * The present remuneration policy serves to separate the CEO and chairman positions, which is a significant improvement in the company's practice.</i></p>												
2		Approve Remuneration Policy of Chairman of the Board for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration policy applicable to the non-executive chairman is warranted because: * Ongoing LTIPs would not be prorated to the chairman's effective time as executive of the company.</i></p> <p><i>Blended Rationale: A vote AGAINST the remuneration policy applicable to the non-executive chairman is warranted because: * Ongoing LTIPs would not be prorated to the chairman's effective time as executive of the company.</i></p>												
3		Approve Remuneration Policy of Directors for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>												
		Extraordinary Business	Mgmt	No								

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Kering SA

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Elect Luca de Meo as Director for a Term that Differs from the 4 Year Term Specified in Article 10	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of Luca De Meo as non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 58.3 percent vs 50 percent recommended) and the absence of specific concerns.</i></p> <p><i>Blended Rationale: A vote FOR the election of Luca De Meo as non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 58.3 percent vs 50 percent recommended) and the absence of specific concerns.</i></p>													
5		Amend Articles 12 and 15 of Bylaws Re: Age Limit of Chairman of the Board and CEO	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as the proposal would relax the statutory age limit for the chairman and the CEO.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as the proposal would relax the statutory age limit for the chairman and the CEO.</i></p>													
		Ordinary Business	Mgmt	No									
6		Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this routine item is warranted.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		6,651	6,651
			08/18/2025	08/18/2025			
Total Shares:						6,651	6,651

NIKE, Inc.

Meeting Date: 09/09/2025	Country: USA	Ticker: NKE	Proxy Level: 3
Record Date: 07/09/2025	Meeting Type: Annual	Meeting ID: 1993684	
Primary Security ID: 654106103	Primary CUSIP: 654106103	Primary ISIN: US6541061031	Primary SEDOL: 2640147
Earliest Cutoff Date: 09/08/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 22,650	*Shares on Loan: 0	Shares Instructed: 22,650	Shares Voted: 22,650

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

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member John Rogers Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee member John Rogers Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>										
1b		Elect Director John Rogers, Jr.	Mgmt	Yes	For	Withhold		Withhold	Withhold	Yes	No	No
		<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member John Rogers Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee member John Rogers Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>										
1c		Elect Director Robert Swan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member John Rogers Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee member John Rogers Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives are tied to pre-set financial metrics, and the LTIP is targeted to be half performance-conditioned with performance shares targeting outperformance. Additionally, although retention awards to certain non-CEO NEOs vest after only two years, half of these awards are performance-based.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. Annual incentives are tied to pre-set financial metrics, and the LTIP is targeted to be half performance-conditioned with performance shares targeting outperformance. Additionally, although retention awards to certain non-CEO NEOs vest after only two years, half of these awards are performance-based.</i>										
3		Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										
		<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>										

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 08/20/2025	Auto-Approved 08/20/2025		22,650	22,650
Total Shares:						22,650	22,650

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

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

Meeting Date: 09/16/2025	Country: Luxembourg	Ticker: UIMR	Proxy Level: N/A
Record Date: 09/09/2025	Meeting Type: Ordinary Shareholders	Meeting ID: 2003950	
Primary Security ID: L9398E651	Primary CUSIP: L9398E651	Primary ISIN: LU0629460675	Primary SEDOL: B59RQP3
Earliest Cutoff Date: 09/02/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 9,326	*Shares on Loan: 0	Shares Instructed: 11,750	Shares Voted: 11,750

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1		Elect Manuela Abreu as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted in the absence of any concern about the board and its composition.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted in the absence of any concern about the board and its composition.</i></p>													
2		Acknowledge Co-optation and Approve Appointment of Alessandra Calabretta as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted in the absence of any concern about the board and its composition.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted in the absence of any concern about the board and its composition.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Rejected - NO SERVICE WILL BE OFFERED FOR THIS OPTION	Auto-Instructed 09/02/2025	Auto-Approved 09/02/2025		9,326	11,750
Total Shares:						9,326	11,750

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

Meeting Date: 09/16/2025	Country: Luxembourg	Ticker: FRCJ	Proxy Level: N/A
Record Date: 09/09/2025	Meeting Type: Ordinary Shareholders	Meeting ID: 2003956	
Primary Security ID: L93979646	Primary CUSIP: L93979646	Primary ISIN: LU1230561679	Primary SEDOL: BYQDZ27
Earliest Cutoff Date: 09/08/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 186,395	*Shares on Loan: 0	Shares Instructed: 186,395	Shares Voted: 186,395

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1		Elect Manuela Abreu as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted in the absence of any concern about the board and its composition.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted in the absence of any concern about the board and its composition.</i></p>													
2		Acknowledge Co-optation and Approve Appointment of Alessandra Calabretta as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted in the absence of any concern about the board and its composition.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted in the absence of any concern about the board and its composition.</i></p>													

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 09/02/2025	Auto-Approved 09/02/2025		186,395	186,395
Total Shares:						186,395	186,395

Transurban Group

Meeting Date: 10/08/2025	Country: Australia	Ticker: TCL	Proxy Level: N/A
Record Date: 10/06/2025	Meeting Type: Annual	Meeting ID: 1988000	
Primary Security ID: Q9194A106	Primary CUSIP: Q9194A106	Primary ISIN: AU000000TCL6	Primary SEDOL: 6200882
Earliest Cutoff Date: 10/02/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 38,200	*Shares on Loan: 0	Shares Instructed: 38,200	Shares Voted: 38,200

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Resolutions for Transurban Holdings Limited (THL) and Transurban International Limited (TIL)	Mgmt	No								
2a		Elect Marina Go as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the re-election of all nominees is warranted as no material issues have been identified.</i></p> <p><i>Blended Rationale: A vote FOR the re-election of all nominees is warranted as no material issues have been identified.</i></p>												
2b		Elect Sarah Ryan as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the re-election of all nominees is warranted as no material issues have been identified.</i></p> <p><i>Blended Rationale: A vote FOR the re-election of all nominees is warranted as no material issues have been identified.</i></p>												
3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. No material disconnect between pay and performance and shareholder returns is observed for the period under review, STI bonuses were determined below maximum (72.0 percent of maximum) and there was no LTI vesting (Tranche 1 of the FY22 LTI). In FY25, the company has increased disclosure of specific and quantified financial targets for the FY25 STI, allowing shareholders to assess the rigor of the performance hurdles and alignment with company performance and shareholder outcomes. For FY26, the company has removed the 'reputation' and 'leadership' metrics from its Group Scorecard and increased the weighting of the financial metrics, which is a positive step in remuneration practice and is consistent with better market practice. However, persisting concerns regarding the poor and absent disclosure of weightings and specific and quantified targets and hurdles for the individual KPIs are highlighted, noting that they have a multiplicative effect with the Group Scorecard in determining the overall STI pool for executives. This lack of sufficient transparency increases the risk of misaligned STI bonuses.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. No material disconnect between pay and performance and shareholder returns is observed for the period under review, STI bonuses were determined below maximum (72.0 percent of maximum) and there was no LTI vesting (Tranche 1 of the FY22 LTI). In FY25, the company has increased disclosure of specific and quantified financial targets for the FY25 STI, allowing shareholders to assess the rigor of the performance hurdles and alignment with company performance and shareholder outcomes. For FY26, the company has removed the 'reputation' and 'leadership' metrics from its Group Scorecard and increased the weighting of the financial metrics, which is a positive step in remuneration practice and is consistent with better market practice. However, persisting concerns regarding the poor and absent disclosure of weightings and specific and quantified targets and hurdles for the individual KPIs are highlighted, noting that they have a multiplicative effect with the Group Scorecard in determining the overall STI pool for executives. This lack of sufficient transparency increases the risk of misaligned STI bonuses.</i></p>												

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Transurban Group

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
		Resolutions for Transurban Holdings Limited (THL), Transurban International Limited (TIL) and Transurban Holding Trust (THT)	Mgmt	No									
4		Approve Grant of Deferred Securities and Performance Awards to Michelle Jablko	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted given the structure of the grant is broadly unchanged and continues to be aligned with shareholder interests and good market practice. It includes two performance measures weighted equally between relative TSR and internal Free Cash Flow growth, assessed over a 4-year performance period and adopts an undiscounted face value allocation methodology. Shareholders may note the following concerns: * The quantum of the CEO's LTI is above the median of Sustainability Advisory Services-selected industry peers; * The TSR metric lacks an absolute positive TSR gateway; * It is unclear given poor disclosure if a dividend equivalent may accumulate over the performance period; and * The false choice, that if the resolution is not passed, the company with consider an alternative payment.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted given the structure of the grant is broadly unchanged and continues to be aligned with shareholder interests and good market practice. It includes two performance measures weighted equally between relative TSR and internal Free Cash Flow growth, assessed over a 4-year performance period and adopts an undiscounted face value allocation methodology. Shareholders may note the following concerns: * The quantum of the CEO's LTI is above the median of Sustainability Advisory Services-selected industry peers; * The TSR metric lacks an absolute positive TSR gateway; * It is unclear given poor disclosure if a dividend equivalent may accumulate over the performance period; and * The false choice, that if the resolution is not passed, the company with consider an alternative payment.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		38,200	38,200
			09/15/2025	09/15/2025			
Total Shares:						38,200	38,200

The Procter & Gamble Company

Meeting Date: 10/14/2025	Country: USA	Ticker: PG	Proxy Level: 3
Record Date: 08/15/2025	Meeting Type: Annual	Meeting ID: 2003793	
Primary Security ID: 742718109	Primary CUSIP: 742718109	Primary ISIN: US7427181091	Primary SEDOL: 2704407
Earliest Cutoff Date: 10/13/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 9,906	*Shares on Loan: 0	Shares Instructed: 9,906	Shares Voted: 9,906

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director B. Marc Allen	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1b		Elect Director Craig Arnold	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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The Procter & Gamble Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director Brett Biggs	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Sheila Bonini	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Amy L. Chang	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Shailesh Jejurikar	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Joseph Jimenez	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Christopher Kempczinski	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Debra L. Lee	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Christine M. McCarthy	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Ashley McEvoy	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Jon R. Moeller	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1m		Elect Director Robert J. Portman	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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The Procter & Gamble Company

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1n		Elect Director Rajesh Subramaniam	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i></p>												
4		Approve Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>												
5		Report on Efforts to Reduce Plastic Use	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to reduce plastic waste would allow shareholders to better assess the company's management of related risks.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to reduce plastic waste would allow shareholders to better assess the company's management of related risks.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 09/25/2025	Auto-Approved 09/25/2025		9,906	9,906
Total Shares:						9,906	9,906

iShares IV plc - iShares MSCI EM SRI UCITS ETF

Meeting Date: 10/17/2025	Country: Ireland	Ticker: SUES	Proxy Level: N/A
Record Date: 10/15/2025	Meeting Type: Annual	Meeting ID: 2002895	
Primary Security ID: G4955M655	Primary CUSIP: G4955M655	Primary ISIN: IE00BYVJRP78	Primary SEDOL: BYVJRP7
Earliest Cutoff Date: 10/03/2025	Total Ballots: 2	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,080,505	*Shares on Loan: 0	Shares Instructed: 2,080,505	Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No

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iShares IV plc - iShares MSCI EM SRI UCITS ETF

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<i>Voting Policy Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.</i>										
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i>										
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: A vote FOR this item is warranted because there are no significant concerns regarding this proposal.</i>										
		<i>Blended Rationale: A vote FOR this item is warranted because there are no significant concerns regarding this proposal.</i>										
4		Re-elect Ros O'Shea as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>										
5		Re-elect Padraig Kenny as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>										
6		Re-elect Deirdre Somers as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>										

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iShares IV plc - iShares MSCI EM SRI UCITS ETF

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
7		Re-elect William McKechnie as Director	Mgmt	Yes	For	For			Against	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i></p>													
8		Elect Manuela Sperandeo as Director	Mgmt	Yes	For	For			For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	AutoApproved	Auto-Instructed	Auto-Approved		710,505	0
			09/04/2025	09/04/2025			
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	AutoApproved	Auto-Instructed	Auto-Approved		1,370,000	0
			09/04/2025	09/04/2025			
Total Shares:						2,080,505	0

iShares IV plc - iShares MSCI Japan SRI UCITS ETF

Meeting Date: 10/17/2025	Country: Ireland	Ticker: SUJP	Proxy Level: N/A
Record Date: 10/15/2025	Meeting Type: Annual	Meeting ID: 2002916	
Primary Security ID: G4955M812	Primary CUSIP: G4955M812	Primary ISIN: IE00BYX8XC17	Primary SEDOL: BYM9WJ5
Earliest Cutoff Date: 10/03/2025	Total Ballots: 2	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,667,101	*Shares on Loan: 0	Shares Instructed: 1,667,101	Shares Voted: 0

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1		Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For			For	Do Not Vote	No	No	No

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iShares IV plc - iShares MSCI Japan SRI UCITS ETF

