#### **VOTE SUMMARY REPORT**

REPORTING PERIOD: 04/01/2025 to 06/30/2025

LOCATION(S): FONDS DES PROFESSIONNELS

#### **Voting Statistics**

	Total	Percent
Votable Meetings	38	
Meetings Voted	38	100.00%
Meetings with One or More Votes Against Management	27	71.05%
Votable Ballots	38	
Ballots Voted	38	100.00%

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

	Manageme	nt Proposals	Shareholder	Proposals	All Proposals		
	Total	Percent	Total	Percent	Total	Percent	
Votable Proposals	533		75		608		
Proposals Voted	533	100.00%	75	100.00%	608	100.00%	
FOR Votes	503	94.37%	42	56.00%	545	89.64%	
AGAINST Votes	20	3.75%	33	44.00%	53	8.72%	
ABSTAIN Votes	0	0.00%	0	0.00%	0	0.00%	
WITHHOLD Votes	10	1.88%	0	0.00%	10	1.64%	
Votes WITH Management	503	94.37%	33	44.00%	536	88.16%	
Votes AGAINST Management	30	5.63%	42	56.00%	72	11.84%	

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.

#### **Canadian Imperial Bank of Commerce**

Proposal Text

Elect Director Ammar Aljoundi

Elect Director Nanci E. Caldwell

Elect Director Michelle L.

Elect Director Victor G. Dodig

Elect Director Kevin J. Kelly

Collins

Meeting Date: 04/03/2025 Record Date: 02/03/2025

**Proposal** Number

1a

1b

1c

1d

1e

Country: Canada

Ticker: CM

Meeting Type: Annual/Special

Primary Security ID: 136069101

Total Ballots: 1

Votable Shares: 11,103 Shares on Loan: 0 Shares Instructed: 11,103

> Voting Votable Mgmt Policy Vote Proposal ISS Rec Instruction Rec Rec Yes For For For Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time. Yes For For For For Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time. Yes For For For For Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time. Yes For For For For Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time. For For Yes For

Shares Voted: 11,103

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

Proponent

Mgmt

Mgmt

Mgmt

Mgmt

Mgmt

# **Canadian Imperial Bank of Commerce**

	Proponent	Proposal	Mgmt Rec	ISS Rec	Policy Rec	Vote Instruction				
Elect Director Christine E. Larsen	Mgmt	Yes	For	For	For	For				
Voting Policy Rationale: Vote FOR all proposed n	nominees as no s	significant co	ncerns hav	e been identified at this til	ne.					
Elect Director Mary Lou Maher	Mgmt	Yes	For	For	For	For				
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
Elect Director William F. Morneau	Mgmt	Yes	For	For	For	For				
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
Elect Director Mark W. Podlasly	Mgmt	Yes	For	For	For	For				
Voting Policy Rationale: Vote FOR all proposed n	nominees as no s	significant co	ncerns hav	e been identified at this til	me.					
Elect Director Francois L. Poirier	Mgmt	Yes	For	For	For	For				
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
Elect Director Katharine B. Stevenson	Mgmt	Yes	For	For	For	For				
Voting Policy Rationale: Vote FOR all proposed n	nominees as no s	significant co	ncerns hav	e been identified at this til	те.					
Elect Director Martine Turcotte	Mgmt	Yes	For	For	For	For				
Voting Policy Rationale: Vote FOR all proposed n	nominees as no s	significant co	ncerns hav	e been identified at this til	ne.					
Elect Director Barry L. Zubrow	Mgmt	Yes	For	For	For	For				
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For				
Voting Policy Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (8 percent) were reasonable relative to total fees paid to the auditor.										
Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For				
Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.										
Approve Director Aggregate Annual Remuneration	Mgmt	Yes	For	For	For	For				
Voting Policy Rationale: Vote FOR this resolution given the reasonable rationale, size of the limit increase, and absence of significant corporate governance concerns.										
Amend By-law No. 1 Re: Administrative Matters	Mgmt	Yes	For	For	For	For				
Voting Policy Rationale: Vote FOR the proposed	by-laws as no si	gnificant gov	ernance co	ncerns have been identific	ed.					
SP 1: Disclose the Corporation's Energy Supply Ratio Annually	SH	Yes	Against	Against	For	For				
	Elect Director Mary Lou Maher  Voting Policy Rationale: Vote FOR all proposed in Elect Director William F. Morneau  Voting Policy Rationale: Vote FOR all proposed in Elect Director Mark W. Podlasly  Voting Policy Rationale: Vote FOR all proposed in Elect Director Mark W. Podlasly  Voting Policy Rationale: Vote FOR all proposed in Elect Director Francois L. Poirier  Voting Policy Rationale: Vote FOR all proposed in Elect Director Katharine B. Stevenson  Voting Policy Rationale: Vote FOR all proposed in Elect Director Martine Turcotte  Voting Policy Rationale: Vote FOR all proposed in Elect Director Barry L. Zubrow  Voting Policy Rationale: Vote FOR all proposed in Ratify Ernst & Young LLP as Auditors  Voting Policy Rationale: Vote FOR the ratification reasonable relative to total fees paid to the audit Advisory Vote on Executive Compensation Approach  Voting Policy Rationale: Vote FOR this non-bindin Approve Director Aggregate Annual Remuneration  Voting Policy Rationale: Vote FOR this resolution significant corporate governance concerns.  Amend By-law No. 1 Re: Administrative Matters  Voting Policy Rationale: Vote FOR the proposed SP 1: Disclose the Corporation's Energy Supply Ratio Annually  Voting Policy Rationale: A vote FOR this proposed	Elect Director Mary Lou Maher Mgmt  Voting Policy Rationale: Vote FOR all proposed nominees as no select Director William F. Mgmt  Morneau  Voting Policy Rationale: Vote FOR all proposed nominees as no select Director William F. Mgmt  Morneau  Voting Policy Rationale: Vote FOR all proposed nominees as no select Director Mark W. Podlasly Mgmt  Voting Policy Rationale: Vote FOR all proposed nominees as no select Director Francois L. Mgmt  Poirier  Voting Policy Rationale: Vote FOR all proposed nominees as no select Director Katharine B. Mgmt  Stevenson  Voting Policy Rationale: Vote FOR all proposed nominees as no select Director Martine Turcotte Mgmt  Voting Policy Rationale: Vote FOR all proposed nominees as no select Director Barry L. Zubrow Mgmt  Voting Policy Rationale: Vote FOR all proposed nominees as no select Director Barry L. Zubrow Mgmt  Voting Policy Rationale: Vote FOR all proposed nominees as no select Director Barry L. Zubrow Mgmt  Voting Policy Rationale: Vote FOR the ratification of Ernst & Your reasonable relative to total fees paid to the auditor.  Advisory Vote on Executive Mgmt  Compensation Approach  Voting Policy Rationale: Vote FOR this non-binding advisory resonable relative to total fees paid to the auditor.  Approve Director Aggregate Mgmt  Annual Remuneration  Voting Policy Rationale: Vote FOR this resolution given the reasonability Policy Rationale: Vote FOR this resolution given the reasonability Policy Rationale: Vote FOR this resolution given the reasonability Policy Rationale: Vote FOR the proposed by-laws as no selection for Policy Rationale: Vote FOR the proposed by-laws as no selection for Policy Rationale: Vote FOR the proposed by-laws as no selection for Policy Rationale: Vote FOR the proposed by-laws as no selection for Policy Rationale: Vote FOR the proposed by-laws as no selection for Policy Rationale: Vote FOR the proposed by-laws as no selection for Policy Rationale: Vote FOR this proposal is warranted, as the Policy Rationale: A vote FOR this proposal is warranted, as t	Voting Policy Rationale: Vote FOR all proposed nominees as no significant consideration. Elect Director Mary Lou Maher Mgmt Yes  Voting Policy Rationale: Vote FOR all proposed nominees as no significant consideration. Elect Director William F. Mgmt Yes  Morneau  Voting Policy Rationale: Vote FOR all proposed nominees as no significant consideration. Elect Director Mark W. Podlasly Mgmt Yes  Voting Policy Rationale: Vote FOR all proposed nominees as no significant consideration. Mgmt Yes  Poirier  Voting Policy Rationale: Vote FOR all proposed nominees as no significant consideration. Mgmt Yes  Stevenson  Voting Policy Rationale: Vote FOR all proposed nominees as no significant consideration. Mgmt Yes  Voting Policy Rationale: Vote FOR all proposed nominees as no significant consideration. Mgmt Yes  Voting Policy Rationale: Vote FOR all proposed nominees as no significant consideration. Mgmt Yes  Voting Policy Rationale: Vote FOR all proposed nominees as no significant consideration. Mgmt Yes  Voting Policy Rationale: Vote FOR all proposed nominees as no significant consideration. Mgmt Yes  Voting Policy Rationale: Vote FOR all proposed nominees as no significant consideration. Mgmt Yes  Voting Policy Rationale: Vote FOR the ratification of Ernst & Young LLP as aureasonable relative to total fees paid to the auditor.  Advisory Vote on Executive Mgmt Yes  Compensation Approach  Voting Policy Rationale: Vote FOR this non-binding advisory resolution as the Annual Remuneration  Voting Policy Rationale: Vote FOR this resolution given the reasonable rational significant corporate governance concerns.  Amend By-law No. 1 Re: Mgmt Yes  Administrative Matters  Voting Policy Rationale: Vote FOR the proposed by-laws as no significant gov  SP 1: Disclose the SH Yes  Corporation's Energy Supply  Ratio Annually  Voting Policy Rationale: A vote FOR this proposal is warranted, as it would he	Elect Director Walliam F. Mgmt Yes For  Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have Elect Director William F. Mgmt Yes For Morneau  Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have Elect Director William F. Mgmt Yes For Morneau  Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have Elect Director Mark W. Podlasly Mgmt Yes For  Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have Elect Director Francois L. Mgmt Yes For Poirier  Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have Elect Director Katharine B. Mgmt Yes For Stevenson  Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have Elect Director Martine Turcotte Mgmt Yes For  Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have Elect Director Barry L. Zubrow Mgmt Yes For  Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have Ratify Ernst & Young LLP as Mgmt Yes For  Auditors  Voting Policy Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as no reasonable relative to total fees paid to the auditor.  Advisory Vote on Executive Mgmt Yes For Compensation Approach  Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no s Approve Director Aggregate Mgmt Yes For Annual Remuneration  Voting Policy Rationale: Vote FOR this resolution given the reasonable rationale, size of significant corporate governance concerns.  Amend By-law No. 1 Re: Mgmt Yes For Administrative Matters  Voting Policy Rationale: Vote FOR the proposed by-laws as no significant governance con SP 1: Disclose the SH Yes Against Corporation's Energy Supply Ratio Annually  Voting Policy Rationale: A vote FOR this proposal is warranted, as it would help sharehor	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this till Elect Director Mary Lou Maher  Mgmt Yes For For For Woting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this till Elect Director William F. Mgmt Yes For For Morneau  Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this till Elect Director Mark W. Podlasly Mgmt Yes For For Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this till Elect Director Francois L. Mgmt Yes For For Por Politier  Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this till Elect Director Katharine B. Mgmt Yes For For Stevenson  Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this till Elect Director Martine Turcotte Mgmt Yes For For Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this till Elect Director Martine Turcotte Mgmt Yes For For Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this till Elect Director Barry L. Zubrow Mgmt Yes For For Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this till Ratify Ernst & Young LLP as Mgmt Yes For For For Voting Policy Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (8 percent) wereasonable relative to total fees paid to the auditor.  Advisory Vote on Executive Mgmt Yes For For For English Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this tin Approve Director Aggregate Mgmt Yes For For For Annual Remuneration  Voting Policy Rationale: Vote FOR the proposed by-laws as no significant governance concerns have been identified St. Policy	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.  Elect Director Mary Lou Maher Mgmt Yes For For For For Morneau  Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.  Elect Director William F. Mgmt Yes For For For For Morneau  Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.  Elect Director Mark W. Podlasly Mgmt Yes For For For For Por Por Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.  Elect Director Francois L. Mgmt Yes For For For For Por Por Poriere  Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.  Elect Director Katharine B. Mgmt Yes For For For For Stevenson  Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.  Elect Director Katharine B. Mgmt Yes For For For For Stevenson  Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.  Elect Director Martine Turcotte Mgmt Yes For For For For For Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.  Elect Director Barry L. Zubrow Mgmt Yes For For For For Auditors  Voting Policy Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (8 percent) were reasonable relative to total fees paid to the auditor.  Advisory Vote on Executive Mgmt Yes For For For For Annual Remuneration  Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.  Approve Director Aggregate Mgmt Yes For For For For Annual Remuneration  Voting Policy Rationale: Vote FOR this resolution given the reasonable rationale, size of the limit increase, and absence of significant cor				