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<i>Voting Policy Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.</i>										
2		Ratify Deloitte as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i>										
		<i>Blended Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i>										
3		Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: A vote FOR this item is warranted because there are no significant concerns regarding this proposal.</i>										
		<i>Blended Rationale: A vote FOR this item is warranted because there are no significant concerns regarding this proposal.</i>										
4		Re-elect Ros O'Shea as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>										
5		Re-elect Padraig Kenny as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>										
6		Re-elect Deirdre Somers as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
		<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>										
		<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i>										

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iShares IV plc - iShares MSCI Japan SRI UCITS ETF

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
7		Re-elect William McKechnie as Director	Mgmt	Yes	For	For			Against	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i></p>													
8		Elect Manuela Sperandeo as Director	Mgmt	Yes	For	For			For	Do Not Vote	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST incumbent nominating committee chair William McKechnie is warranted for lack of diversity on the board. A vote FOR the election of Manuela Sperandeo is warranted, although it is not without concern because: * A potential independence issue has been identified and she may participate in the meetings held by the Board in fulfilling its duties as management engagement committee, which is not in line with recommended best practice. The main reason for support is: * The Company is an open-ended fund, which does not always adopt a conventional board structure. A vote FOR the remaining director nominees is warranted.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	AutoApproved	Auto-Instructed	Auto-Approved		1,560,601	0
			09/04/2025	09/04/2025			
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	AutoApproved	Auto-Instructed	Auto-Approved		106,500	0
			09/04/2025	09/04/2025			
Total Shares:						1,667,101	0

Unilever Plc

Meeting Date: 10/21/2025	Country: United Kingdom	Ticker: ULVR	Proxy Level: N/A
Record Date: 10/19/2025	Meeting Type: Special	Meeting ID: 2012574	
Primary Security ID: G92087165	Primary CUSIP: G92087165	Primary ISIN: GB00B10RZP78	Primary SEDOL: B10RZP7
Earliest Cutoff Date: 10/16/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 43,429	*Shares on Loan: 0	Shares Instructed: 43,429	Shares Voted: 43,429

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1		Approve Share Consolidation and Sub-Division	Mgmt	Yes	For	For			For	For	No	No	No

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposal is considered to be in shareholders' interests as decreasing the number of shares and thus increasing the market price per share improves the shares' marketability and liquidity, and ultimately expands the shareholder base.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the proposal is considered to be in shareholders' interests as decreasing the number of shares and thus increasing the market price per share improves the shares' marketability and liquidity, and ultimately expands the shareholder base.</i></p>										
2		Approve Amendments to Resolution 18 of the 2025 Annual General Meeting Re: Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as no material concerns have been identified. Approval of this resolution will facilitate the Demerger of the ice cream business to create "The Magnum Ice Cream Company".</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted as no material concerns have been identified. Approval of this resolution will facilitate the Demerger of the ice cream business to create "The Magnum Ice Cream Company".</i></p>										

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		43,429	43,429
			10/08/2025	10/08/2025			
Total Shares:						43,429	43,429

Brambles Limited

Meeting Date: 10/23/2025	Country: Australia	Ticker: BXB	Proxy Level: N/A
Record Date: 10/21/2025	Meeting Type: Annual	Meeting ID: 1997420	
Primary Security ID: Q6634U106	Primary CUSIP: Q6634U106	Primary ISIN: AU0000000BXB1	Primary SEDOL: B1FJ0C0
Earliest Cutoff Date: 10/17/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 18,990	*Shares on Loan: 0	Shares Instructed: 18,990	Shares Voted: 18,990

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
		<p><i>Voting Policy Rationale: A vote FOR the remuneration report is warranted. No material misalignment between pay and performance and shareholder returns is identified. * The structure of variable remuneration remains largely unchanged. * STI awards and LTI vesting close to maximum appear to be aligned with financial and shareholder outcomes. However, it is noted that the STI performance modifier may adjust scorecard outcomes by a factor of 0.8 to 1.2x. The modifier appears to be based on non-financial performance measures akin to 'day job' duties of executives and are poorly disclosed.</i></p> <p><i>Blended Rationale: A vote FOR the remuneration report is warranted. No material misalignment between pay and performance and shareholder returns is identified. * The structure of variable remuneration remains largely unchanged. * STI awards and LTI vesting close to maximum appear to be aligned with financial and shareholder outcomes. However, it is noted that the STI performance modifier may adjust scorecard outcomes by a factor of 0.8 to 1.2x. The modifier appears to be based on non-financial performance measures akin to 'day job' duties of executives and are poorly disclosed.</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		Elect Vikas Bansal as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the election of Maxine Brenner is warranted on the basis of corporate governance concerns being identified at Qantas Airways Limited through an independent Corporate Governance Review, and Ms Brenner served as a long-standing director. A vote FOR the remaining director nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST the election of Maxine Brenner is warranted on the basis of corporate governance concerns being identified at Qantas Airways Limited through an independent Corporate Governance Review, and Ms Brenner served as a long-standing director. A vote FOR the remaining director nominees is warranted at this time.</i></p>												
4		Elect Maxine Nicole Brenner as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the election of Maxine Brenner is warranted on the basis of corporate governance concerns being identified at Qantas Airways Limited through an independent Corporate Governance Review, and Ms Brenner served as a long-standing director. A vote FOR the remaining director nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST the election of Maxine Brenner is warranted on the basis of corporate governance concerns being identified at Qantas Airways Limited through an independent Corporate Governance Review, and Ms Brenner served as a long-standing director. A vote FOR the remaining director nominees is warranted at this time.</i></p>												
5		Elect Anthony John Palmer as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the election of Maxine Brenner is warranted on the basis of corporate governance concerns being identified at Qantas Airways Limited through an independent Corporate Governance Review, and Ms Brenner served as a long-standing director. A vote FOR the remaining director nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST the election of Maxine Brenner is warranted on the basis of corporate governance concerns being identified at Qantas Airways Limited through an independent Corporate Governance Review, and Ms Brenner served as a long-standing director. A vote FOR the remaining director nominees is warranted at this time.</i></p>												
6		Elect Kendra Fowler Banks as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the election of Maxine Brenner is warranted on the basis of corporate governance concerns being identified at Qantas Airways Limited through an independent Corporate Governance Review, and Ms Brenner served as a long-standing director. A vote FOR the remaining director nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST the election of Maxine Brenner is warranted on the basis of corporate governance concerns being identified at Qantas Airways Limited through an independent Corporate Governance Review, and Ms Brenner served as a long-standing director. A vote FOR the remaining director nominees is warranted at this time.</i></p>												
7		Elect James Richard Miller as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST the election of Maxine Brenner is warranted on the basis of corporate governance concerns being identified at Qantas Airways Limited through an independent Corporate Governance Review, and Ms Brenner served as a long-standing director. A vote FOR the remaining director nominees is warranted at this time.</i></p> <p><i>Blended Rationale: A vote AGAINST the election of Maxine Brenner is warranted on the basis of corporate governance concerns being identified at Qantas Airways Limited through an independent Corporate Governance Review, and Ms Brenner served as a long-standing director. A vote FOR the remaining director nominees is warranted at this time.</i></p>												
8		Approve Amendment to and Issuance of Shares under the Brambles Limited MyShare Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. The MyShare Plan is a global employee share plan that is offered to all employees, including executive directors. All employees receive the same offer, except where differences are required under the laws or practices of the country in which a participant resides or is employed. No material corporate governance concerns are identified at this time.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. The MyShare Plan is a global employee share plan that is offered to all employees, including executive directors. All employees receive the same offer, except where differences are required under the laws or practices of the country in which a participant resides or is employed. No material corporate governance concerns are identified at this time.</i></p>												

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Brambles Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
9		Approve Participation of Graham Chipchase in the Performance Share Plan	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the participation of CEO Graham Chipchase in the Performance Share Plan is warranted. * The Plan structure is unchanged from the prior year and is in line with market. * The STI rights represent an appropriate two-year deferral of 50 percent of the FY25 STI bonus which was determined based on the STI performance hurdles. Concerns continue to be raised with regard to the following: * The LTI has a three-year performance period, which lags better market practices amongst large-listed companies in the ASX50 that are moving towards performance periods of four or more years, and * The CEO continues to have a maximum FY26 LTI opportunity of 155 percent of fixed remuneration, which is above the median of the company's market capitalisation (ASX 1-25) and industry peers, although it is not considered excessive at this time.</i></p> <p><i>Blended Rationale: A vote FOR the participation of CEO Graham Chipchase in the Performance Share Plan is warranted. * The Plan structure is unchanged from the prior year and is in line with market. * The STI rights represent an appropriate two-year deferral of 50 percent of the FY25 STI bonus which was determined based on the STI performance hurdles. Concerns continue to be raised with regard to the following: * The LTI has a three-year performance period, which lags better market practices amongst large-listed companies in the ASX50 that are moving towards performance periods of four or more years, and * The CEO continues to have a maximum FY26 LTI opportunity of 155 percent of fixed remuneration, which is above the median of the company's market capitalisation (ASX 1-25) and industry peers, although it is not considered excessive at this time.</i></p>													
10		Approve Participation of Graham Chipchase in the MyShare Plan or the Amended MyShare Plan	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. The MyShare Plan is a global employee share plan that is offered to all employees, including executive directors. All employees receive the same offer, except where differences are required under the laws or practices of the country in which a participant resides or is employed. No material corporate governance concerns are identified at this time.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. The MyShare Plan is a global employee share plan that is offered to all employees, including executive directors. All employees receive the same offer, except where differences are required under the laws or practices of the country in which a participant resides or is employed. No material corporate governance concerns are identified at this time.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		18,990	18,990
			09/19/2025	09/19/2025			
Total Shares:						18,990	18,990

Cintas Corporation

Meeting Date: 10/28/2025	Country: USA	Ticker: CTAS	Proxy Level: 3
Record Date: 09/02/2025	Meeting Type: Annual	Meeting ID: 2009282	
Primary Security ID: 172908105	Primary CUSIP: 172908105	Primary ISIN: US1729081059	Primary SEDOL: 2197137
Earliest Cutoff Date: 10/27/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 968	*Shares on Loan: 0	Shares Instructed: 968	Shares Voted: 968

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Melanie W. Barstad	Mgmt	Yes	For	For			For	For	No	No	No

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1b		Elect Director Beverly K. Carmichael	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Karen L. Carnahan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Robert E. Coletti	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Scott D. Farmer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Martin Mucci	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Joseph Scaminace	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Todd M. Schneider	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Ronald W. Tysoe	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>										
3		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

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Cintas Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4		Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although a single shareholder, the current executive chairman, would have the unilateral ability to call a special meeting at the proposed threshold, the company bylaws presently provide him with this ability. A lower ownership threshold to call special meetings is generally in the best interests of shareholders and the risk for abuse at the proposed threshold appears low.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Although a single shareholder, the current executive chairman, would have the unilateral ability to call a special meeting at the proposed threshold, the company bylaws presently provide him with this ability. A lower ownership threshold to call special meetings is generally in the best interests of shareholders and the risk for abuse at the proposed threshold appears low.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		968	968
			10/03/2025	10/03/2025			
Total Shares:						968	968

CSL Limited

Meeting Date: 10/28/2025	Country: Australia	Ticker: CSL	Proxy Level: N/A
Record Date: 10/26/2025	Meeting Type: Annual	Meeting ID: 2000523	
Primary Security ID: Q3018U109	Primary CUSIP: Q3018U109	Primary ISIN: AU000000CSL8	Primary SEDOL: 6185495
Earliest Cutoff Date: 10/23/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 5,424	*Shares on Loan: 0	Shares Instructed: 5,424	Shares Voted: 5,424