stronger alignment between the bank's stated goals, its fossil fuel policy, and its actions regarding corporate responsibility.

# **Canadian Imperial Bank of Commerce**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction				
7	SP 2: Report on Fighting Against Forced Labour and Child Labour in Loan Portfolios	SH	Yes	Against	Against	For	For				
	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.										
8	SP 3: Disclosure of Language Fluency of Employees	SH	Yes	Against	Against	Against	Against				
	Voting Policy Rationale: A vote AGAINST this shareholder proposal in warranted at this time. The company complies with language laws and regulations applicable to it. All of the company's shareholder materials are made available in French and English, including materials prepared for the annual meetings of shareholders. In addition, the company already discloses this information within the annual information circular for all of its named executive officers. Considering the above and the fact that the company is already complying with all laws and regulations applicable to doing business, the request of the proponent pertaining to disclosing the languages by all employees appears to be overly prescriptive.										
9	SP 4: Advisory Vote on Environmental Policies	SH	Yes	Against	Against	For	For				
	Voting Policy Rationale: A vote FOR this shareholder reduce its GHG emissions would allow investors to be risks. Such information would also allow shareholder the company. The bank, along with Canada's other January 2025. It is also noted that the company has and its existing reduction targets only partially cover.	hetter understa ers to express t major banks, o s not set targe	and how the heir opinion departed fro ts approved	e company in the son the clium the Met- If by the Scient	is managing its climate cha imate risk management pra Zero banking alliance (NZE	nge-relate actices of BA) in	d				
10	SP 5: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Yes	Against	Against	For	For				
	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.										
11	SP 6: Disclose Industry-Specific Carbon Risk Scoring/Transition Plans	SH	Yes	Against	Against	For	For				
	Voting Policy Rationale: A vote FOR this shareholder proposal is warranted as enhanced disclosure on the bank's carbon risk scoring methodology and climate transition plan would enable shareholders to better understand how the bank is managing climate change-related risks and the effectiveness of its related efforts and would provide shareholders with greater confidence in the bank's ability to meet its net-zero commitments.										
12	SP 7: Disclosure of Internal Pay Metrics Used For Executive Compensation	SH	Yes	Against	Against	Against	Against				
	Voting Policy Rationale: A vote AGAINST this proposed designed to promote pay for performance, taking conformation for shareholders and the benefit of all employees.										

Ticker: BNS

#### **The Bank of Nova Scotia**

Meeting Date: 04/08/2025 Country: Canada **Record Date:** 02/11/2025 Meeting Type: Annual

**Primary Security ID:** 064149107

## **The Bank of Nova Scotia**

Total Ballots: 1

 Votable Shares: 14,469
 Shares on Loan: 0
 Shares Instructed: 14,469
 Shares Voted: 14,469

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction						
1.1	Elect Director Nora A. Aufreiter	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all propos	ed nominees as no si	ignificant co	ncerns ha	ve been identified at th	is time.							
1.2	Elect Director Guillermo E. Babatz	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all propos	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
1.3	Elect Director Daniel (Don) H. Callahan	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.4	Elect Director W. Dave Dowrich	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all propos	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
1.5	Elect Director Michael B. Medline	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.6	Elect Director Lynn K. Patterson	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all propos	ed nominees as no si	ignificant co	ncerns ha	ve been identified at th	is time.							
1.7	Elect Director Una M. Power	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all propos	ed nominees as no si	ignificant co	ncerns ha	ve been identified at th	is time.							
1.8	Elect Director Aaron W. Regent	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all propos	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
1.9	Elect Director Sandra J. Stuart	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all propos	ed nominees as no si	ignificant co	ncerns ha	ve been identified at the	is time.							
1.10	Elect Director L. Scott Thomson	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.11	Elect Director Steven C. Van Wyk	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.12	Elect Director Benita M. Warmbold	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR the ratificate relative to total fees paid to the auditor.	ation of KPMG LLP as	auditor as i	non-audit i	fees (3 percent) were r	reasonable							
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR this non-b	ninding advisory resol	lution as the	re are no :	significant issues at this	s time.							

#### The Bank of Nova Scotia

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction					
4	SP 1: Publish a Third-Party Racial Equity Audit	SH	Yes	Against	Against	For	For					
	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.											
5	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	SH	Yes	Against	Against	For	For					
	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.											
6	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Yes	Against	Against	Against	Against					
	Voting Policy Rationale: Vote AGAINST this proposa surrounding its approach to managing AI risk. Furth adherence or adoption of one specific code or frame	ermore, there	does not ap	ppear to be	compelling evidence that t		e					
7	SP 4: Employee Language Skills Disclosure	SH	Yes	Against	Against	Against	Against					
	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.											
8	SP 5: Advisory Vote on Environmental Policies	SH	Yes	Against	Against	For	For					
	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).											
9	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Yes	Against	Against	For	For					
	Voting Policy Rationale: A vote FOR this shareholder would enhance the company's tax transparency and			•	'	ormation						

## **Royal Bank of Canada**

Meeting Date: 04/10/2025 Country: Canada Ticker: RY

Record Date: 02/11/2025 Meeting Type: Annual/Special

Primary Security ID: 780087102

 $\textbf{Total Ballots:}\ 1$ 

Votable Shares: 16,690 Shares on Loan: 0 Shares Instructed: 16,690 Shares Voted: 16,690

Voting Proposal Votable Mgmt Policy Vote Number **Proposal Text** Proponent Proposal Rec ISS Rec Rec Instruction Elect Director Mirko Bibic 1.1 Mgmt Yes For For For For

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

# **Royal Bank of Canada**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction					
1.2	Elect Director Andrew A. Chisholm	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR all propos	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.3	Elect Director Jacynthe Cote	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
1.4	Elect Director Toos N. Daruvala	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR all propos	red nominees as no si	ignificant co	ncerns hav	ve been identified at this t	ime.						
1.5	Elect Director Cynthia Devine	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
1.6	Elect Director Roberta L. Jamieson	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR all propos	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.7	Elect Director David McKay	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR all propos	red nominees as no si	ignificant co	ncerns hav	e been identified at this t	ime.						
1.8	Elect Director Amanda Norton	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR all propos	sed nominees as no si	ignificant co	ncerns hav	ve been identified at this t	ime.						
1.9	Elect Director Barry Perry	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR all propos	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.10	Elect Director Maryann Turcke	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR all propos	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.										
1.11	Elect Director Thierry Vandal	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR all propos	red nominees as no si	ignificant co	ncerns hav	ve been identified at this t	ime.						
1.12	Elect Director Frank Vettese	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
1.13	Elect Director Jeffery Yabuki	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR all propos	red nominees as no si	ignificant co	ncerns hav	ve been identified at this t	ime.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For					
	- ·	Voting Policy Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (2 percent) were reasonable relative to total fees paid to the auditor.										
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR this non-L	binding advisory resol	lution as the	ere are no s	significant issues at this til	me.						
4	Amend Stock Option Plan	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Based on the Equity	Plan Score Card eva	luation (EPS	SC), vote F	OR this stock option plan.							
5	Approve Remuneration of Directors	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR this resolution significant corporate governance concerns.	ution given the reason	nable ration	ale, size of	the limit increase, and ab	sence of						

# **Royal Bank of Canada**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction				
6	SP 1: Disclosure of Internal Pay Metrics Used For Executive Compensation	SH	Yes	Against	Against	Against	Against				
	Voting Policy Rationale: A vote AGAINST this proposal is warranted at this time as executive compensation programs should be designed to promote pay for performance, taking compensation risk into account for generating long-term, sustainable growth for shareholders and the benefit of all employees.										
7	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	SH	Yes	Against	Against	For	For				
	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.										
8	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Yes	Against	Against	Against	Against				
	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 to or adoption of one specific code or framework for handling AI risk is preferable to another at this time.										
9	SP 4: Employee Language Skills Disclosure	SH	Yes	Against	Against	Against	Against				
	Voting Policy Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The company complies with language laws and regulations applicable to it. All of the company's shareholder materials are made available in French and English, including materials prepared for the annual meetings of shareholders. In addition, the company already discloses this information within the annual information circular for all of its named executive officers. Considering the above and the fact that the company is already complying with all laws and regulations applicable to doing business, the request of the proponent pertaining to disclosing the languages by all employees appears to be overly prescriptive.										
10	SP 5: Advisory Vote on Environmental Policies	SH	Yes	Against	Against	For	For				
	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.										
11	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Yes	Against	Against	For	For				
	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.										
12	SP 7: Report on Loans Made by the Bank in Support of the Circular Economy	SH	Yes	Against	Against	For	For				
	Voting Policy Rationale: A vote FOR this proposal is regarding the company's sustainability commitments				nefit from additional inform	ation					

regarding the company's sustainability commitments and management of related risks.

#### **Royal Bank of Canada**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Vote Instruction
13	SP 8: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Yes	Against	For	For	For

Voting

Voting Policy Rationale: Vote FOR this shareholder proposal. Similar to last year, the bank plans to hold its 2025 AGM in a hybrid format. However, the board has indicated that, despite currently offering a hybrid option, virtual meetings may align better with the bank's environmental goals, reduce meeting-related costs, maintain equal shareholder rights and opportunities, and offer greater flexibility. While many investors recognize the advantages of virtual participation as an enhancement to shareholder engagement, particularly when combined with a physical meeting, they express concern regarding the potential shift towards virtual-only meetings. Investors argue that virtual-only meetings could limit meaningful interaction between management and shareholders, potentially allowing management to evade challenging questions, marginalize certain shareholders, and erode shareholder rights. Additionally, investor feedback shows that most shareholders prefer retaining the option of attending meetings in person, even if they often opt for virtual participation. Moreover, should unforeseen circumstances occur, companies governed by the Bank Act can seek a court order to hold a virtual-only meeting as a temporary alternative. Therefore, given the absence of compelling circumstances preventing an in-person meeting, support for retaining physical shareholder meetings is warranted at this time.

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

Meeting Date: 04/10/2025 Record Date: 02/10/2025 Country: Canada

Meeting Type: Annual

Ticker: TD

Primary Security ID: 891160509

Total Ballots: 1

Votable Shares: 21,008 Shares on Loan: 0 Shares Instructed: 21,008 Shares Voted: 21,008

Number	Dogga and Track	B	Votable	Mgmt	ISS Rec	Voting Policy	Vote
	Proposal Text	Proponent	Proposal	Rec	155 Rec	Rec	Instruction
1.1	Elect Director Ayman Antoun	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for for each committee's failure to execute its mandate Committee member Cherie Brant given the Risk risk oversight. Vote WITHHOLD for Audit Comm mandate and prevent a material failure in risk o the Audit Committee's failure to execute its man US subsidiary board and Audit Committee for a	e and prevent a n Committee's fail nittee member S. oversight. Vote W. ndate and preven	naterial failui ure to execu Jane Rowe ITHHOLD fo t a material	re in risk o ite its man given the i or Audit Co failure in i	oversight. Vote WITHI Idate and prevent a n Audit Committee's fai Immittee member Mar Irisk oversight. Winsto	HOLD for Risk naterial failure in ilure to execute it ry Winston given on's service on TL	's
1.2	Elect Director Ana Arsov	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD for for each committee's failure to execute its mandate Committee member Cherie Brant given the Risk risk oversight. Vote WITHHOLD for Audit Comm mandate and prevent a material failure in risk o the Audit Committee's failure to execute its man US subsidiary board and Audit Committee for a	e and prevent a n c Committee's fail nittee member S. oversight. Vote W. ndate and preven	naterial failui ure to execu Jane Rowe <u>(</u> ITHHOLD fo t a material	re in risk o ute its man given the or Audit Co failure in i	oversight. Vote WITHI Idate and prevent a n Audit Committee's fai Immittee member Ma Irisk oversight. Winsto	HOLD for Risk naterial failure in ilure to execute it ry Winston given on's service on TL	's
1.3	Elect Director Cherie L. Brant	Mgmt	Yes	For	Withhold	Withhold	d Withhold

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.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction					
1.4	Elect Director Raymond Chun	Mgmt	Yes	For	For	For	For					
	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.											
1.5	Elect Director Elio R. Luongo	Mgmt	Yes	For	For	For	For					
	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.											
1.6	Elect Director Alan N. MacGibbon	Mgmt	Yes	For	Withhold	Withhold	Withhold					
	Voting Policy Rationale: Vote WITHHOLD for former each committee's failure to execute its mandate and Committee member Cherie Brant given the Risk Con- risk oversight. Vote WITHHOLD for Audit Committee mandate and prevent a material failure in risk overs the Audit Committee's failure to execute its mandate US subsidiary board and Audit Committee for a certa	d prevent a ma mmittee's failun e member S. Ja ight. Vote WIT e and prevent	nterial failure re to execut ane Rowe g THHOLD for a material f	e in risk ove e its manda iven the Au Audit Comi failure in risi	ersight. Vote WITHHOLD fo ate and prevent a material dit Committee's failure to o mittee member Mary Winso k oversight. Winston's serv	or Risk failure in execute its ton given						
1.7	Elect Director John B. MacIntyre	Mgmt	Yes	For	For	For	For					
	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.											
1.8	Elect Director Keith G. Martell	Mgmt	Yes	For	For	For	For					
	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.											
1.9	Elect Director Nathalie M. Palladitcheff	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote WITHHOLD for former each committee's failure to execute its mandate and Committee member Cherie Brant given the Risk Corrisk oversight. Vote WITHHOLD for Audit Committee mandate and prevent a material failure in risk overs the Audit Committee's failure to execute its mandatu US subsidiary board and Audit Committee for a certain substance.	d prevent a ma mmittee's failu e member S. Ja ight. Vote WIT e and prevent	nterial failure re to execut ane Rowe g THHOLD for a material f	e in risk ove e its manda iven the Au Audit Comi failure in risi	ersight. Vote WITHHOLD fo ate and prevent a material dit Committee's failure to o mittee member Mary Winsi k oversight. Winston's serv	or Risk failure in execute its ton given	•					

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction				
1.10	Elect Director S. Jane Rowe	Mgmt	Yes	For	Withhold	Withhold	Withhold				
	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.										
1.11	Elect Director Nancy G. Tower	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: Vote WITHHOLD for former each committee's failure to execute its mandate and Committee member Cherie Brant given the Risk Cor risk oversight. Vote WITHHOLD for Audit Committee mandate and prevent a material failure in risk overs the Audit Committee's failure to execute its mandat US subsidiary board and Audit Committee for a cert	e in risk ove te its mand viven the Au Audit Com failure in ris	ersight. Vote WITHHOLD fi ate and prevent a material udit Committee's failure to umittee member Mary Wins sk oversight. Winston's sen	or Risk failure in execute its ton given	,						
1.12	Elect Director Ajay K. Virmani	Mgmt	Yes	For	For	For	For				
	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.										
1.13	Elect Director Mary A. Winston	Mgmt	Yes	For	Withhold	Withhold	Withhold				
	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.										
1.14	Elect Director Paul C. Wirth	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: Vote WITHHOLD for former each committee's failure to execute its mandate and Committee member Cherie Brant given the Risk Corrisk oversight. Vote WITHHOLD for Audit Committee mandate and prevent a material failure in risk oversthe Audit Committee's failure to execute its mandat US subsidiary board and Audit Committee for a cert	d prevent a ma mmittee's failu e member S. J sight. Vote WI e and prevent	aterial failur re to execut lane Rowe g THHOLD for a material f	e in risk ove te its mand viven the Au Audit Com failure in ris	ersight. Vote WITHHOLD fi ate and prevent a material udit Committee's failure to mittee member Mary Wins sk oversight. Winston's sen	or Risk failure in execute its ton given					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: Vote FOR the ratification of reasonable relative to total fees paid to the auditor.	Ernst & Young	g LLP as aud	ditor as nor	n-audit fees (2 percent) we	ere					
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: Vote FOR this non-binding of	advisory resolu	ution as thei	re are no si	ignificant issues at this time	e					
	Shareholder Proposals	Mgmt	No								
4	SP 1: Annual Energy Supply Ratio Disclosure	SH	Yes	Against	Against	For	For				
	Voting Policy Rationale: A vote FOR this proposal is	warranted as	it would hel	p sharehold	ders better evaluate the co	mpany's					