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
2a		Elect Brian Daniels as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of independent non-executive directors Brian Daniels (Item 2a) and Cameron Price (Item 2b) is warranted, as no material issues have been identified regarding their nomination.</i></p> <p><i>Blended Rationale: A vote FOR the election of independent non-executive directors Brian Daniels (Item 2a) and Cameron Price (Item 2b) is warranted, as no material issues have been identified regarding their nomination.</i></p>													
2b		Elect Cameron Price as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of independent non-executive directors Brian Daniels (Item 2a) and Cameron Price (Item 2b) is warranted, as no material issues have been identified regarding their nomination.</i></p> <p><i>Blended Rationale: A vote FOR the election of independent non-executive directors Brian Daniels (Item 2a) and Cameron Price (Item 2b) is warranted, as no material issues have been identified regarding their nomination.</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 Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR this resolution is warranted. Whilst CEO and executive remuneration is significant by Australian market standards, the CEO and executives are benchmarked against US and other local market remuneration standards in which they operate. * STI bonuses appear sufficiently in line with FY25 financial performance, noting that the financial hurdles were set above the prior year's actual results and targets, though recognising that the share price has declined during the year. * The LTI that was tested in 2025 had a lower vesting outcome of 37.8 percent, based on well disclosed shareholder approved ROIC hurdles and actual achievement, and is reasonably consistent with longer-term company performance. * The board responded to shareholder concerns by reducing the ROIC vesting outcome at threshold to 33 percent from 50 percent and increasing the performance range for the FY26 LTI grant, and increased transparency on how it calculated NPATA in the STI in the Annual Report. The qualification is raised to highlight: * Quantitative Pay for Performance analysis indicates a high degree of concern. * The quantum of the CEO's total remuneration is well above Australian market median. This has resulted from high fixed remuneration and the high level of STI and LTI award opportunities which are denominated in USD. * The STI bonus continues to be subject to an excessive weighting of 40 percent to non-financial performance measures, with many of these objectives appearing to be bonuses for 'day job responsibilities and not well disclosed.</i></p> <p><i>Blended Rationale: A qualified vote FOR this resolution is warranted. Whilst CEO and executive remuneration is significant by Australian market standards, the CEO and executives are benchmarked against US and other local market remuneration standards in which they operate. * STI bonuses appear sufficiently in line with FY25 financial performance, noting that the financial hurdles were set above the prior year's actual results and targets, though recognising that the share price has declined during the year. * The LTI that was tested in 2025 had a lower vesting outcome of 37.8 percent, based on well disclosed shareholder approved ROIC hurdles and actual achievement, and is reasonably consistent with longer-term company performance. * The board responded to shareholder concerns by reducing the ROIC vesting outcome at threshold to 33 percent from 50 percent and increasing the performance range for the FY26 LTI grant, and increased transparency on how it calculated NPATA in the STI in the Annual Report. The qualification is raised to highlight: * Quantitative Pay for Performance analysis indicates a high degree of concern. * The quantum of the CEO's total remuneration is well above Australian market median. This has resulted from high fixed remuneration and the high level of STI and LTI award opportunities which are denominated in USD. * The STI bonus continues to be subject to an excessive weighting of 40 percent to non-financial performance measures, with many of these objectives appearing to be bonuses for 'day job responsibilities and not well disclosed.</i></p>												
4		Approve Grant of Performance Share Units to Paul McKenzie	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR this resolution is warranted. The structure of the grant is broadly unchanged from the prior year, while noting the reduction of the proportion for vesting for the ROIC measure at threshold being reduced to 33 percent from 50 percent, in response to shareholder concerns. The qualification raises concerns on: * The quantum is excessive, given it is 3.6 and 4.3 times the median of Australian market capitalisation (ASX1-25) and industry peers, respectively. * While the ROIC performance hurdles were set at more challenging levels compared to the prior year, the EPS growth hurdles have been decreased. * Although vesting of shares are subject to a one-year holding lock, this does not compensate for a three-year performance period that is inferior to similar-sized companies in the ASX 1-25 peer group.</i></p> <p><i>Blended Rationale: A qualified vote FOR this resolution is warranted. The structure of the grant is broadly unchanged from the prior year, while noting the reduction of the proportion for vesting for the ROIC measure at threshold being reduced to 33 percent from 50 percent, in response to shareholder concerns. The qualification raises concerns on: * The quantum is excessive, given it is 3.6 and 4.3 times the median of Australian market capitalisation (ASX1-25) and industry peers, respectively. * While the ROIC performance hurdles were set at more challenging levels compared to the prior year, the EPS growth hurdles have been decreased. * Although vesting of shares are subject to a one-year holding lock, this does not compensate for a three-year performance period that is inferior to similar-sized companies in the ASX 1-25 peer group.</i></p>												
5		Approve Conditional Board Spill Resolution	Mgmt	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted. A spill of the entire board is presently not considered to be in the best interests of investors. The board has undergone significant board renewal in recent years, with an average director tenure of three years currently. The company has taken steps to address shareholder concerns following the 2024 AGM to improve certain aspects of its remuneration structure. Whilst CEO and executive remuneration is significant by Australian market standards, and a source of ongoing concern, the CEO and executives are benchmarked against US and other local market remuneration standards in which they operate.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted. A spill of the entire board is presently not considered to be in the best interests of investors. The board has undergone significant board renewal in recent years, with an average director tenure of three years currently. The company has taken steps to address shareholder concerns following the 2024 AGM to improve certain aspects of its remuneration structure. Whilst CEO and executive remuneration is significant by Australian market standards, and a source of ongoing concern, the CEO and executives are benchmarked against US and other local market remuneration standards in which they operate.</i></p>												

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 10/08/2025	Auto-Approved 10/08/2025		5,424	5,424
Total Shares:						5,424	5,424

Fortescue Ltd.

Meeting Date: 10/31/2025	Country: Australia	Ticker: FMG	Proxy Level: N/A
Record Date: 10/29/2025	Meeting Type: Annual	Meeting ID: 2006527	
Primary Security ID: Q39360104	Primary CUSIP: Q39360104	Primary ISIN: AU000000FMG4	Primary SEDOL: 6086253
Earliest Cutoff Date: 10/27/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 20,178	*Shares on Loan: 0	Shares Instructed: 20,178	Shares Voted: 20,178

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		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR this resolution is warranted. LTI vesting outcomes are not materially misaligned with the company's performance over the longer term. The company introduced changes in FY25, including a simplified the STI scorecard, the adoption of mandatory deferral arrangements, and the removal of the ability to achieve stretch within the LTI (i.e. preventing one KPI outcome offsetting poor performance on another). The qualification raises concerns for certain remuneration practices which are inconsistent with market, including: * STI scorecard outcomes do not appear well-aligned with company results in FY25. * Granting STI rights at the beginning of the annual performance year is not in line with better market practice. In this case, the STI rights declined in value over the performance period which moderated the high STI scorecard outcomes as noted above. * A significant 30 percent of the LTI award is subject to strategic objectives, where the company does not disclose specific and quantified targets in advance, thereby lacking transparency for shareholders and increasing risk for excessive board discretion which may be misaligned with shareholder returns. * NED travel allowance to attend board meetings at an international location is not in line with better market practice.</i></p> <p><i>Blended Rationale: A qualified vote FOR this resolution is warranted. LTI vesting outcomes are not materially misaligned with the company's performance over the longer term. The company introduced changes in FY25, including a simplified the STI scorecard, the adoption of mandatory deferral arrangements, and the removal of the ability to achieve stretch within the LTI (i.e. preventing one KPI outcome offsetting poor performance on another). The qualification raises concerns for certain remuneration practices which are inconsistent with market, including: * STI scorecard outcomes do not appear well-aligned with company results in FY25. * Granting STI rights at the beginning of the annual performance year is not in line with better market practice. In this case, the STI rights declined in value over the performance period which moderated the high STI scorecard outcomes as noted above. * A significant 30 percent of the LTI award is subject to strategic objectives, where the company does not disclose specific and quantified targets in advance, thereby lacking transparency for shareholders and increasing risk for excessive board discretion which may be misaligned with shareholder returns. * NED travel allowance to attend board meetings at an international location is not in line with better market practice.</i></p>												
2		Elect Elizabeth Gaines as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted. No material issues are observed regarding board and committee composition resulting from their election.</i></p> <p><i>Blended Rationale: A vote FOR all nominees is warranted. No material issues are observed regarding board and committee composition resulting from their election.</i></p>												
3		Elect Yifei Li as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted. No material issues are observed regarding board and committee composition resulting from their election.</i></p> <p><i>Blended Rationale: A vote FOR all nominees is warranted. No material issues are observed regarding board and committee composition resulting from their election.</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		Elect Noel Quinn as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted. No material issues are observed regarding board and committee composition resulting from their election.</i></p> <p><i>Blended Rationale: A vote FOR all nominees is warranted. No material issues are observed regarding board and committee composition resulting from their election.</i></p>												
5		Elect Yasmin Broughton as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted. No material issues are observed regarding board and committee composition resulting from their election.</i></p> <p><i>Blended Rationale: A vote FOR all nominees is warranted. No material issues are observed regarding board and committee composition resulting from their election.</i></p>												
6		Approve Grant of Performance Rights to Dino Otranto	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because of inconsistency with market practice and concerns for problematic pay practices in regard to the following: * Insufficient disclosure of performance targets and weightings for the STI award; * Granting STI rights to the CEOs at the beginning of the performance period may provide an opportunity for additional benefit from share price appreciation; * Continued excessive 30 percent weighting to strategic measures in the LTI which are not well disclosed, noting successful strategy is measurable by accounting and shareholder value measures; and * Three-year performance period in the LTI is short and inconsistent with the nature of the business of the company, and many market cap and industry peers.</i></p> <p><i>Blended Rationale: A vote AGAINST these resolutions is warranted because of inconsistency with market practice and concerns for problematic pay practices in regard to the following: * Insufficient disclosure of performance targets and weightings for the STI award; * Granting STI rights to the CEOs at the beginning of the performance period may provide an opportunity for additional benefit from share price appreciation; * Continued excessive 30 percent weighting to strategic measures in the LTI which are not well disclosed, noting successful strategy is measurable by accounting and shareholder value measures; and * Three-year performance period in the LTI is short and inconsistent with the nature of the business of the company, and many market cap and industry peers.</i></p>												
7		Approve Issuance of Performance Rights to Agustin Pichot	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because of inconsistency with market practice and concerns for problematic pay practices in regard to the following: * Insufficient disclosure of performance targets and weightings for the STI award; * Granting STI rights to the CEOs at the beginning of the performance period may provide an opportunity for additional benefit from share price appreciation; * Continued excessive 30 percent weighting to strategic measures in the LTI which are not well disclosed, noting successful strategy is measurable by accounting and shareholder value measures; and * Three-year performance period in the LTI is short and inconsistent with the nature of the business of the company, and many market cap and industry peers.</i></p> <p><i>Blended Rationale: A vote AGAINST these resolutions is warranted because of inconsistency with market practice and concerns for problematic pay practices in regard to the following: * Insufficient disclosure of performance targets and weightings for the STI award; * Granting STI rights to the CEOs at the beginning of the performance period may provide an opportunity for additional benefit from share price appreciation; * Continued excessive 30 percent weighting to strategic measures in the LTI which are not well disclosed, noting successful strategy is measurable by accounting and shareholder value measures; and * Three-year performance period in the LTI is short and inconsistent with the nature of the business of the company, and many market cap and industry peers.</i></p>												
8		Approve Renewal of Proportional Takeover Approval Provision	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.</i></p>												

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Fortescue Ltd.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 10/12/2025	Auto-Approved 10/12/2025		20,178	20,178
Total Shares:						20,178	20,178

AstraZeneca PLC

Meeting Date: 11/03/2025	Country: United Kingdom	Ticker: AZN	Proxy Level: N/A
Record Date: 10/30/2025	Meeting Type: Special	Meeting ID: 2011550	
Primary Security ID: G0593M107	Primary CUSIP: G0593M107	Primary ISIN: GB0009895292	Primary SEDOL: 0989529
Earliest Cutoff Date: 10/27/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 16,398	*Shares on Loan: 0	Shares Instructed: 16,398	Shares Voted: 16,398

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Adopt New Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No

*Voting Policy Rationale: A vote FOR this resolution is warranted: * A listing on the NYSE appears in line with AstraZeneca's growth strategy. * The Board has expressed that it remains committed to the same UK governance principles and standards. * The proposed amendments to the articles of association are technical in nature and do not raise material concern. Shareholders will continue to have the same economic and ownership rights following the transfer of shares.*

*Blended Rationale: A vote FOR this resolution is warranted: * A listing on the NYSE appears in line with AstraZeneca's growth strategy. * The Board has expressed that it remains committed to the same UK governance principles and standards. * The proposed amendments to the articles of association are technical in nature and do not raise material concern. Shareholders will continue to have the same economic and ownership rights following the transfer of shares.*

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 10/14/2025	Auto-Approved 10/14/2025		16,398	16,398
Total Shares:						16,398	16,398

Lam Research Corporation

Meeting Date: 11/04/2025	Country: USA	Ticker: LRCX	Proxy Level: 3
Record Date: 09/05/2025	Meeting Type: Annual	Meeting ID: 2010877	
Primary Security ID: 512807306	Primary CUSIP: 512807306	Primary ISIN: US5128073062	Primary SEDOL: BSML4N7
Earliest Cutoff Date: 11/03/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 5,965	*Shares on Loan: 0	Shares Instructed: 5,965	Shares Voted: 5,965

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Sohail U. Ahmed	Mgmt	Yes	For	For		For	For	No	No	No

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Lam Research Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1b		Elect Director Timothy M. Archer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1c		Elect Director Eric K. Brandt	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Ita M. Brennan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Michael R. Cannon	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director John M. Dineen	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Mark Fields	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Ho Kyu Kang	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Bethany J. Mayer	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Jyoti K. Mehra	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Abhijit Y. Talwalkar	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Lam Research Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned, annual and long-term incentive awards are majority performance based, and long-term awards use a multi-year performance period.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned, annual and long-term incentive awards are majority performance based, and long-term awards use a multi-year performance period.</i></p>												
3		Approve Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>												
4		Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
5		Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i></p>												
6		Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For		For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right appears small.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. The proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right appears small.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		5,965	5,965
			10/16/2025	10/16/2025			
Total Shares:						5,965	5,965