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.

failures.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this shareholde to addressing forced labor and child labor in its loa managing risk in the entities that it finances. Addit provide assurance to the shareholders of the comp	n portfolios wo ionally, increas	ould enhance ed transpare	e investor u ency on rei	inderstanding of how the	company is	
6	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: Vote AGAINST this proposed disclosure surrounding its approach to managing Atthe adherence or adoption of one specific code or the second surrounding its approach to managing Atthe	I risk. Furtheri	nore, there	does not a	ppear to be compelling ev	idence that	
7	SP 4: Employee Language Skills Disclosure	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this share language laws and regulations applicable in Ontario official federal status throughout Canada, in respective enacted bilingually. All of the bank's shareholder prepared for the annual meetings of shareholders. all laws and regulations applicable to doing business the proponent pertaining to disclosing the language AGAINST this shareholder proposal is warranted at	o. Under the O t of all govern materials are Considering th ss in Ontario, a es by all emplo	fficial Langu ment service made availa ne above and and offers se	lages Act o es, includin bble in Fren d the fact the ervices in te	f 1969, both English and h g the courts, and all feder ch and English, including h hat the bank is already co an different languages, the	French have al legislatio materials mplying wit request of	n th
8	SP 5: Advisory Vote on Environmental Policies	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: Vote FOR this shareholder emissions would allow investors to better understainformation would also allow shareholders to express the bank, along with Canada's other major banks, also noted that the company has not set targets appreduction targets only partially cover the short, medically cover the short of the	nd how the constant their opinion departed from opproved by the	mpany is mans on the classification the Net-Zelassification (Science-base)	anaging its imate risk i ro banking	climate change-related ris management practices of t alliance (NZBA) in Januar,	sks. Such the compan y 2025. It is	y.
9	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this shareholde would enhance the company's tax transparency and			-	·	nformation	
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
	Voting Policy Rationale: A vote AGAINST this resolute dismissal of the former CEO from his limited as with the bank's AML remediation effort until July 3 continued engagement with the bank's shareholder prescriptive.	lvisory role wh 1, 2025. Furthe	ere he may ermore, the	provide ins board's act	titutional knowledge and distinctions appear to be support	continuity red by	rt
11	SP 8: Establish Retirement Age and Term Limits for Directors	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: Vote AGAINST this sharehor renewal, consistently recruiting new directors while performance evaluations at both the board and indicatenure limit. Additionally, the bank already enforces board renewal in recent years. Given these factors, notwithstanding that withhold vote recommendation failures.	maintaining b lividual levels, s a 10-year ter the sharehold	ooard and co a practice th m limit, witi ler proposal	ommittee in hat should i h some flex does not v	ndependence. It also condi- be more effective than imposibility, and has undergone varrant support at this tim	ucts annual posing a fix e substantia e,	ed I

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
12	SP 9: Hire a New Group President and CEO from Outside TD Bank	SH	Yes	Against	Against	Against	Against

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.

#### **Bank of Montreal**

Meeting Date: 04/11/2025 Record Date: 02/10/2025 **Country:** Canada **Meeting Type:** Annual Ticker: BMO

Primary Security ID: 063671101

Total Ballots: 1

 Votable Shares: 8,595
 Shares on Loan: 0
 Shares Instructed: 8,595
 Shares Voted: 8,595

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director George A. Cope	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed n	ominees as no s	ignificant co	ncerns ha	ve been identified at this	time.	
1.2	Elect Director Janice M. Babiak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed n	nominees as no s	ignificant co	ncerns ha	ve been identified at this	time.	
1.3	Elect Director Craig W. Broderick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed n	nominees as no s	ignificant co	ncerns ha	ve been identified at this	time.	
1.4	Elect Director Hazel Claxton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed n	nominees as no s	ignificant co	ncerns ha	ve been identified at this	time.	
1.5	Elect Director Diane L. Cooper	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed n	ncerns ha	ve been identified at this	time.			
1.6	Elect Director Stephen Dent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed n	nominees as no s	ignificant co	ncerns ha	ve been identified at this	time.	
1.7	Elect Director Martin S. Eichenbaum	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed n	nominees as no s	ignificant co	ncerns ha	ve been identified at this	time.	
1.8	Elect Director David E. Harquail	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed n	nominees as no s	ignificant co	ncerns ha	ve been identified at this	time.	
1.9	Elect Director Eric R. La Fleche	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed n	nominees as no s	ignificant co	ncerns ha	ve been identified at this	time.	
1.10	Elect Director Brian McManus	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed n	nominees as no s	ignificant co	ncerns ha	ve been identified at this	time.	
1.11	Elect Director Lorraine Mitchelmore	Mgmt	Yes	For	For	For	For

#### **Bank of Montreal**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Madhu Ranganathan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed no	minees as no si	ignificant co	ncerns hav	e been identified at this til	me.	
1.13	Elect Director Darryl White	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed no	minees as no si	ignificant co	ncerns hav	e been identified at this til	те.	
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR the ratification relative to total fees paid to the auditor.	of KPMG LLP as	auditor as l	non-audit f	iees (6 percent) were reaso	onable	
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR this non-binding indicates a medium concern, overall, the company executive compensation.			-			
	Shareholder Proposals	Mgmt	No				
1	SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal the company's tax transparency and overall calcul		-		e requested information w	ould enhar	осе
2	SP 2: Advisory Vote on Environmental Policies	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal emissions would allow investors to better underst would allow shareholders to express their opinion should note that the bank, along with Canada's of January 2025. It is further noted that the compan Lastly, the bank does not explicitly commit to net-	and how the co s on the climate ther major bank ny has not set ta	mpany is ma e risk manag es, departed argets appro	anaging its gement prac from the N eved by the	climate change related ris ctices of the company. Sha let-Zero banking alliance ( Science-based Targets In	ks, and it areholders (NZBA) in	
3	SP 3: Employee Language Skills Disclosure	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this shar language laws and regulations applicable to it. All English, including materials prepared for the annu information within the annual information circular that the company is already complying with all law pertaining to disclosing the languages by all employed.	of the company all meetings of a for all of its nad ws and regulation	y's sharehold shareholder med executi ons applicab	der materia s. In addition ive officers. le to doing	als are made available in Fa on, the company already o Considering the above an business, the request of the	rench and discloses thing and the fact	
4	SP 4: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: Vote AGAINST this propositive surrounding its approach to managing AI risk. Fur adherence or adoption of one specific code or frai	rthermore, there	e does not a	ppear to be	e compelling evidence that	t the	re
5	SP 5: Annual Energy Supply Ratio Disclosure	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal company's management of climate risks from its I from a stronger alignment between the bank's sta	lending and und	lerwriting ac	tivities. Add	ditionally, shareholders wo	ould benefit	

z... a suronger align responsibility.

#### **Bank of Montreal**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
6	SP 6: Lobbying and Policy Influence Activities Disclosure	SH	Yes	Against	Against	For	For	
	Voting Policy Rationale: A vote FOR this p lobbying-related expenditures would help the public policy process aimed at achievi	shareholders better ass	sess the risk		, ,		1	
7	SP 7: Executive Compensation Internal Pay Metrics Disclosure	SH	Yes	Against	Against	Against	Against	
	Voting Policy Rationale: A vote AGAINST t designed to promote pay for performance for shareholders and the benefit of all em,	, taking compensation i			•			

## **Texas Instruments Incorporated**

**Meeting Date:** 04/17/2025 **Record Date:** 02/20/2025

Country: USA

Ticker: TXN

Meeting Type: Annual

Primary Security ID: 882508104

Total Ballots: 1

Votable Shares: 800 Shares on Loan: 0 Shares Instructed: 800 Shares Voted: 800

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark Blinn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.				
1b	Elect Director Todd Bluedorn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.				
1c	Elect Director Janet Clark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.				
1d	Elect Director Carrie Cox	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.				
1e	Elect Director Martin Craighead	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.				
1f	Elect Director Reginald DesRoches	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.				
1g	Elect Director Curtis Farmer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.				
1h	Elect Director Jean Hobby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.				
1i	Elect Director Haviv Ilan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.				
1j	Elect Director Ronald Kirk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.				