Coles Group Limited

Meeting Date: 11/11/2025	Country: Australia	Ticker: COL	Proxy Level: N/A
Record Date: 11/09/2025	Meeting Type: Annual	Meeting ID: 2002409	
Primary Security ID: Q26203408	Primary CUSIP: Q26203408	Primary ISIN: AU0000030678	Primary SEDOL: BYWR0T5

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Earliest Cutoff Date: 11/06/2025		Total Ballots: 1		Voting Policy: Sustainability			Additional Policy:					
Votable Shares: 16,942		*Shares on Loan: 0		Shares Instructed: 16,942			Shares Voted: 16,942					
Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2.1		Elect Jacqueline Chow as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the re-election of Jacqueline Chow and Scott Price is warranted, as no material issues have been identified regarding their nominations in respect of board and committee composition.</i></p> <p><i>Blended Rationale: A vote FOR the re-election of Jacqueline Chow and Scott Price is warranted, as no material issues have been identified regarding their nominations in respect of board and committee composition.</i></p>												
2.2		Elect Scott Price as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the re-election of Jacqueline Chow and Scott Price is warranted, as no material issues have been identified regarding their nominations in respect of board and committee composition.</i></p> <p><i>Blended Rationale: A vote FOR the re-election of Jacqueline Chow and Scott Price is warranted, as no material issues have been identified regarding their nominations in respect of board and committee composition.</i></p>												
3		Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR the remuneration report is warranted as no material misalignment between executive pay, company performance, and shareholder outcomes is observed for the period under review. Below maximum STI and LTI bonuses sufficiently commensurate with short- and longer-term company performance. A qualification is raised to highlight the following concerns: * There is overly high emphasis on non-financial performance measures within the STI award; * Given the significant public and political scrutiny on the company as well as the ACCC legal action, shareholders may expect adjustments to STI bonuses to be made once the outcomes of the legal action and regulatory investigations are known; and * The ROC targets in the LTI are not disclosed, which does not allow shareholders to independently assess the rigour of the metrics chosen and justify vesting outcomes.</i></p> <p><i>Blended Rationale: A qualified vote FOR the remuneration report is warranted as no material misalignment between executive pay, company performance, and shareholder outcomes is observed for the period under review. Below maximum STI and LTI bonuses sufficiently commensurate with short- and longer-term company performance. A qualification is raised to highlight the following concerns: * There is overly high emphasis on non-financial performance measures within the STI award; * Given the significant public and political scrutiny on the company as well as the ACCC legal action, shareholders may expect adjustments to STI bonuses to be made once the outcomes of the legal action and regulatory investigations are known; and * The ROC targets in the LTI are not disclosed, which does not allow shareholders to independently assess the rigour of the metrics chosen and justify vesting outcomes.</i></p>												
4		Approve Short-Term Incentive Grant of STI Shares to Leah Weckert	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the grant of STI shares to the CEO is warranted given this is the deferred component of the FY25 STI bonus. The board also has broad clawback powers with respect to unvested STI shares or vested STI shares. Such deferral is consistent with better market practice and shareholder expectations. A qualified vote FOR the grant of LTI performance rights to the CEO is warranted. The structure of the grant is consistent with the prior year, the performance measures and performance period are sufficiently aligned with shareholder interests, and the quantum of the award for the CEO continues to be in-line with the median of market capitalisation peers. The qualification is to highlight concerns for the following: * A three-year performance period is inferior compared to the company's market cap peers, * Non-disclosure of the cumulative ROC target either as part of this grant resolution or in retrospect to support vesting outcomes, and * Dividends on unvested shares.</i></p> <p><i>Blended Rationale: A vote FOR the grant of STI shares to the CEO is warranted given this is the deferred component of the FY25 STI bonus. The board also has broad clawback powers with respect to unvested STI shares or vested STI shares. Such deferral is consistent with better market practice and shareholder expectations. A qualified vote FOR the grant of LTI performance rights to the CEO is warranted. The structure of the grant is consistent with the prior year, the performance measures and performance period are sufficiently aligned with shareholder interests, and the quantum of the award for the CEO continues to be in-line with the median of market capitalisation peers. The qualification is to highlight concerns for the following: * A three-year performance period is inferior compared to the company's market cap peers, * Non-disclosure of the cumulative ROC target either as part of this grant resolution or in retrospect to support vesting outcomes, and * Dividends on unvested shares.</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		Approve Long-Term Incentive Grant of Performance Rights to Leah Weckert	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the grant of STI shares to the CEO is warranted given this is the deferred component of the FY25 STI bonus. The board also has broad clawback powers with respect to unvested STI shares or vested STI shares. Such deferral is consistent with better market practice and shareholder expectations. A qualified vote FOR the grant of LTI performance rights to the CEO is warranted. The structure of the grant is consistent with the prior year, the performance measures and performance period are sufficiently aligned with shareholder interests, and the quantum of the award for the CEO continues to be in-line with the median of market capitalisation peers. The qualification is to highlight concerns for the following: * A three-year performance period is inferior compared to the company's market cap peers, * Non-disclosure of the cumulative ROC target either as part of this grant resolution or in retrospect to support vesting outcomes, and * Dividends on unvested shares.</i></p> <p><i>Blended Rationale: A vote FOR the grant of STI shares to the CEO is warranted given this is the deferred component of the FY25 STI bonus. The board also has broad clawback powers with respect to unvested STI shares or vested STI shares. Such deferral is consistent with better market practice and shareholder expectations. A qualified vote FOR the grant of LTI performance rights to the CEO is warranted. The structure of the grant is consistent with the prior year, the performance measures and performance period are sufficiently aligned with shareholder interests, and the quantum of the award for the CEO continues to be in-line with the median of market capitalisation peers. The qualification is to highlight concerns for the following: * A three-year performance period is inferior compared to the company's market cap peers, * Non-disclosure of the cumulative ROC target either as part of this grant resolution or in retrospect to support vesting outcomes, and * Dividends on unvested shares.</i></p>												
6.1		Approve the Amendments to the Company's Constitution	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The board has confirmed its willingness to consult with the shareholder proponents with a view to addressing shareholder requirements, and to disclose the proxies at the AGM and publicly discuss the resolutions at the AGM.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The board has confirmed its willingness to consult with the shareholder proponents with a view to addressing shareholder requirements, and to disclose the proxies at the AGM and publicly discuss the resolutions at the AGM.</i></p>												
6.2		***Withdrawn Resolution*** Approve Contingent Resolution - Nature-Related Disclosure	SH	No								
<p><i>Voting Policy Rationale: A vote recommendation of NONE is being issued as this proposal has been withdrawn by the proponents.</i></p> <p><i>Blended Rationale: A vote recommendation of NONE is being issued as this proposal has been withdrawn by the proponents.</i></p>												
6.3		Approve Contingent Resolution - Seafood Sourcing Policy	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as the requested seafood sourcing policy would enhance the company's progress toward global best practices. Furthermore, the requested policy would assure stakeholders that the company is managing related risks, such as biodiversity conservation and compliance with international regulations. In addition, the company notes that elements of its existing program already align with a number of principles and recommendations in the guidance, so the request should not be overly burdensome to the board.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted as the requested seafood sourcing policy would enhance the company's progress toward global best practices. Furthermore, the requested policy would assure stakeholders that the company is managing related risks, such as biodiversity conservation and compliance with international regulations. In addition, the company notes that elements of its existing program already align with a number of principles and recommendations in the guidance, so the request should not be overly burdensome to the board.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 10/15/2025	Auto-Approved 10/15/2025		16,942	16,942

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Goodman Group

Meeting Date: 11/11/2025 Country: Australia Ticker: GMG Proxy Level: N/A
 Record Date: 11/09/2025 Meeting Type: Annual Meeting ID: 2008873
 Primary Security ID: Q4229W132 Primary CUSIP: Q4229W132 Primary ISIN: AU000000GMG2 Primary SEDOL: B03FYZ4

Earliest Cutoff Date: 11/06/2025 Total Ballots: 1 Voting Policy: Sustainability Additional Policy:
 Votable Shares: 20,576 *Shares on Loan: 0 Shares Instructed: 20,576 Shares Voted: 20,576

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1		Appoint KPMG as Auditor of Goodman Logistics (HK) Limited	Mgmt	Yes	For	For		For	For	No	No	No
2		Elect Chris Green as Director	Mgmt	Yes	For	For		For	For	No	No	No

Voting Policy Rationale: A vote FOR re-election of independent non-executive directors Christopher Green, Vanessa Liu (Items 2-3) and Hilary Spann (Item 5) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Mr Green to signal concerns under Sustainability Advisory Services Policy for problematic pay practices resulting in 'strikes' against the remuneration report and elevated votes against remuneration resolutions in recent years. He is a member of the Remuneration & Nomination Committee (and was a former member of the Remuneration Committee prior to its consolidation into a combined committee). It is also disclosed that there are related party transactions with businesses in which Mr Green has substantial ownership. A vote AGAINST the re-election of Anthony Rozic (Item 4) is warranted. He is one of three non-independent executive directors, being inconsistent with market, reducing the overall board independence to 67 percent.

Blended Rationale: A vote FOR re-election of independent non-executive directors Christopher Green, Vanessa Liu (Items 2-3) and Hilary Spann (Item 5) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Mr Green to signal concerns under Sustainability Advisory Services Policy for problematic pay practices resulting in 'strikes' against the remuneration report and elevated votes against remuneration resolutions in recent years. He is a member of the Remuneration & Nomination Committee (and was a former member of the Remuneration Committee prior to its consolidation into a combined committee). It is also disclosed that there are related party transactions with businesses in which Mr Green has substantial ownership. A vote AGAINST the re-election of Anthony Rozic (Item 4) is warranted. He is one of three non-independent executive directors, being inconsistent with market, reducing the overall board independence to 67 percent.

3		Elect Vanessa Liu as Director	Mgmt	Yes	For	For		For	For	No	No	No
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Voting Policy Rationale: A vote FOR re-election of independent non-executive directors Christopher Green, Vanessa Liu (Items 2-3) and Hilary Spann (Item 5) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Mr Green to signal concerns under Sustainability Advisory Services Policy for problematic pay practices resulting in 'strikes' against the remuneration report and elevated votes against remuneration resolutions in recent years. He is a member of the Remuneration & Nomination Committee (and was a former member of the Remuneration Committee prior to its consolidation into a combined committee). It is also disclosed that there are related party transactions with businesses in which Mr Green has substantial ownership. A vote AGAINST the re-election of Anthony Rozic (Item 4) is warranted. He is one of three non-independent executive directors, being inconsistent with market, reducing the overall board independence to 67 percent.

Blended Rationale: A vote FOR re-election of independent non-executive directors Christopher Green, Vanessa Liu (Items 2-3) and Hilary Spann (Item 5) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Mr Green to signal concerns under Sustainability Advisory Services Policy for problematic pay practices resulting in 'strikes' against the remuneration report and elevated votes against remuneration resolutions in recent years. He is a member of the Remuneration & Nomination Committee (and was a former member of the Remuneration Committee prior to its consolidation into a combined committee). It is also disclosed that there are related party transactions with businesses in which Mr Green has substantial ownership. A vote AGAINST the re-election of Anthony Rozic (Item 4) is warranted. He is one of three non-independent executive directors, being inconsistent with market, reducing the overall board independence to 67 percent.

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Proposal Number	Significant Vote	Proposal Text	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		Elect Anthony Rozic as Director	Mgmt	Yes	For	Against			Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR re-election of independent non-executive directors Christopher Green, Vanessa Liu (Items 2-3) and Hilary Spann (Item 5) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Mr Green to signal concerns under Sustainability Advisory Services Policy for problematic pay practices resulting in 'strikes' against the remuneration report and elevated votes against remuneration resolutions in recent years. He is a member of the Remuneration & Nomination Committee (and was a former member of the Remuneration Committee prior to its consolidation into a combined committee). It is also disclosed that there are related party transactions with businesses in which Mr Green has substantial ownership. A vote AGAINST the re-election of Anthony Rozic (Item 4) is warranted. He is one of three non-independent executive directors, being inconsistent with market, reducing the overall board independence to 67 percent.</i></p> <p><i>Blended Rationale: A vote FOR re-election of independent non-executive directors Christopher Green, Vanessa Liu (Items 2-3) and Hilary Spann (Item 5) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Mr Green to signal concerns under Sustainability Advisory Services Policy for problematic pay practices resulting in 'strikes' against the remuneration report and elevated votes against remuneration resolutions in recent years. He is a member of the Remuneration & Nomination Committee (and was a former member of the Remuneration Committee prior to its consolidation into a combined committee). It is also disclosed that there are related party transactions with businesses in which Mr Green has substantial ownership. A vote AGAINST the re-election of Anthony Rozic (Item 4) is warranted. He is one of three non-independent executive directors, being inconsistent with market, reducing the overall board independence to 67 percent.</i></p>													
5		Elect Hilary Spann as Director	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR re-election of independent non-executive directors Christopher Green, Vanessa Liu (Items 2-3) and Hilary Spann (Item 5) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Mr Green to signal concerns under Sustainability Advisory Services Policy for problematic pay practices resulting in 'strikes' against the remuneration report and elevated votes against remuneration resolutions in recent years. He is a member of the Remuneration & Nomination Committee (and was a former member of the Remuneration Committee prior to its consolidation into a combined committee). It is also disclosed that there are related party transactions with businesses in which Mr Green has substantial ownership. A vote AGAINST the re-election of Anthony Rozic (Item 4) is warranted. He is one of three non-independent executive directors, being inconsistent with market, reducing the overall board independence to 67 percent.</i></p> <p><i>Blended Rationale: A vote FOR re-election of independent non-executive directors Christopher Green, Vanessa Liu (Items 2-3) and Hilary Spann (Item 5) is warranted as no material issues have been identified from their nominations regarding board and committee composition. A qualification is raised regarding the re-election of Mr Green to signal concerns under Sustainability Advisory Services Policy for problematic pay practices resulting in 'strikes' against the remuneration report and elevated votes against remuneration resolutions in recent years. He is a member of the Remuneration & Nomination Committee (and was a former member of the Remuneration Committee prior to its consolidation into a combined committee). It is also disclosed that there are related party transactions with businesses in which Mr Green has substantial ownership. A vote AGAINST the re-election of Anthony Rozic (Item 4) is warranted. He is one of three non-independent executive directors, being inconsistent with market, reducing the overall board independence to 67 percent.</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
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6		Approve Remuneration Report	Mgmt	Yes	For	For			For	For	No	No	No
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*Voting Policy Rationale: A qualified vote FOR the remuneration report is warranted. * The CEO's fixed pay is low and has remained unchanged, with LTI being his only bonus opportunity. * The board has held FY25 STI awards (noting one exception, i.e., Anthony Rozic) at the same level as FY24 in response to securityholder concerns. This is in the context of disclosed achievement of non-financial measures at maximum and EPS performance above the disclosed target of 9.0 percent. * The board has reduced both the face value and number of rights to be issues to the CEO (and other KMP) in respect to the FY26 LTI, in response to securityholder concerns following the 'first strike'. * While the LTI EPS performance range is unchanged, despite investor concerns raised for the rigour of these targets, given there is no disclosed adjustment for new securities issued during the year under the \$4.0 placement, additional operating profit must be generated to meet the LTI operating EPS hurdles (i.e. the implied hurdle is higher). The following persisting concerns continue to be highlighted: * The quantitative pay for performance model indicates a high level of concern as a result of the CEO's LTI opportunity and total remuneration being excessive relative to market cap and industry peers. * The LTI remains excessive where the CEO's FY25 maximum opportunity and total remuneration is calculated as multiples of median of the company's ASX 1-25 peers of 6.3 times and 2.8 times. * The LTI EPS hurdles have historically been set at lower levels compared to reported achievements, and may at present still be regarded as insufficiently challenging considering the magnitude of the reward. * STI outcomes appear to be largely determined as a result of excessive board discretion, given poor and absent disclosure of specific and quantified targets.*

*Blended Rationale: A qualified vote FOR the remuneration report is warranted. * The CEO's fixed pay is low and has remained unchanged, with LTI being his only bonus opportunity. * The board has held FY25 STI awards (noting one exception, i.e., Anthony Rozic) at the same level as FY24 in response to securityholder concerns. This is in the context of disclosed achievement of non-financial measures at maximum and EPS performance above the disclosed target of 9.0 percent. * The board has reduced both the face value and number of rights to be issues to the CEO (and other KMP) in respect to the FY26 LTI, in response to securityholder concerns following the 'first strike'. * While the LTI EPS performance range is unchanged, despite investor concerns raised for the rigour of these targets, given there is no disclosed adjustment for new securities issued during the year under the \$4.0 placement, additional operating profit must be generated to meet the LTI operating EPS hurdles (i.e. the implied hurdle is higher). The following persisting concerns continue to be highlighted: * The quantitative pay for performance model indicates a high level of concern as a result of the CEO's LTI opportunity and total remuneration being excessive relative to market cap and industry peers. * The LTI remains excessive where the CEO's FY25 maximum opportunity and total remuneration is calculated as multiples of median of the company's ASX 1-25 peers of 6.3 times and 2.8 times. * The LTI EPS hurdles have historically been set at lower levels compared to reported achievements, and may at present still be regarded as insufficiently challenging considering the magnitude of the reward. * STI outcomes appear to be largely determined as a result of excessive board discretion, given poor and absent disclosure of specific and quantified targets.*

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
7		Approve Issuance of Performance Rights under the Long Term Incentive Plan to Gregory Goodman	Mgmt	Yes	For	For			For	For	No	No	No

*Voting Policy Rationale: A qualified vote FOR the FY26 LTI grants to the CEO and executive directors is warranted. * The board has reduced both the face value and number of rights to be issues to the CEO (and other KMP) in respect to the FY26 LTI, in response to securityholder concerns following the 'first strike'. * The company disclosed that the quantum has been reduced by 11 percent for the CEO, reflecting a 10 percent reduction in the number of performance rights and 1 percent reduction in the security price in FY25. * While the LTI EPS performance range is unchanged, despite investor concerns raised for the rigour of these targets, given there is no disclosed adjustment for new securities issued during the year under the \$4.0 placement, additional operating profit must be generated to meet the LTI operating EPS hurdles (i.e. the implied hurdle is higher). The qualification is raised to highlight: * The LTI remains excessive where the CEO's FY26 maximum opportunity is calculated as multiples of median of the company's ASX 1-25 peers of 5.2. * The face value of the LTI awards proposed to the other two Executive Directors, Peeters and Rozic, is also considered to be excessive being approximately 2.8 and 3.0 times the median CEO LTI grant for ASX 1-25 companies. * The EPS target range may remain inadequate and lack rigor. * There is no disclosure of a maximum LTI opportunity as a percentage of fixed remuneration, with the board opting to reduce the number of rights granted. This may indicate that the quantum of rights and the dollar value of executive directors' LTI opportunities are determined based on excessive board discretion.*

*Blended Rationale: A qualified vote FOR the FY26 LTI grants to the CEO and executive directors is warranted. * The board has reduced both the face value and number of rights to be issues to the CEO (and other KMP) in respect to the FY26 LTI, in response to securityholder concerns following the 'first strike'. * The company disclosed that the quantum has been reduced by 11 percent for the CEO, reflecting a 10 percent reduction in the number of performance rights and 1 percent reduction in the security price in FY25. * While the LTI EPS performance range is unchanged, despite investor concerns raised for the rigour of these targets, given there is no disclosed adjustment for new securities issued during the year under the \$4.0 placement, additional operating profit must be generated to meet the LTI operating EPS hurdles (i.e. the implied hurdle is higher). The qualification is raised to highlight: * The LTI remains excessive where the CEO's FY26 maximum opportunity is calculated as multiples of median of the company's ASX 1-25 peers of 5.2. * The face value of the LTI awards proposed to the other two Executive Directors, Peeters and Rozic, is also considered to be excessive being approximately 2.8 and 3.0 times the median CEO LTI grant for ASX 1-25 companies. * The EPS target range may remain inadequate and lack rigor. * There is no disclosure of a maximum LTI opportunity as a percentage of fixed remuneration, with the board opting to reduce the number of rights granted. This may indicate that the quantum of rights and the dollar value of executive directors' LTI opportunities are determined based on excessive board discretion.*

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Proposal Number	Significant Vote	Proposal Text	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 Issuance of Performance Rights under the Long Term Incentive Plan to Danny Peeters	Mgmt	Yes	For	For			For	For	No	No	No

*Voting Policy Rationale: A qualified vote FOR the FY26 LTI grants to the CEO and executive directors is warranted. * The board has reduced both the face value and number of rights to be issues to the CEO (and other KMP) in respect to the FY26 LTI, in response to securityholder concerns following the 'first strike'. * The company disclosed that the quantum has been reduced by 11 percent for the CEO, reflecting a 10 percent reduction in the number of performance rights and 1 percent reduction in the security price in FY25. * While the LTI EPS performance range is unchanged, despite investor concerns raised for the rigour of these targets, given there is no disclosed adjustment for new securities issued during the year under the \$4.0 placement, additional operating profit must be generated to meet the LTI operating EPS hurdles (i.e. the implied hurdle is higher). The qualification is raised to highlight: * The LTI remains excessive where the CEO's FY26 maximum opportunity is calculated as multiples of median of the company's ASX 1-25 peers of 5.2. * The face value of the LTI awards proposed to the other two Executive Directors, Peeters and Rozic, is also considered to be excessive being approximately 2.8 and 3.0 times the median CEO LTI grant for ASX 1-25 companies. * The EPS target range may remain inadequate and lack rigor. * There is no disclosure of a maximum LTI opportunity as a percentage of fixed remuneration, with the board opting to reduce the number of rights granted. This may indicate that the quantum of rights and the dollar value of executive directors' LTI opportunities are determined based on excessive board discretion.*

*Blended Rationale: A qualified vote FOR the FY26 LTI grants to the CEO and executive directors is warranted. * The board has reduced both the face value and number of rights to be issues to the CEO (and other KMP) in respect to the FY26 LTI, in response to securityholder concerns following the 'first strike'. * The company disclosed that the quantum has been reduced by 11 percent for the CEO, reflecting a 10 percent reduction in the number of performance rights and 1 percent reduction in the security price in FY25. * While the LTI EPS performance range is unchanged, despite investor concerns raised for the rigour of these targets, given there is no disclosed adjustment for new securities issued during the year under the \$4.0 placement, additional operating profit must be generated to meet the LTI operating EPS hurdles (i.e. the implied hurdle is higher). The qualification is raised to highlight: * The LTI remains excessive where the CEO's FY26 maximum opportunity is calculated as multiples of median of the company's ASX 1-25 peers of 5.2. * The face value of the LTI awards proposed to the other two Executive Directors, Peeters and Rozic, is also considered to be excessive being approximately 2.8 and 3.0 times the median CEO LTI grant for ASX 1-25 companies. * The EPS target range may remain inadequate and lack rigor. * There is no disclosure of a maximum LTI opportunity as a percentage of fixed remuneration, with the board opting to reduce the number of rights granted. This may indicate that the quantum of rights and the dollar value of executive directors' LTI opportunities are determined based on excessive board discretion.*