# **Texas Instruments Incorporated**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Pamela Patsley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nor	minees is warra	anted.				
11	Elect Director Robert Sanchez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nor	minees is warra	anted.				
1m	Elect Director Richard Templeton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nor	minees is warra	anted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is according to a non-formulaic subjective review of cotime-based. However, CEO pay and company performances of the company performances of the company performances.	ompany perfor	mance and	the long-te	erm incentive awards remai		
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	anted.			
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is meeting would enhance shareholder ability to utilize				·	call a spec	ial

## **Snap-on Incorporated**

Meeting Date: 04/24/2025 **Record Date:** 02/24/2025

Country: USA

Ticker: SNA Meeting Type: Annual

Primary Security ID: 833034101

**Total Ballots:** 1

Shares on Loan: 0 **Shares Instructed:** 600 Shares Voted: 600 Votable Shares: 600

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David C. Adams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director no	minees is warı	ranted.				
1.2	Elect Director Karen L. Daniel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director no	minees is warı	ranted.				
1.3	Elect Director Ruth Ann M. Gillis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director no	minees is warı	ranted.				
1.4	Elect Director James P. Holden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director no	minees is warı	ranted.				
1.5	Elect Director Nathan J. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director no	minees is warı	ranted.				

## **Snap-on Incorporated**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Vot Pol Red	icy	Vote Instruction	
1.6	Elect Director Henry W. Knueppel	Mgmt	Yes	For	For	For		For	
	Voting Policy Rationale: A vote FOR the di	rector nominees is war	ranted.						
1.7	Elect Director W. Dudley Lehman	Mgmt	Yes	For	For	For		For	
	Voting Policy Rationale: A vote FOR the di	rector nominees is war	ranted.						
1.8	Elect Director Nicholas T. Pinchuk	Mgmt	Yes	For	For	For		For	
	Voting Policy Rationale: A vote FOR the di	rector nominees is war	ranted.						
1.9	Elect Director Gregg M. Sherrill	Mgmt	Yes	For	For	For		For	
	Voting Policy Rationale: A vote FOR the di	rector nominees is war	ranted.						
1.10	Elect Director Donald J. Stebbins	Mgmt	Yes	For	For	For		For	
	Voting Policy Rationale: A vote FOR the di	rector nominees is wan	ranted.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For		For	
	Voting Policy Rationale: A vote FOR this p	roposal to ratify the aud	ditor is warr	anted.					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For		For	
	Voting Policy Rationale: A vote FOR this pa	roposal is warranted as	pay and pe	rformance	appears reasonabl	y aligned. Wh	ile		

Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance appears reasonably aligned. While concern is noted regarding the potential scope for discretion in the STIP, annual cash incentives are otherwise based on pre-set financial metrics. Additionally, the long-term incentive is primarily performance-based, with a multi-year performance period.

## **Agnico Eagle Mines Limited**

Meeting Date: 04/25/2025

Country: Canada

Meeting Type: Annual/Special

Ticker: AEM

**Record Date:** 03/14/2025

Primary Security ID: 008474108

Total Ballots: 1

Votable Shares: 5,900 Shares on Loan: 0

Shares Instructed: 5,900 Shares Voted: 5,900

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leona Aglukkaq	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all propo	osed nominees as no .	significant co	ncerns ha	ve been identifie	ed at this time.	
1.2	Elect Director Ammar Al-Joundi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all propo	osed nominees as no .	significant co	ncerns ha	ve been identifie	ed at this time.	
1.3	Elect Director Sean Boyd	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all propo	osed nominees as no .	significant co	ncerns ha	ve been identifie	ed at this time.	
1.4	Elect Director Martine A. Celej	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all propo	osed nominees as no .	significant co	ncerns ha	ve been identifie	ed at this time.	
1.5	Elect Director Jonathan Gill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all propo	osed nominees as no .	significant co	ncerns ha	ve been identifie	ed at this time.	

# **Agnico Eagle Mines Limited**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction			
1.6	Elect Director Peter Grosskopf	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR all prop	oosed nominees as no s	ignificant co	ncerns ha	ve been identified at	this time.				
1.7	Elect Director Elizabeth Lewis-Gray	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR all prop	oosed nominees as no s	ignificant co	ncerns ha	ve been identified at	this time.				
1.8	Elect Director Deborah McCombe	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR all prop	oosed nominees as no s	ignificant co	ncerns ha	ve been identified at	this time.				
1.9	Elect Director Jeffrey Parr	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.									
1.10	Elect Director J. Merfyn Roberts	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR all prop	oosed nominees as no s	ignificant co	ncerns ha	ve been identified at	this time.				
1.11	Elect Director Jamie C. Sokalsky	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR all prop	oosed nominees as no s	ignificant co	ncerns ha	ve been identified at	this time.				
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR the rati reasonable relative to total fees paid to the		ng LLP as au	ditor as no	on-audit fees (11 per	cent) were				
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR this not	n-binding advisory resol	lution as the	re are no	significant issues at t	this time.				

Ticker: GPC

Shares Instructed: 1,200

Shares Voted: 1,200

## **Genuine Parts Company**

Meeting Date: 04/28/2025 **Record Date:** 02/19/2025

Country: USA Meeting Type: Annual

**Primary Security ID:** 372460105

Total Ballots: 1

Votable Shares: 1,200

Shares on Loan: 0

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1a	Elect Director Richard Cox, Jr.	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the dir	ector nominees is war	ranted.					
1b	Elect Director Paul D. Donahue	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the dir	ector nominees is war	ranted.					
1c	Elect Director P. Russell Hardin	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the dir	ector nominees is war	ranted.					
1d	Elect Director John R. Holder	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the dir	ector nominees is war	ranted.					

# **Genuine Parts Company**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction					
1e	Elect Director Donna W. Hyland	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR the director nominees is warranted.											
1f	Elect Director Jean-Jacques Lafont	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR the director nominees is warranted.											
1g	Elect Director Robert C. "Robin" Loudermilk, Jr.	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted.									
1h	Elect Director Juliette W. Pryor	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted.									
1i	Elect Director Darren Rebelez	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted.									
1j	Elect Director Laurie Schupmann	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted.									
1k	Elect Director William P. Stengel, II	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted.									
11	Elect Director Charles K. Stevens, III	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR the dire	ctor nominees is war	ranted.									
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR this prop of forward-looking targets for PRSU metrics. program is predominantly performance base	However, the STI is										
3	Amend Articles of Incorporation	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR this propelections will improve director election proce		the addition	n of a plura	ality carveout for contest	ted director						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR this prop	posal to ratify the au	ditor is warr	anted.								
5	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	SH	Yes	Against	Against	For	For					
	Voting Policy Rationale: A vote FOR this prop	oosal is warranted, a	s shareholde	ers would b	enefit from further disci	losure regardi	ing					

the effectiveness of the company's inclusive hiring efforts and initiatives, as well as workforce demographic data for shareholders to reasonably understand how it is managing workforce diversity, equity and inclusion issues.

# **International Business Machines Corporation**

**Meeting Date:** 04/29/2025 **Record Date:** 02/28/2025

Country: USA
Meeting Type: Annual

Ticker: IBM

Primary Security ID: 459200101

Total Ballots: 1

Votable Shares: 900 Shares on Loan: 0

Shares Instructed: 900

Shares Voted: 900

Totable Silaresi 500	Shares on Edani o				iluctedi 500		Silares roccar 500
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is wa	rranted.				
1b	Elect Director Thomas Buberl	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is wa	rranted.				
1c	Elect Director David N. Farr	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is wa	rranted.				
1d	Elect Director Alex Gorsky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is wa	rranted.				
1e	Elect Director Michelle J. Howard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is wa	rranted.				
1f	Elect Director Arvind Krishna	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is wa	rranted.				
1g	Elect Director Andrew N. Liveris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is wa	rranted.				
1h	Elect Director Frederick William McNabb, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is wa	rranted.				
<b>1</b> i	Elect Director Michael Miebach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is wa	rranted.				
1j	Elect Director Martha E. Pollack	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is wa	rranted.				
1k	Elect Director Peter R. Voser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is wa	rranted.				
11	Elect Director Frederick H. Waddell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is wa	rranted.				
1m	Elect Director Alfred W. Zollar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is wa	rranted.				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this propo	osal to ratify the au	ıditor is warr	ranted.			

# **International Business Machines Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proportion review and the majority of compensation is co		•	, -	•	for the year unde	or .
4	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposition of the proposition of the policy process.	•					
5	Report on Risks of Discriminating Based on Religious and Political Views	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this anti-discrimination policies.	resolution is warrar	nted. The co	mpany pro	vides adequate discl	osures related to	its

## The Williams Companies, Inc.

Meeting Date: 04/29/2025

Country: USA

Ticker: WMB

**Record Date:** 03/06/2025

Meeting Type: Annual

Primary Security ID: 969457100

Total Ballots: 1

 Votable Shares: 3,800
 Shares on Loan: 0
 Shares Instructed: 3,800
 Shares Voted: 3,800

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan S. Armstrong	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the di	irector nominees is war	ranted.				
1.2	Elect Director Stephen W. Bergstrom	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the di	irector nominees is war	ranted.				
1.3	Elect Director Michael A. Creel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the di	irector nominees is war	ranted.				
1.4	Elect Director Stacey H. Dore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the di	irector nominees is war	ranted.				
1.5	Elect Director Carri A. Lockhart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the di	irector nominees is war	ranted.				
1.6	Elect Director Richard E. Muncrief	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the di	irector nominees is war	ranted.				
1.7	Elect Director Peter A. Ragauss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the di	irector nominees is war	ranted.				
1.8	Elect Director Rose M. Robeson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the di	irector nominees is war	ranted.				

# The Williams Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1.9	Elect Director Scott D. Sheffield	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the dir	rector nominees is wa	arranted.					
1.10	Elect Director William H. Spence	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the dir	rector nominees is wa	arranted.					-
1.11	Elect Director Jesse J. Tyson	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the di	rector nominees is wa	arranted.					-
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR this pr program is predominantly based on pre-se forward-looking goal disclosure and a mult	t financial metrics, ar	nd the LTI pro			-		
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: 4 vote FOR this pr	onosal to ratify the a	uditor is warr	ented				

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

## **Canadian Pacific Kansas City Limited**

Meeting Date: 04/30/2025

Record Date: 03/10/2025

Country: Canada

Meeting Type: Annual/Special

Ticker: CP

**Record Date:** 03/10/2025

Primary Security ID: 13646K108

Total Ballots: 1

Votable Shares: 11,000Shares on Loan: 0Shares Instructed: 11,000Shares Voted: 11,000

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR the ratifications reasonable relative to total fees paid to the		ıng LLP as au	uditor as ı	non-audit fees (8 pei	rcent) were	
2	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR this non indicates a medium concern, overall, the concern executive compensation.	- ,					
3	Management Advisory Vote on Climate Change	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the climate reporting. While the company has commitment and quantifiable Scope 3 targ 2050.	provided admirable d	lisclosure on l	its scope .	1 and 2 targets, the	re is an absence of	
4	Approve Amendments to Advance Notice Requirement	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Vote AGAINST this additional disclosure from nominees.	resolution as the AN	IP provides ti	he board i	with flexibility and au	uthority to request	
5.1	Elect Director John Baird	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all propo	osed nominees as no	significant co	oncerns ha	ave been identified a	at this time.	

# **Canadian Pacific Kansas City Limited**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
5.2	Elect Director Isabelle Courville	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns ha	ave been identified at	t this time.		
5.3	Elect Director Keith E. Creel	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns ha	ave been identified at	t this time.		
5.4	Elect Director Antonio Garza	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns ha	ave been identified at	t this time.		
5.5	Elect Director Arturo Gutierrez Hernandez	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns ha	ave been identified at	this time.		
5.6	Elect Director Edward R. Hamberger	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns ha	ave been identified at	t this time.		
5.7	Elect Director Janet H. Kennedy	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns ha	ave been identified at	t this time.		
5.8	Elect Director Henry J. Maier	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns ha	ave been identified at	t this time.		
5.9	Elect Director Matthew H. Paull	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns ha	ave been identified at	t this time.		
5.10	Elect Director Jane L. Peverett	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns ha	ave been identified at	t this time.		
5.11	Elect Director Andrea Robertson	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns ha	ave been identified at	t this time.		
5.12	Elect Director Gordon T. Trafton	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no s	ignificant co	ncerns ha	ave been identified at	t this time.		

## **The Coca-Cola Company**

Meeting Date: 04/30/2025 Record Date: 03/03/2025 Country: USA
Meeting Type: Annual

Ticker: KO

Shares Instructed: 2,600

Primary Security ID: 191216100

Total Ballots: 1

Votable Shares: 2,600

Shares on Loan: 0

Shares Voted: 2,600

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herb Allen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director n	ominees is war	ranted.				
1.2	Elect Director Bela Bajaria	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director n	ominees is war	ranted.				

# **The Coca-Cola Company**

Proposal lumber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Ana Botin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the di	rector nominees is wari	ranted.				
1.4	Elect Director Christopher C. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the di	rector nominees is warr	ranted.				
1.5	Elect Director Carolyn Everson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the di	rector nominees is wari	ranted.				
1.6	Elect Director Thomas S. Gayner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the di	rector nominees is warr	ranted.				
1.7	Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the di	rector nominees is wari	ranted.				
1.8	Elect Director Amity Millhiser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the di	rector nominees is warr	ranted.				
.9	Elect Director James Quincey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the di	rector nominees is wari	ranted.				
10	Elect Director Caroline J. Tsay	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the di	rector nominees is war	ranted.				
1.11	Elect Director David B. Weinberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the di	rector nominees is warr	ranted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this paper performance metrics and CEO pay and con	•				•	
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this pa	roposal to ratify the aud	ditor is warr	anted.			
4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this punderstand the effectiveness of the comparts of non-sugar sweeteners.				-		ise
5	Report on Food Waste Management and Targets to Reduce Food Waste	SH	Yes	Against	Against	For	For

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.

# **The Coca-Cola Company**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Establish a Board Committee on Improper Influence	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this progiven latitude to determine its committee structu	•	ed. Absent c	lear goverr	nance failures, the	board is generally	
7	Consider Abolishing DEI Goals from Compensation Inducements	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this procommittee is clearly provided, and the committee compensation program.	•		,	-	•	he
8	Report on Impacts Related to Associating Brand with Politically Divisive Events	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this promarketing and advertising policies and its public	•	ed. The com	pany provi	ides sufficient discl	osures on its	
9	Report on Risks Related to Discrimination Against Individuals Including	SH	Yes	Against	Against	Against	Against

## **Canadian National Railway Company**

Meeting Date: 05/02/2025 Record Date: 03/07/2025 **Country:** Canada **Meeting Type:** Annual Ticker: CNR

Primary Security ID: 136375102

Total Ballots: 1

its advertising and non-discrimination policies.

 Votable Shares: 6,810
 Shares on Loan: 0
 Shares Instructed: 6,810
 Shares Voted: 6,810

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shauneen Bruder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all prop	osed nominees as no si	ignificant co	ncerns hav	e been identified at th	his time.	
1.2	Elect Director Jo-ann dePass Olsovsky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all prop	osed nominees as no si	ignificant co	ncerns hav	ve been identified at th	his time.	
1.3	Elect Director David Freeman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all prop	osed nominees as no si	ignificant co	ncerns hav	e been identified at th	his time.	
1.4	Elect Director Denise Gray	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all prop	osed nominees as no si	ignificant co	ncerns hav	e been identified at th	his time.	
1.5	Elect Director Justin M. Howell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all prop	osed nominees as no si	ignificant co	ncerns hav	e been identified at th	his time.	
1.6	Elect Director Susan C. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all prop	osed nominees as no si	ignificant co	ncerns hav	ve been identified at th	his time.	

# **Canadian National Railway Company**

Proposal

Number	Proposal Text	Proponent	Proposal	Rec	ISS Rec	Rec	Instruction					
1.7	Elect Director Robert Knight	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
1.8	Elect Director Michel Letellier	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.											
1.9	Elect Director Margaret A. McKenzie	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR all proposed nom	inees as no sig	nificant cor	ncerns have	e been identified at this tim	e.						
1.10	Elect Director Al Monaco	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR all proposed nom	inees as no sig	nificant cor	ncerns have	e been identified at this tim	e.						
1.11	Elect Director Tracy Robinson	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR all proposed nom	inees as no sig	nificant cor	ncerns have	e been identified at this tim	e.						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For					
	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.											
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR this non-binding a identified a high concern, which is reduced to media company's own peer group, certain operational met EBITDA Margin also showing a median result among increased year-over-year despite weak one-year TS. TSR of the company compared to its self-selected p increased in 2024. Although some problematic pay a adequate stewardship of investor's interests regards	um after applyi trics have rema gst public Class R, three-year a eer group. The practices have	ing the final nined above of I Railroads average con of weighting been evide	ncial perfor the peer n s in 2024). npensation of relative nced, overg	mance assessment. Compa nedian over the past three While the CEO's compensa more closely reflects the the TSR in the company's LTI	ared to the years (with tion hree-year was also						
4	Management Advisory Vote on Climate Change	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Vote FOR the management and the company's climate transition plan includes of framework. CN has a target to achieve net-zero can emissions intensity targets, which are aligned to a valengets initiative.	clear and appro bon emissions	oved science by 2050, in	e-based tai line with a	rgets, specific actions, and g 1.5 C scenario and has tw	governanc o 2030 GH						
<b>Barrick Gold</b>	Corporation											
Meeting Date: 05/06/20	O25 <b>Country:</b> Canada	_	Ti	cker: ABX								

Votable

Mgmt

**Record Date:** 03/07/2025

Primary Security ID: 067901108

Total Ballots: 1

Meeting Type: Annual/Special

Votable Shares: 20,800 Shares on Loan: 0 Shares Instructed: 20,800 Shares Voted: 20,800

Voting Policy

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director D. Mark Bristow	Mgmt	Yes	For	For	For	For