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Proposal Number	Significant Vote	Proposal Text	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 Issuance of Performance Rights under the Long Term Incentive Plan to Anthony Rozic	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR the FY26 LTI grants to the CEO and executive directors is warranted. * The board has reduced both the face value and number of rights to be issues to the CEO (and other KMP) in respect to the FY26 LTI, in response to securityholder concerns following the 'first strike'. * The company disclosed that the quantum has been reduced by 11 percent for the CEO, reflecting a 10 percent reduction in the number of performance rights and 1 percent reduction in the security price in FY25. * While the LTI EPS performance range is unchanged, despite investor concerns raised for the rigour of these targets, given there is no disclosed adjustment for new securities issued during the year under the \$4.0 placement, additional operating profit must be generated to meet the LTI operating EPS hurdles (i.e. the implied hurdle is higher). The qualification is raised to highlight: * The LTI remains excessive where the CEO's FY26 maximum opportunity is calculated as multiples of median of the company's ASX 1-25 peers of 5.2. * The face value of the LTI awards proposed to the other two Executive Directors, Peeters and Rozic, is also considered to be excessive being approximately 2.8 and 3.0 times the median CEO LTI grant for ASX 1-25 companies. * The EPS target range may remain inadequate and lack rigor. * There is no disclosure of a maximum LTI opportunity as a percentage of fixed remuneration, with the board opting to reduce the number of rights granted. This may indicate that the quantum of rights and the dollar value of executive directors' LTI opportunities are determined based on excessive board discretion.</i></p> <p><i>Blended Rationale: A qualified vote FOR the FY26 LTI grants to the CEO and executive directors is warranted. * The board has reduced both the face value and number of rights to be issues to the CEO (and other KMP) in respect to the FY26 LTI, in response to securityholder concerns following the 'first strike'. * The company disclosed that the quantum has been reduced by 11 percent for the CEO, reflecting a 10 percent reduction in the number of performance rights and 1 percent reduction in the security price in FY25. * While the LTI EPS performance range is unchanged, despite investor concerns raised for the rigour of these targets, given there is no disclosed adjustment for new securities issued during the year under the \$4.0 placement, additional operating profit must be generated to meet the LTI operating EPS hurdles (i.e. the implied hurdle is higher). The qualification is raised to highlight: * The LTI remains excessive where the CEO's FY26 maximum opportunity is calculated as multiples of median of the company's ASX 1-25 peers of 5.2. * The face value of the LTI awards proposed to the other two Executive Directors, Peeters and Rozic, is also considered to be excessive being approximately 2.8 and 3.0 times the median CEO LTI grant for ASX 1-25 companies. * The EPS target range may remain inadequate and lack rigor. * There is no disclosure of a maximum LTI opportunity as a percentage of fixed remuneration, with the board opting to reduce the number of rights granted. This may indicate that the quantum of rights and the dollar value of executive directors' LTI opportunities are determined based on excessive board discretion.</i></p>												
10		Approve the Spill Resolution	Mgmt	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. A spill of the board is not presently considered in the best interests of investors. In response to the 'first strike': * The board has held FY25 STI awards largely at the same level as FY24. This is in the context of disclosed achievement of non-financial measures at maximum and EPS performance above the disclosed target. * The board has reduced both the face value and number of rights to be issues to the CEO (and other KMP) in respect to the FY26 LTI. * While the LTI EPS performance range is unchanged, despite investor concerns raised for the rigour of these targets, given there is no disclosed adjustment for new securities issued during the year under the \$4.0 placement, additional operating profit must be generated to meet the LTI operating EPS hurdles (i.e. the implied hurdle is higher). Notwithstanding the above, shareholders may be concerned that there appears to be insufficient reform to the remuneration structure and practices to limit excessive remuneration. The LTI remains excessive where the CEO's FY25 maximum opportunity and total remuneration is calculated as multiples of median of the company's ASX 1-25 peers of 6.3 times and 2.8 times. Despite the reduction in face value of the FY26 LTI for the CEO to \$19.5 million, this award quantum continues to be excessive, being 5.2 and 8.8 times the median of market cap and ISS-selected peers, respectively.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. A spill of the board is not presently considered in the best interests of investors. In response to the 'first strike': * The board has held FY25 STI awards largely at the same level as FY24. This is in the context of disclosed achievement of non-financial measures at maximum and EPS performance above the disclosed target. * The board has reduced both the face value and number of rights to be issues to the CEO (and other KMP) in respect to the FY26 LTI. * While the LTI EPS performance range is unchanged, despite investor concerns raised for the rigour of these targets, given there is no disclosed adjustment for new securities issued during the year under the \$4.0 placement, additional operating profit must be generated to meet the LTI operating EPS hurdles (i.e. the implied hurdle is higher). Notwithstanding the above, shareholders may be concerned that there appears to be insufficient reform to the remuneration structure and practices to limit excessive remuneration. The LTI remains excessive where the CEO's FY25 maximum opportunity and total remuneration is calculated as multiples of median of the company's ASX 1-25 peers of 6.3 times and 2.8 times. Despite the reduction in face value of the FY26 LTI for the CEO to \$19.5 million, this award quantum continues to be excessive, being 5.2 and 8.8 times the median of market cap and ISS-selected peers, respectively.</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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*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 10/20/2025	Auto-Approved 10/20/2025		20,576	20,576
Total Shares:						20,576	20,576

Automatic Data Processing, Inc.

Meeting Date: 11/12/2025	Country: USA	Ticker: ADP	Proxy Level: 3
Record Date: 09/15/2025	Meeting Type: Annual	Meeting ID: 2011110	
Primary Security ID: 053015103	Primary CUSIP: 053015103	Primary ISIN: US0530151036	Primary SEDOL: 2065308
Earliest Cutoff Date: 11/11/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,693	*Shares on Loan: 0	Shares Instructed: 1,693	Shares Voted: 1,693

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director Peter Bisson	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1b		Elect Director Maria Black	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1c		Elect Director David V. Goeckeler	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1d		Elect Director Linnie M. Haynesworth	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1e		Elect Director Francine S. Katsoudas	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1f		Elect Director Nazzic S. Keene	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												
1g		Elect Director Karen S. Lynch	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>												
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>												

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Automatic Data Processing, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1h		Elect Director Thomas J. Lynch	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director Scott F. Powers	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Carlos A. Rodriguez	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director Robert H. Swan	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Sandra S. Wijnberg	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Concerns linger regarding STI and LTI goal rigor. However, pay and performance are reasonably aligned for the year in review, the STI is primarily tied to pre-set financial metrics, and the LTI is primarily performance conditioned.</i>										
		<i>Blended Rationale: A vote FOR this proposal is warranted. Concerns linger regarding STI and LTI goal rigor. However, pay and performance are reasonably aligned for the year in review, the STI is primarily tied to pre-set financial metrics, and the LTI is primarily performance conditioned.</i>										
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										
		<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>										

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 10/15/2025	Auto-Approved 10/15/2025		1,693	1,693
Total Shares:						1,693	1,693

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Meeting Date: 11/14/2025	Country: Denmark	Ticker: NOVO.B	Proxy Level: N/A
Record Date: 11/07/2025	Meeting Type: Extraordinary Shareholders	Meeting ID: 2016846	
Primary Security ID: K72807140	Primary CUSIP: K72807140	Primary ISIN: DK0062498333	Primary SEDOL: BP6KMJ1
Earliest Cutoff Date: 11/07/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 49,174	*Shares on Loan: 0	Shares Instructed: 49,174	Shares Voted: 49,174

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Shareholder Proposals Submitted by Novo Nordisk Foundation and Novo Holdings A/S	Mgmt	No								
1.1		Elect Lars Rebien Sorensen (Chair) as New Director	SH	Yes	None	Abstain			Abstain	Abstain	No	No
		<p><i>Voting Policy Rationale: A vote to ABSTAIN on all candidates is warranted as the foundation's proposal is not accompanied by compelling background supporting the case to replace the entire board, nor how the proposed candidates are better suited to oversee the company's strategy execution. Additionally, the proposed board overhaul raises several governance concerns. Particular concerns are raised with the non-transparent process and unilateral intervention by the controlling shareholder, resulting in non-independent board leadership.</i></p> <p><i>Blended Rationale: A vote to ABSTAIN on all candidates is warranted as the foundation's proposal is not accompanied by compelling background supporting the case to replace the entire board, nor how the proposed candidates are better suited to oversee the company's strategy execution. Additionally, the proposed board overhaul raises several governance concerns. Particular concerns are raised with the non-transparent process and unilateral intervention by the controlling shareholder, resulting in non-independent board leadership.</i></p>										
1.2		Elect Cees de Jong (Vice Chair) as New Director	SH	Yes	None	Abstain			Abstain	Abstain	No	No
		<p><i>Voting Policy Rationale: A vote to ABSTAIN on all candidates is warranted as the foundation's proposal is not accompanied by compelling background supporting the case to replace the entire board, nor how the proposed candidates are better suited to oversee the company's strategy execution. Additionally, the proposed board overhaul raises several governance concerns. Particular concerns are raised with the non-transparent process and unilateral intervention by the controlling shareholder, resulting in non-independent board leadership.</i></p> <p><i>Blended Rationale: A vote to ABSTAIN on all candidates is warranted as the foundation's proposal is not accompanied by compelling background supporting the case to replace the entire board, nor how the proposed candidates are better suited to oversee the company's strategy execution. Additionally, the proposed board overhaul raises several governance concerns. Particular concerns are raised with the non-transparent process and unilateral intervention by the controlling shareholder, resulting in non-independent board leadership.</i></p>										
1.3.1		Elect Britt Meelby Jensen as New Director	SH	Yes	None	Abstain			Abstain	Abstain	No	No
		<p><i>Voting Policy Rationale: A vote to ABSTAIN on all candidates is warranted as the foundation's proposal is not accompanied by compelling background supporting the case to replace the entire board, nor how the proposed candidates are better suited to oversee the company's strategy execution. Additionally, the proposed board overhaul raises several governance concerns. Particular concerns are raised with the non-transparent process and unilateral intervention by the controlling shareholder, resulting in non-independent board leadership.</i></p> <p><i>Blended Rationale: A vote to ABSTAIN on all candidates is warranted as the foundation's proposal is not accompanied by compelling background supporting the case to replace the entire board, nor how the proposed candidates are better suited to oversee the company's strategy execution. Additionally, the proposed board overhaul raises several governance concerns. Particular concerns are raised with the non-transparent process and unilateral intervention by the controlling shareholder, resulting in non-independent board leadership.</i></p>										

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Novo Nordisk A/S

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.3.2		Elect Mikael Dolsten as New Director	SH	Yes	None	Abstain			Abstain	Abstain	No	No	No
<p><i>Voting Policy Rationale: A vote to ABSTAIN on all candidates is warranted as the foundation's proposal is not accompanied by compelling background supporting the case to replace the entire board, nor how the proposed candidates are better suited to oversee the company's strategy execution. Additionally, the proposed board overhaul raises several governance concerns. Particular concerns are raised with the non-transparent process and unilateral intervention by the controlling shareholder, resulting in non-independent board leadership.</i></p> <p><i>Blended Rationale: A vote to ABSTAIN on all candidates is warranted as the foundation's proposal is not accompanied by compelling background supporting the case to replace the entire board, nor how the proposed candidates are better suited to oversee the company's strategy execution. Additionally, the proposed board overhaul raises several governance concerns. Particular concerns are raised with the non-transparent process and unilateral intervention by the controlling shareholder, resulting in non-independent board leadership.</i></p>													
1.3.3		Elect Stephan Engels as New Director	SH	Yes	None	Abstain			Abstain	Abstain	No	No	No
<p><i>Voting Policy Rationale: A vote to ABSTAIN on all candidates is warranted as the foundation's proposal is not accompanied by compelling background supporting the case to replace the entire board, nor how the proposed candidates are better suited to oversee the company's strategy execution. Additionally, the proposed board overhaul raises several governance concerns. Particular concerns are raised with the non-transparent process and unilateral intervention by the controlling shareholder, resulting in non-independent board leadership.</i></p> <p><i>Blended Rationale: A vote to ABSTAIN on all candidates is warranted as the foundation's proposal is not accompanied by compelling background supporting the case to replace the entire board, nor how the proposed candidates are better suited to oversee the company's strategy execution. Additionally, the proposed board overhaul raises several governance concerns. Particular concerns are raised with the non-transparent process and unilateral intervention by the controlling shareholder, resulting in non-independent board leadership.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		49,174	49,174
			10/26/2025	10/26/2025			
Total Shares:						49,174	49,174

Microsoft Corporation

Meeting Date: 12/05/2025	Country: USA	Ticker: MSFT	Proxy Level: 3
Record Date: 09/30/2025	Meeting Type: Annual	Meeting ID: 2017007	
Primary Security ID: 594918104	Primary CUSIP: 594918104	Primary ISIN: US5949181045	Primary SEDOL: 2588173
Earliest Cutoff Date: 12/04/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 9,909	*Shares on Loan: 0	Shares Instructed: 9,909	Shares Voted: 9,909

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a		Elect Director Reid G. Hoffman	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													
1b		Elect Director Hugh F. Johnston	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>													

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1c		Elect Director Teri L. List	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1d		Elect Director Catherine MacGregor	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1e		Elect Director Mark A. L. Mason	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1f		Elect Director Satya Nadella	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1g		Elect Director Sandra E. Peterson	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1h		Elect Director Penny S. Pritzker	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1i		Elect Director John David Rainey	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1j		Elect Director Charles W. Scharf	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1k		Elect Director John W. Stanton	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1l		Elect Director Emma N. Walmsley	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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Microsoft Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. CEO Nadella's annual base salary and target bonus opportunity and certain other NEOs' total pay were relatively high and continued monitoring of pay outcomes for both the CEO and certain non-CEO NEOs is warranted. In addition, performance equity utilizes annualized performance periods. Nonetheless, annual incentives were based on rigorous financial metrics in addition to robustly disclosed individual performance achievements for an operational assessment goal. Furthermore, the CEO's annual equity grant was entirely in performance equity and the award utilizes a multi-year modifier.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, with caution. CEO Nadella's annual base salary and target bonus opportunity and certain other NEOs' total pay were relatively high and continued monitoring of pay outcomes for both the CEO and certain non-CEO NEOs is warranted. In addition, performance equity utilizes annualized performance periods. Nonetheless, annual incentives were based on rigorous financial metrics in addition to robustly disclosed individual performance achievements for an operational assessment goal. Furthermore, the CEO's annual equity grant was entirely in performance equity and the award utilizes a multi-year modifier.</i></p>												
3		Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
4		Approve Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>												
5		Report on Risks of Microsoft's ESP being Utilized for Censorship of Legitimate Speech	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted. The European Security Program is unrelated to the moderation or restriction of legitimate speech, so the requested report would not provide material insight for investors.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted. The European Security Program is unrelated to the moderation or restriction of legitimate speech, so the requested report would not provide material insight for investors.</i></p>												
6		Report on Risks of Censorship in Generative Artificial Intelligence	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted. Given the breadth of the company's existing efforts and disclosures, the additional report requested by the proponent is unlikely to yield new, decision-useful information for investors. The company's current oversight and transparency mechanisms already address the material risks cited in the proposal.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted. Given the breadth of the company's existing efforts and disclosures, the additional report requested by the proponent is unlikely to yield new, decision-useful information for investors. The company's current oversight and transparency mechanisms already address the material risks cited in the proposal.</i></p>												
7		Report on AI Data Usage Oversight	SH	Yes	Against	Against		For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because the company faces emerging operational, financial, and public welfare risks from the unethical or improper use of external data in developing and training its artificial intelligence systems, including potential copyright infringement, privacy violations, and regulatory exposure. In this regard, disclosure of the governance measures and mitigation steps undertaken to minimize such risks would strengthen accountability and align with best practices in corporate responsibility and risk management.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted because the company faces emerging operational, financial, and public welfare risks from the unethical or improper use of external data in developing and training its artificial intelligence systems, including potential copyright infringement, privacy violations, and regulatory exposure. In this regard, disclosure of the governance measures and mitigation steps undertaken to minimize such risks would strengthen accountability and align with best practices in corporate responsibility and risk management.</i></p>												