# **Barrick Gold Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
	Voting Policy Rationale: Significant risks to shard company, which reflects a failure by the board to governance risks. WITHHOLD votes for board constant the most responsibility amongst all be company and its shareholders and should there exposures at the firm. Votes FOR the remaining	to proficiently gual hair John Thorntol pard members for fore be held the n	rd against a n are warra failing to ef nost accoun	nd manage nted given fectively su table for po	e material environn that the chair of th upervise the manag	nental, social and he board ultimatel gement of risks to	'y	
1.2	Elect Director Helen Cai	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Significant risks to shard company, which reflects a failure by the board to governance risks. WITHHOLD votes for board of shoulders the most responsibility amongst all board company and its shareholders and should there exposures at the firm. Votes FOR the remaining	to proficiently gual hair John Thorntol pard members for fore be held the n	rd against a n are warra failing to ef nost accoun	nd manage nted given fectively su table for po	e material environn that the chair of th upervise the manag	nental, social and he board ultimatel gement of risks to	'y	
1.3	Elect Director Isela A. Costantini	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Significant risks to shar company, which reflects a failure by the board to governance risks. WITHHOLD votes for board of shoulders the most responsibility amongst all bo company and its shareholders and should there, exposures at the firm. Votes FOR the remaining	to proficiently gual hair John Thorntol pard members for fore be held the n	rd against a n are warra failing to ef nost accoun	nd manage nted given fectively su table for po	e material environn that the chair of th upervise the manag	nental, social and he board ultimatel gement of risks to	'y	
1.4	Elect Director Brian L. Greenspun	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Significant risks to shar company, which reflects a failure by the board to governance risks. WITHHOLD votes for board of shoulders the most responsibility amongst all boar company and its shareholders and should there, exposures at the firm. Votes FOR the remaining	to proficiently gual hair John Thorntol pard members for fore be held the n	rd against a n are warra failing to ef nost accoun	nd manage nted given fectively su table for po	e material environn that the chair of th upervise the manag	nental, social and he board ultimately gement of risks to	'y	
1.5	Elect Director J. Brett Harvey	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Significant risks to shar company, which reflects a failure by the board to governance risks. WITHHOLD votes for board of shoulders the most responsibility amongst all boar company and its shareholders and should there exposures at the firm. Votes FOR the remaining	to proficiently gual hair John Thorntol pard members for fore be held the n	rd against a n are warra failing to ef nost accoun	nd manage nted given fectively su table for po	e material environn that the chair of th upervise the manag	nental, social and he board ultimatel gement of risks to	'y	
1.6	Elect Director Anne N. Kabagambe	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Significant risks to shan company, which reflects a failure by the board to governance risks. WITHHOLD votes for board of shoulders the most responsibility amongst all board company and its shareholders and should there exposures at the firm. Votes FOR the remaining	to proficiently gual hair John Thorntol pard members for fore be held the n	rd against a n are warra failing to ef nost accoun	nd manage nted given fectively su table for po	e material environn that the chair of th upervise the manag	nental, social and he board ultimatel gement of risks to	'y	
1.7	Elect Director M. Loreto Silva	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Significant risks to shar company, which reflects a failure by the board to governance risks. WITHHOLD votes for board of shoulders the most responsibility amongst all be company and its shareholders and should there exposures at the firm. Votes FOR the remaining	to proficiently gual hair John Thorntol pard members for fore be held the n	rd against a n are warra failing to ef nost accoun	nd manage nted given fectively su table for po	e material environn that the chair of th upervise the manag	nental, social and he board ultimately gement of risks to	'y	

# **Barrick Gold Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director John L. Thornton	Mgmt	Yes	For	For	Withhold	l Withhold
	Voting Policy Rationale: Significant risks to s company, which reflects a failure by the boa governance risks. WITHHOLD votes for boal shoulders the most responsibility amongst a company and its shareholders and should th exposures at the firm. Votes FOR the remain	ord to proficiently gua rd chair John Thornta Il board members fo perefore be held the	ard against a on are warra or failing to en most accoun	and manag Inted give Ifectively s Intable for p	ge material enviro n that the chair o supervise the mai	onmental, social and of the board ultimately nagement of risks to t	,
1.9	Elect Director Ben van Beurden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to s company, which reflects a failure by the boa governance risks. WITHHOLD votes for boal shoulders the most responsibility amongst a company and its shareholders and should th exposures at the firm. Votes FOR the remain	ard to proficiently gua rd chair John Thornta Il board members fo perefore be held the	ard against a on are warra or failing to el most accoun	and manag Inted give Ifectively in Intable for	ge material enviro n that the chair o supervise the mai	onmental, social and of the board ultimately nagement of risks to t	,
1.10	Elect Director Pekka J. Vauramo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to s company, which reflects a failure by the boa governance risks. WITHHOLD votes for boal shoulders the most responsibility amongst a company and its shareholders and should th exposures at the firm. Votes FOR the remain	ord to proficiently gua rd chair John Thornta Il board members fo perefore be held the	ard against a on are warra or failing to el most accoun	and manag Inted give Ifectively in Intable for p	ge material enviro n that the chair o supervise the mai	onmental, social and of the board ultimately nagement of risks to t	,
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR the ratific reasonable relative to total fees paid to the d		ouseCoopers	LLP as a	uditor as non-aud	lit fees (2 percent) we	ere
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
4	Voting Policy Rationale: Vote FOR this non-the quantitative pay-for-performance screen has has underperformed its self-selected peer graded in the declined over time. Notwithstanding some of medium upon a further review of the fact packed collectively, appear more responsive to the daward (approximately 52.7 percent of total of financial and TSR metrics; * the company has have improved over the last three years on and API scorecards following consultations weighting of the individual component of the Change Company Name to	s identified a high co roup median over on peer group median of the company's und attern: * the CEO's 2 company's TSR comp compensation) is per as doubled free cash an absolute basis an with shareholders sin	nncern due to ne-, three- ar over one-, th derperforman 2024 compen pared to the rformance-ba n flow compa do relative to nce the previ	o relative of the five-year of the high sation and previous previous previous pred to 20.0 peers; and ous AGM,	degree of alignme ar timeframes. At I five-year timefra igh concerns has i d three-year aver year; * the entire vesting tied to a 23, while EBITDA Id * the enhancer including a marke	ent. The company's Ts the same time, avera- mes, but has general- been mitigated to age compensation, ty of the CEO's LTI mix of operational, Margins and ROE tha ments made to the LT ed decrease in the	5R oge ly t
ד	Barrick Mining Corporation (English) / Societe miniere Barrick (French)	rigilit	165	101	i Oi	FUI	101
	Voting Policy Rationale: Vote FOR the propo primary businesses and activities.	sed name change as	s the new na	me will be	etter identify the o	company with its	

primary businesses and activities.

## **Suncor Energy Inc.**

Meeting Date: 05/06/2025 **Record Date:** 03/14/2025 Primary Security ID: 867224107 Country: Canada Meeting Type: Annual Ticker: SU

# **Suncor Energy Inc.**

Total Ballots: 1

Votable Shares: 15,170Shares on Loan: 0Shares Instructed: 15,170Shares Voted: 15,170

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ian R. Ashby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for the incun Mitchelmore, because the company is not aligned we response to Bill C-59, the company has temporarily and reduction targets. This raises shareholder conce Vote FOR the remaining director nominees.	ith investor exp ceased disclosi	pectations o ing climate-	on Net Zero related con	by 2050 targets and commentent, including GHG emission	nitments. I ons data	In
1.2	Elect Director Patricia M. Bedient	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for the incum Mitchelmore, because the company is not aligned wa response to Bill C-59, the company has temporarily and reduction targets. This raises shareholder conce Vote FOR the remaining director nominees.	ith investor exp ceased disclosi	pectations o ing climate-	on Net Zero related con	by 2050 targets and commetent, including GHG emission	nitments. I ons data	In
1.3	Elect Director Russell K. Girling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for the incun Mitchelmore, because the company is not aligned we response to Bill C-59, the company has temporarily and reduction targets. This raises shareholder conce Vote FOR the remaining director nominees.	ith investor exp ceased disclosi	pectations o ing climate-	on Net Zero related con	by 2050 targets and commetent, including GHG emission	nitments. I ons data	In
1.4	Elect Director Jean Paul (JP) Gladu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for the incum Mitchelmore, because the company is not aligned wo response to Bill C-59, the company has temporarily and reduction targets. This raises shareholder conce Vote FOR the remaining director nominees.	ith investor exp ceased disclos	pectations o ing climate-	on Net Zero related con	by 2050 targets and commetent, including GHG emissi	nitments. I ons data	In
1.5	Elect Director Richard M. Kruger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for the incum Mitchelmore, because the company is not aligned we response to Bill C-59, the company has temporarily and reduction targets. This raises shareholder conce Vote FOR the remaining director nominees.	ith investor exp ceased disclosi	pectations o ing climate-	on Net Zero related con	by 2050 targets and commentent, including GHG emission	nitments. I ons data	In
1.6	Elect Director Brian P. MacDonald	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for the incum Mitchelmore, because the company is not aligned waresponse to Bill C-59, the company has temporarily and reduction targets. This raises shareholder conce Vote FOR the remaining director nominees.	ith investor exp ceased disclos	pectations o ing climate-	on Net Zero related con	by 2050 targets and commetent, including GHG emission	nitments. I ons data	In
1.7	Elect Director Lorraine Mitchelmore	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST for the incum Mitchelmore, because the company is not aligned we response to Bill C-59, the company has temporarily and reduction targets. This raises shareholder conce Vote FOR the remaining director nominees.	ith investor exp ceased disclos	pectations o ing climate-	on Net Zero related con	by 2050 targets and commetent, including GHG emission	nitments. I ons data	In