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Microsoft Corporation

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
8		Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is assessing the implications of siting data centers in countries of significant human rights concern.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is assessing the implications of siting data centers in countries of significant human rights concern.</i></p>													
9		Human Rights Risk Assessment	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. The recent controversy related to the misuse of the company's Azure technology which Microsoft identified only after external reporting and public scrutiny raises questions about the effectiveness of its HRDD processes and exposes the company to legal, reputational, operational and financial risks. The company and its shareholders would benefit from a report assessing the effectiveness of Microsoft's human rights due diligence processes in preventing, identifying, and addressing customer misuse of its artificial intelligence and cloud products or services.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. The recent controversy related to the misuse of the company's Azure technology which Microsoft identified only after external reporting and public scrutiny raises questions about the effectiveness of its HRDD processes and exposes the company to legal, reputational, operational and financial risks. The company and its shareholders would benefit from a report assessing the effectiveness of Microsoft's human rights due diligence processes in preventing, identifying, and addressing customer misuse of its artificial intelligence and cloud products or services.</i></p>													
10		Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. Though the company has set goals and made progress regarding its own emissions, shareholders would benefit from transparency regarding how the company is assessing and managing risks related to the usage of its advanced artificial intelligence and machine learning tools in other industries like oil and gas development, as these risks could carry further implications for the company in the long term.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted. Though the company has set goals and made progress regarding its own emissions, shareholders would benefit from transparency regarding how the company is assessing and managing risks related to the usage of its advanced artificial intelligence and machine learning tools in other industries like oil and gas development, as these risks could carry further implications for the company in the long term.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		9,909	9,909
			11/24/2025	11/24/2025			
Total Shares:						9,909	9,909

ServiceNow, Inc.

Meeting Date: 12/05/2025	Country: USA	Ticker: NOW	Proxy Level: 2
Record Date: 11/10/2025	Meeting Type: Special	Meeting ID: 2022924	
Primary Security ID: 81762P102	Primary CUSIP: 81762P102	Primary ISIN: US81762P1021	Primary SEDOL: B80NXX8
Earliest Cutoff Date: 12/04/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 953	*Shares on Loan: 0	Shares Instructed: 953	Shares Voted: 953

Proposal Number	Significant Vote	Proposal Text	Proponent	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 Stock Split	Mgmt	Yes	For	For			For	For	No	No	No

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ServiceNow, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed stock split, with a proportionate increase in the number of authorized common shares, is expected to make the shares more accessible to a broader set of potential investors and increase liquidity in the trading of the common stock.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. The proposed stock split, with a proportionate increase in the number of authorized common shares, is expected to make the shares more accessible to a broader set of potential investors and increase liquidity in the trading of the common stock.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		953	953
			11/16/2025	11/16/2025			
Total Shares:						953	953

Palo Alto Networks, Inc.

Meeting Date: 12/09/2025	Country: USA	Ticker: PANW	Proxy Level: 3
Record Date: 10/15/2025	Meeting Type: Annual	Meeting ID: 2021557	
Primary Security ID: 697435105	Primary CUSIP: 697435105	Primary ISIN: US6974351057	Primary SEDOL: B87ZMX0
Earliest Cutoff Date: 12/08/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 2,836	*Shares on Loan: 0	Shares Instructed: 2,836	Shares Voted: 2,836

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a		Elect Director John M. Donovan	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1b		Elect Director James J. Goetz	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
1c		Elect Director Helle Thorning-Schmidt	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>												
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												

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Palo Alto Networks, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against			Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following a second consecutive low say-on-pay vote, the compensation committee disclosed feedback and made positive pay program changes in response to concerns. However, an unmitigated pay-for-performance misalignment exists for the year in review. The CEO's target compensation remains high and is nearly double the total pay of the CEO's peers, with his annual LTI grant value again being increased for FY25. In addition, the maximum vesting opportunity in the LTI program remains outsized. The combination of these two factors can lead to significantly outsized pay outcomes for the CEO. The increase in perquisite tax gross-ups is also a growing concern.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. Following a second consecutive low say-on-pay vote, the compensation committee disclosed feedback and made positive pay program changes in response to concerns. However, an unmitigated pay-for-performance misalignment exists for the year in review. The CEO's target compensation remains high and is nearly double the total pay of the CEO's peers, with his annual LTI grant value again being increased for FY25. In addition, the maximum vesting opportunity in the LTI program remains outsized. The combination of these two factors can lead to significantly outsized pay outcomes for the CEO. The increase in perquisite tax gross-ups is also a growing concern.</i></p>													
4		Amend Omnibus Stock Plan	Mgmt	Yes	For	For			For	For	No	No	No
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>													
5		Adjust Executive Compensation Metrics for Share Buybacks	SH	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The impacts of buybacks on metric results do not raise significant concerns at this time and, as such, performance metrics are best left to directors' discretion.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. The impacts of buybacks on metric results do not raise significant concerns at this time and, as such, performance metrics are best left to directors' discretion.</i></p>													
6		Declassify the Board of Directors	SH	Yes	Against	For			For	For	Yes	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because the declassification would enhance board accountability.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because the declassification would enhance board accountability.</i></p>													

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		2,836	2,836
			11/24/2025	11/24/2025			
Total Shares:						2,836	2,836

AutoZone, Inc.

Meeting Date: 12/17/2025	Country: USA	Ticker: AZO	Proxy Level: 3
Record Date: 10/20/2025	Meeting Type: Annual	Meeting ID: 2018914	
Primary Security ID: 053332102	Primary CUSIP: 053332102	Primary ISIN: US0533321024	Primary SEDOL: 2065955
Earliest Cutoff Date: 12/16/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 100	*Shares on Loan: 0	Shares Instructed: 100	Shares Voted: 100

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1		Elect Director Philip B. Daniele, III	Mgmt	Yes	For	For			For	For	No	No	No

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Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.2		Elect Director Michael A. George	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.3		Elect Director Linda A. Goodspeed	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.4		Elect Director Earl G. Graves, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.5		Elect Director Brian P. Hannasch	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.6		Elect Director Gale V. King	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.7		Elect Director Claire R. McDonough	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.8		Elect Director George R. Mrkonic, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.9		Elect Director William C. Rhodes, III	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.10		Elect Director Jill A. Soltau	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										
1.11		Elect Director Constantino Spas Montesinos	Mgmt	Yes	For	For		For	For	No	No	No
		<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>										
		<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>										

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AutoZone, Inc.

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2		Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>												
3		Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed	Auto-Approved		100	100
			11/25/2025	11/25/2025			
Total Shares:						100	100

ANZ Group Holdings Limited

Meeting Date: 12/18/2025	Country: Australia	Ticker: ANZ	Proxy Level: N/A
Record Date: 12/16/2025	Meeting Type: Annual	Meeting ID: 1924693	
Primary Security ID: Q0429F119	Primary CUSIP: Q0429F119	Primary ISIN: AU000000ANZ3	Primary SEDOL: 6065586
Earliest Cutoff Date: 12/12/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 27,020	*Shares on Loan: 0	Shares Instructed: 27,020	Shares Voted: 27,020

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
2a		Elect Alison Rosemary Gerry as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of independent non-executive director Alison Gerry (Item 2a) is warranted. A qualified vote FOR the re-election of Chair Paul O'Sullivan (Item 2b) and non-executive director Jeffrey Smith (Item 2c) is warranted. They both serve as independent directors. The qualification is raised to highlight concerns identified regarding failures of governance, board and risk oversight, with specific reference to the court enforceable undertaking with APRA for matters relating to non-financial risk management practices and risk culture across the bank, which included an additional operational risk capital overlay of \$250 million, and the \$240 million of ASIC penalties incurred in FY25 relating to the Australian Markets and Australia Retail businesses that were subject to separate regulatory investigations.</i></p> <p><i>Blended Rationale: A vote FOR the election of independent non-executive director Alison Gerry (Item 2a) is warranted. A qualified vote FOR the re-election of Chair Paul O'Sullivan (Item 2b) and non-executive director Jeffrey Smith (Item 2c) is warranted. They both serve as independent directors. The qualification is raised to highlight concerns identified regarding failures of governance, board and risk oversight, with specific reference to the court enforceable undertaking with APRA for matters relating to non-financial risk management practices and risk culture across the bank, which included an additional operational risk capital overlay of \$250 million, and the \$240 million of ASIC penalties incurred in FY25 relating to the Australian Markets and Australia Retail businesses that were subject to separate regulatory investigations.</i></p>												

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ANZ Group Holdings Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2b		Elect Paul Dominic O'Sullivan as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of independent non-executive director Alison Gerry (Item 2a) is warranted. A qualified vote FOR the re-election of Chair Paul O'Sullivan (Item 2b) and non-executive director Jeffrey Smith (Item 2c) is warranted. They both serve as independent directors. The qualification is raised to highlight concerns identified regarding failures of governance, board and risk oversight, with specific reference to the court enforceable undertaking with APRA for matters relating to non-financial risk management practices and risk culture across the bank, which included an additional operational risk capital overlay of \$250 million, and the \$240 million of ASIC penalties incurred in FY25 relating to the Australian Markets and Australia Retail businesses that were subject to separate regulatory investigations.</i></p> <p><i>Blended Rationale: A vote FOR the election of independent non-executive director Alison Gerry (Item 2a) is warranted. A qualified vote FOR the re-election of Chair Paul O'Sullivan (Item 2b) and non-executive director Jeffrey Smith (Item 2c) is warranted. They both serve as independent directors. The qualification is raised to highlight concerns identified regarding failures of governance, board and risk oversight, with specific reference to the court enforceable undertaking with APRA for matters relating to non-financial risk management practices and risk culture across the bank, which included an additional operational risk capital overlay of \$250 million, and the \$240 million of ASIC penalties incurred in FY25 relating to the Australian Markets and Australia Retail businesses that were subject to separate regulatory investigations.</i></p>												
2c		Elect Jeffrey Paul Smith as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the election of independent non-executive director Alison Gerry (Item 2a) is warranted. A qualified vote FOR the re-election of Chair Paul O'Sullivan (Item 2b) and non-executive director Jeffrey Smith (Item 2c) is warranted. They both serve as independent directors. The qualification is raised to highlight concerns identified regarding failures of governance, board and risk oversight, with specific reference to the court enforceable undertaking with APRA for matters relating to non-financial risk management practices and risk culture across the bank, which included an additional operational risk capital overlay of \$250 million, and the \$240 million of ASIC penalties incurred in FY25 relating to the Australian Markets and Australia Retail businesses that were subject to separate regulatory investigations.</i></p> <p><i>Blended Rationale: A vote FOR the election of independent non-executive director Alison Gerry (Item 2a) is warranted. A qualified vote FOR the re-election of Chair Paul O'Sullivan (Item 2b) and non-executive director Jeffrey Smith (Item 2c) is warranted. They both serve as independent directors. The qualification is raised to highlight concerns identified regarding failures of governance, board and risk oversight, with specific reference to the court enforceable undertaking with APRA for matters relating to non-financial risk management practices and risk culture across the bank, which included an additional operational risk capital overlay of \$250 million, and the \$240 million of ASIC penalties incurred in FY25 relating to the Australian Markets and Australia Retail businesses that were subject to separate regulatory investigations.</i></p>												

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ANZ Group Holdings Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
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3		Approve Remuneration Report	Mgmt	Yes	For	Against			Against	Against	Yes	No	No
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*Voting Policy Rationale: A vote AGAINST the remuneration report (Item 3) is warranted. The following concerns are highlighted regarding problematic pay practices which are materially inconsistent with accepted market practice: * The former CEO Elliot's FY23 LTVR (approximately 66.6 percent of the grant) and FY24 LTVR grants, as well as a portion of FY23 STVR deferred shares, were left on foot, with a dollar value of approximately \$7.9 million. Given the material failures of risk and associated regulatory action for which the former CEO is accountable, shareholders may question the rationale for these grants to have been left on foot. * Certain executives had their FY26 LTVR grant partially reduced, as part of the 'pre-grant assessment', noting this only applied to the restricted rights portion of the LTVR. This partial reduction appears to be misaligned with the significant risk failures and regulatory matters faced by the company, and is inferior to practices at NAB where the 'pre-grant assessment' applies to the LTI grant as a whole. * Proposed changes to the FY26 STVR where a Risk/Root Cause Remediation Plan metric will be added, weighted 25 percent, and will result in the financial weighting reducing to 45 percent. The inclusion of these performance measures as offering a bonus for the performance of mandatory remediation pursuant to regulatory enforcement is materially inconsistent with shareholder expectations. * The terms of the LTVR restricted rights include a high probability of vesting through the use of a substantial portion of non-financial performance measures, and appear to involve significant board discretion and are primarily included to meet the requirement of APRA's Prudential Standard CPS511. * The inclusion of service-based deferred equity in the MSR is inconsistent with better practice. While it is noted that the MSR calculation excludes LTVR performance and restricted rights, under CPS511, deferred bonuses are subject to clawback, with the board being required under this standard to apply discretion to reduce bonuses to as low as zero in the event of certain adverse outcomes.*

*Blended Rationale: A vote AGAINST the remuneration report (Item 3) is warranted. The following concerns are highlighted regarding problematic pay practices which are materially inconsistent with accepted market practice: * The former CEO Elliot's FY23 LTVR (approximately 66.6 percent of the grant) and FY24 LTVR grants, as well as a portion of FY23 STVR deferred shares, were left on foot, with a dollar value of approximately \$7.9 million. Given the material failures of risk and associated regulatory action for which the former CEO is accountable, shareholders may question the rationale for these grants to have been left on foot. * Certain executives had their FY26 LTVR grant partially reduced, as part of the 'pre-grant assessment', noting this only applied to the restricted rights portion of the LTVR. This partial reduction appears to be misaligned with the significant risk failures and regulatory matters faced by the company, and is inferior to practices at NAB where the 'pre-grant assessment' applies to the LTI grant as a whole. * Proposed changes to the FY26 STVR where a Risk/Root Cause Remediation Plan metric will be added, weighted 25 percent, and will result in the financial weighting reducing to 45 percent. The inclusion of these performance measures as offering a bonus for the performance of mandatory remediation pursuant to regulatory enforcement is materially inconsistent with shareholder expectations. * The terms of the LTVR restricted rights include a high probability of vesting through the use of a substantial portion of non-financial performance measures, and appear to involve significant board discretion and are primarily included to meet the requirement of APRA's Prudential Standard CPS511. * The inclusion of service-based deferred equity in the MSR is inconsistent with better practice. While it is noted that the MSR calculation excludes LTVR performance and restricted rights, under CPS511, deferred bonuses are subject to clawback, with the board being required under this standard to apply discretion to reduce bonuses to as low as zero in the event of certain adverse outcomes.*

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ANZ Group Holdings Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4		Approve Grant of Restricted Rights and Performance Rights to Nuno Matos	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A qualified vote FOR the grant of FY26 LTVR performance rights and restricted rights to the CEO is warranted as the structure of the grant is broadly unchanged from the prior year and other historical grants. The structure is also broadly in-line with similar structures that have now been adopted by all the big four banking peers. The qualification is raised to highlight the following persisting concerns: * The terms of the restricted rights include a high probability of vesting being subject to four, five and six-year ongoing service conditions and additional board assessment pre-grant and pre-vesting. These board assessments appear to involve significant board discretion and primarily included to meet the requirement of APRA's Prudential Standard CPS511. * There is increased risk of misalignment with company performance and shareholder outcomes through the use of a substantial portion of non-financial performance measures in the LTI. The risk of misalignment is in the use of board discretion, especially if it does not exercise sufficient downward discretion as required under CPS511. * Some shareholders may consider CEO performance to mitigate risk in the business and ensure operational resilience as essential or mandatory in fulfilling his core "day job" duties. * The extent to which the board has overriding discretion in relation to amending the TSR growth hurdles. * The absence of a positive TSR gateway for the relative TSR tranche of the award given the curated and small number of companies in the relative TSR peer group. * Provision for dividends on unvested shares is inconsistent with good governance given the shares are not owned and there is no present entitlement to dividends paid on them during the performance period.</i></p> <p><i>Blended Rationale: A qualified vote FOR the grant of FY26 LTVR performance rights and restricted rights to the CEO is warranted as the structure of the grant is broadly unchanged from the prior year and other historical grants. The structure is also broadly in-line with similar structures that have now been adopted by all the big four banking peers. The qualification is raised to highlight the following persisting concerns: * The terms of the restricted rights include a high probability of vesting being subject to four, five and six-year ongoing service conditions and additional board assessment pre-grant and pre-vesting. These board assessments appear to involve significant board discretion and primarily included to meet the requirement of APRA's Prudential Standard CPS511. * There is increased risk of misalignment with company performance and shareholder outcomes through the use of a substantial portion of non-financial performance measures in the LTI. The risk of misalignment is in the use of board discretion, especially if it does not exercise sufficient downward discretion as required under CPS511. * Some shareholders may consider CEO performance to mitigate risk in the business and ensure operational resilience as essential or mandatory in fulfilling his core "day job" duties. * The extent to which the board has overriding discretion in relation to amending the TSR growth hurdles. * The absence of a positive TSR gateway for the relative TSR tranche of the award given the curated and small number of companies in the relative TSR peer group. * Provision for dividends on unvested shares is inconsistent with good governance given the shares are not owned and there is no present entitlement to dividends paid on them during the performance period.</i></p>												
5		Approve the Amendments to the Company's Constitution	SH	Yes	Against	Against		Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The Board has confirmed its willingness to consult with the shareholder proponents with a view to addressing shareholder requirements, and to disclose the proxy's at the AGM and publicly discuss the resolutions at the AGM.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The Board has confirmed its willingness to consult with the shareholder proponents with a view to addressing shareholder requirements, and to disclose the proxy's at the AGM and publicly discuss the resolutions at the AGM.</i></p>												

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ANZ Group Holdings Limited

Proposal Number	Significant Vote	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
6		Approve the Spill Resolution	Mgmt	Yes	Against	Against			Against	Against	No	No	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. A spill of the board is not presently considered in the best interests of investors. In response to the 'first strike' and ASIC and APRA regulatory issues relating to non-financial risk (NFR) matters the board has determined: * Nil STVR (STI) bonuses for all for current and former Australian based executive leadership team (excluding two executives in acting roles), in recognition of their collective accountability for NFR management. * The Group Executive Institutional (Mark Whelan) had a 50 percent reduction to his FY26 LTVR and the CRO was ineligible for FY26 LTVR, reflecting their accountability for shortcomings identified in Institutional Markets. * The Group Executive Australia Commercial had a 25 percent reduction to FY26 LTVR reflecting accountability for NFR Matters in Commercial. * Equity incentives due to vest in November/December 2025 and calendar 2026 would be forfeited for the former CEO Shayne Elliot (i.e. malus). * Disclosure indicates that approximately \$7.4 million in equity awards (face value) were forfeited due to malus, while the total value of equity incentives forfeited in FY24 and FY25 for the former CEO was \$13.5 million. It is also noted that the 2025 Notice of Meeting discloses that this will be the Chair O'Sullivan's final term and that his re-election will focus on providing continuity for the CEO (appointed in FY25) and ensure orderly Chair and board succession (noting average non-executive director tenure stands at 2.4 years).</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted. A spill of the board is not presently considered in the best interests of investors. In response to the 'first strike' and ASIC and APRA regulatory issues relating to non-financial risk (NFR) matters the board has determined: * Nil STVR (STI) bonuses for all for current and former Australian based executive leadership team (excluding two executives in acting roles), in recognition of their collective accountability for NFR management. * The Group Executive Institutional (Mark Whelan) had a 50 percent reduction to his FY26 LTVR and the CRO was ineligible for FY26 LTVR, reflecting their accountability for shortcomings identified in Institutional Markets. * The Group Executive Australia Commercial had a 25 percent reduction to FY26 LTVR reflecting accountability for NFR Matters in Commercial. * Equity incentives due to vest in November/December 2025 and calendar 2026 would be forfeited for the former CEO Shayne Elliot (i.e. malus). * Disclosure indicates that approximately \$7.4 million in equity awards (face value) were forfeited due to malus, while the total value of equity incentives forfeited in FY24 and FY25 for the former CEO was \$13.5 million. It is also noted that the 2025 Notice of Meeting discloses that this will be the Chair O'Sullivan's final term and that his re-election will focus on providing continuity for the CEO (appointed in FY25) and ensure orderly Chair and board succession (noting average non-executive director tenure stands at 2.4 years).</i></p>													
7		Approve Disclosure of Financed Deforestation	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted at this time. The company does not disclose any data, tools, or processes to check that customers are not engaging in deforestation (including illegal deforestation). Shareholders would benefit from additional information on how the company plans to align with internationally recognized biodiversity frameworks such as TNFD.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted at this time. The company does not disclose any data, tools, or processes to check that customers are not engaging in deforestation (including illegal deforestation). Shareholders would benefit from additional information on how the company plans to align with internationally recognized biodiversity frameworks such as TNFD.</i></p>													
8		Approve Strategy to Eliminate Financed Deforestation	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted at this time. The proponent raises valid concerns for the company's lack of disclosure of specific and quantified processes in place with regard to the identification and consequences of deforestation, including consequences for alleged or suspected illegal land clearing.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted at this time. The proponent raises valid concerns for the company's lack of disclosure of specific and quantified processes in place with regard to the identification and consequences of deforestation, including consequences for alleged or suspected illegal land clearing.</i></p>													
9		Approve Customer Transition Approach and Climate Commitments	SH	Yes	Against	Against			For	For	Yes	No	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as enhanced disclosure would give shareholders better understanding on how the company is managing climate change-related risks regarding its lending activities. Shareholders would also benefit from a stronger alignment between the company's stated goals and its actions regarding corporate responsibility. Additionally, the bank's current disclosure relating to CTP (Climate transition Plan) expectations lag Australia's big four banks, and the company's transition plan approach remains vague, without a threshold for refusing finance.</i></p> <p><i>Blended Rationale: A vote FOR this resolution is warranted as enhanced disclosure would give shareholders better understanding on how the company is managing climate change-related risks regarding its lending activities. Shareholders would also benefit from a stronger alignment between the company's stated goals and its actions regarding corporate responsibility. Additionally, the bank's current disclosure relating to CTP (Climate transition Plan) expectations lag Australia's big four banks, and the company's transition plan approach remains vague, without a threshold for refusing finance.</i></p>													

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ANZ Group Holdings Limited

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 12/03/2025	Auto-Approved 12/03/2025		27,020	27,020
Total Shares:						27,020	27,020

Electronic Arts Inc.

Meeting Date: 12/22/2025	Country: USA	Ticker: EA	Proxy Level: 5
Record Date: 11/19/2025	Meeting Type: Special	Meeting ID: 2024857	
Primary Security ID: 285512109	Primary CUSIP: 285512109	Primary ISIN: US2855121099	Primary SEDOL: 2310194
Earliest Cutoff Date: 12/19/2025	Total Ballots: 1	Voting Policy: Sustainability	Additional Policy:
Votable Shares: 1,096	*Shares on Loan: 0	Shares Instructed: 1,096	Shares Voted: 1,096

Proposal Number	Significant Vote	Proposal Text	Proponent	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 Merger Agreement	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this transaction is warranted. While some investors may worry about the absence of an auction, the board's decision seems justified, and the company secured better terms from the buyer. The consortium's offer is above the unaffected price, no alternative bids have emerged, and shareholders have not publicly opposed the deal. EA shares have outperformed industry benchmarks since the announcement, and the cash consideration offers shareholders both liquidity and certainty.</i></p> <p><i>Blended Rationale: A vote FOR this transaction is warranted. While some investors may worry about the absence of an auction, the board's decision seems justified, and the company secured better terms from the buyer. The consortium's offer is above the unaffected price, no alternative bids have emerged, and shareholders have not publicly opposed the deal. EA shares have outperformed industry benchmarks since the announcement, and the cash consideration offers shareholders both liquidity and certainty.</i></p>												
2		Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. NEOs' potential cash severance is double trigger and the severance basis is reasonable. Outstanding equity awards will be converted with time-vesting criteria maintained. Lastly, no excise tax gross-ups are expected.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. NEOs' potential cash severance is double trigger and the severance basis is reasonable. Outstanding equity awards will be converted with time-vesting criteria maintained. Lastly, no excise tax gross-ups are expected.</i></p>												
3		Adjourn Meeting	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: Given the narrow scope of this proposal and the fact that the underlying transaction warrants shareholder support, a vote FOR this proposal is warranted.</i></p> <p><i>Blended Rationale: Given the narrow scope of this proposal and the fact that the underlying transaction warrants shareholder support, a vote FOR this proposal is warranted.</i></p>												

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Protea Fund - Orcadia Global Sustainable Balanced, unassigned	283124.001	Confirmed	Auto-Instructed 12/11/2025	Auto-Approved 12/11/2025		1,096	1,096
Total Shares:						1,096	1,096

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

PARAMETERS

Location(s): All Locations
Account Group(s): All Account Groups
Institution Account(s): All Institution Accounts
Custodian Account(s): Protea Fund - Orcadia Global Sustainable Balanced
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.*