# **Suncor Energy Inc.**

Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Jane L. Peverett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for Mitchelmore, because the company is not response to Bill C-59, the company has te and reduction targets. This raises shareho Vote FOR the remaining director nominees	aligned with investor e mporarily ceased disclo Ilder concerns about tra	xpectations sing climate	on Net Zei e-related co	ro by 2050 targets ontent, including G	and commitments. GHG emissions data	In
1.9	Elect Director Daniel Romasko	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for Mitchelmore, because the company is not response to Bill C-59, the company has te and reduction targets. This raises shareho Vote FOR the remaining director nominee:	aligned with investor e mporarily ceased disclo Ilder concerns about tra	xpectations sing climate	on Net Zei e-related co	ro by 2050 targets ontent, including G	and commitments. GHG emissions data	In
1.10	Elect Director Christopher R. Seasons	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for Mitchelmore, because the company is not response to Bill C-59, the company has te and reduction targets. This raises sharehow Vote FOR the remaining director nomineer.	aligned with investor e mporarily ceased disclo Ilder concerns about tra	xpectations sing climate	on Net Zei e-related co	ro by 2050 targets ontent, including G	and commitments. GHG emissions data	In
	Elect Director M. Jacqueline	Mamt	Yes	For	For	For	For
1.11	Sheppard	Mgmt	165	101	101	101	. 6.
1.11	•	the incumbent chair o aligned with investor e mporarily ceased disclo lder concerns about tra	f the commi xpectations sing climate	ittee respoi on Net Zei e-related co	nsible for climate i or by 2050 targets ontent, including G	risk oversight, Lorra and commitments. SHG emissions data	ine In
1.11	Sheppard  Voting Policy Rationale: Vote AGAINST for Mitchelmore, because the company is not response to Bill C-59, the company has teand reduction targets. This raises sharehold.	the incumbent chair o aligned with investor e mporarily ceased disclo lder concerns about tra	f the commi xpectations sing climate	ittee respoi on Net Zei e-related co	nsible for climate i or by 2050 targets ontent, including G	risk oversight, Lorra and commitments. SHG emissions data	ine In
	Sheppard  Voting Policy Rationale: Vote AGAINST for Mitchelmore, because the company is not response to Bill C-59, the company has teand reduction targets. This raises sharehow Vote FOR the remaining director nomineer.	the incumbent chair o aligned with investor e mporarily ceased disclo Ider concerns about tra s. Mgmt	f the commi xpectations sing climate ansparency, Yes	ittee respoi on Net Zei e-related co hindering (	nsible for climate i ro by 2050 targets ontent, including G evaluation of its cl For	risk oversight, Lorra and commitments. GHG emissions data imate commitments For	ine In
	Sheppard  Voting Policy Rationale: Vote AGAINST for Mitchelmore, because the company is not response to Bill C-59, the company has te and reduction targets. This raises shareho Vote FOR the remaining director nominees.  Ratify KPMG LLP as Auditors  Voting Policy Rationale: Vote FOR the rational company is not provided to the company in the company is not provided to the company in the company is not provided to the company is not	the incumbent chair o aligned with investor e mporarily ceased disclo Ider concerns about tra s. Mgmt	f the commi xpectations sing climate ansparency, Yes	ittee respoi on Net Zei e-related co hindering (	nsible for climate i ro by 2050 targets ontent, including G evaluation of its cl For	risk oversight, Lorra and commitments. GHG emissions data imate commitments For	ine In
2	Sheppard  Voting Policy Rationale: Vote AGAINST for Mitchelmore, because the company is not response to Bill C-59, the company has te and reduction targets. This raises shareho Vote FOR the remaining director nominees.  Ratify KPMG LLP as Auditors  Voting Policy Rationale: Vote FOR the rational relative to total fees paid to the auditor.  Advisory Vote on Executive	the incumbent chair o aligned with investor e mporarily ceased disclo Ider concerns about tra s. Mgmt fication of KPMG LLP as	f the commin expectations sing climate ensparency, Yes	ittee respon on Net Ze. e-related co hindering of For non-audit i	nsible for climate i ro by 2050 targets ontent, including G evaluation of its co For fees (5 percent) w	risk oversight, Lorra e and commitments. GHG emissions data limate commitments For ere reasonable	ine In : For
2	Sheppard  Voting Policy Rationale: Vote AGAINST for Mitchelmore, because the company is not response to Bill C-59, the company has te and reduction targets. This raises shareho Vote FOR the remaining director nominees.  Ratify KPMG LLP as Auditors  Voting Policy Rationale: Vote FOR the rational relative to total fees paid to the auditor.  Advisory Vote on Executive Compensation Approach	the incumbent chair o aligned with investor e mporarily ceased disclo Ider concerns about tra s. Mgmt fication of KPMG LLP as	f the commin expectations sing climate ensparency, Yes	ittee respon on Net Ze. e-related co hindering of For non-audit i	nsible for climate i ro by 2050 targets ontent, including G evaluation of its co For fees (5 percent) w	risk oversight, Lorra e and commitments. GHG emissions data limate commitments For ere reasonable	ine In : For
2	Sheppard  Voting Policy Rationale: Vote AGAINST for Mitchelmore, because the company is not response to Bill C-59, the company has te and reduction targets. This raises sharehot Vote FOR the remaining director nominees.  Ratify KPMG LLP as Auditors  Voting Policy Rationale: Vote FOR the rational relative to total fees paid to the auditor.  Advisory Vote on Executive Compensation Approach  Voting Policy Rationale: Vote FOR this nor	the incumbent chair or aligned with investor e imporarily ceased disclo- lider concerns about tra formation of KPMG LLP as Mgmt Mgmt	f the commin expectations sing climate insparency, Yes auditor as in Yes	ittee respon on Net Zei- related co hindering of For non-audit of For	nsible for climate i ro by 2050 targets ontent, including G evaluation of its co For fees (5 percent) w	risk oversight, Lorra e and commitments. IHG emissions data limate commitments For were reasonable For et this time.	ine In : For

Ticker: ENB

Voting Policy

**Meeting Date:** 05/07/2025 **Record Date:** 03/12/2025

Country: Canada

Meeting Type: Annual

**Primary Security ID:** 29250N105

# **Enbridge Inc.**

Total Ballots: 1

Votable Shares: 25,200 Shares on Loan: 0 Shares Instructed: 25,200 Shares Voted: 25,200

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mayank (Mike) M. Ashar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to significant risks to significant risks to significant risks to significant risks. AGAINST votes for board of ultimately shoulders the most responsibility of risks to the company and its shareholders, and risk exposures at the firm. A vote FOR the responsibility of the support of the support of the responsibility of the support of the	rd to proficiently gua chair Steven (Steve) amongst all board m nd should therefore	ard against a Williams are embers for t be held the	and manage warrante failing to e most acco	ge material environ ed given that the ch effectively supervise	mental, social and hair of the board e the management	of
1.2	Elect Director Gaurdie E. Banister, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to si company, which reflects a failure by the boa governance risks. AGAINST votes for board of ultimately shoulders the most responsibility a risks to the company and its shareholders, a risk exposures at the firm. A vote FOR the re	rd to proficiently gua chair Steven (Steve) amongst all board m nd should therefore	ard against a Williams are embers for t be held the	and manage warrante failing to e most acco	ge material environ ed given that the ch effectively supervise	mental, social and hair of the board the management	of
1.3	Elect Director Susan M. Cunningham	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to si company, which reflects a failure by the boa governance risks. AGAINST votes for board of ultimately shoulders the most responsibility a risks to the company and its shareholders, a risk exposures at the firm. A vote FOR the re	rd to proficiently gua chair Steven (Steve) amongst all board m nd should therefore	ard against a Williams are embers for t be held the	and manage warrante failing to e most acco	ge material environ ed given that the ch effectively supervise	mental, social and hair of the board the management	of
1.4	Elect Director Gregory L. Ebel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to si company, which reflects a failure by the boad governance risks. AGAINST votes for board of ultimately shoulders the most responsibility a risks to the company and its shareholders, a risk exposures at the firm. A vote FOR the re	rd to proficiently gua chair Steven (Steve) amongst all board m nd should therefore	ard against a Williams are embers for t be held the	and manage warrante failing to e most acco	ge material environ ed given that the ch effectively supervise	mental, social and hair of the board the management	of
1.5	Elect Director Jason B. Few	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to si company, which reflects a failure by the boa governance risks. AGAINST votes for board of ultimately shoulders the most responsibility of risks to the company and its shareholders, and risk exposures at the firm. A vote FOR the re-	rd to proficiently gua chair Steven (Steve) amongst all board m nd should therefore	ard against a Williams are embers for t be held the	and manage warrante failing to e most acco	ge material environ ed given that the ch effectively supervise	mental, social and hair of the board the management	of
1.6	Elect Director Douglas L. Foshee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to si company, which reflects a failure by the boal governance risks. AGAINST votes for board of ultimately shoulders the most responsibility	rd to proficiently gua chair Steven (Steve)	ard against a Williams are	and manag e warrante	ge material environ ed given that the ch	mental, social and hair of the board	

ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.

# **Enbridge Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Theresa B.Y. Jang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to shar company, which reflects a failure by the board governance risks. AGAINST votes for board cha ultimately shoulders the most responsibility am risks to the company and its shareholders, and risk exposures at the firm. A vote FOR the rema	to proficiently gua iir Steven (Steve) ongst all board me should therefore L	ord against a Williams are embers for t be held the	and manag warranted failing to et most accol	e material environ d given that the ch ffectively supervise	mental, social and hair of the board e the management o	of
1.8	Elect Director Teresa S. Madden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to shan company, which reflects a failure by the board governance risks. AGAINST votes for board cha ultimately shoulders the most responsibility am risks to the company and its shareholders, and risk exposures at the firm. A vote FOR the rema	to proficiently gua iir Steven (Steve) ongst all board me should therefore L	ord against a Williams are embers for t be held the	and manag warranted failing to el most accol	e material environ d given that the ch ffectively supervise	mental, social and hair of the board e the management o	of
1.9	Elect Director Manjit Minhas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to shall company, which reflects a failure by the board governance risks. AGAINST votes for board chaultimately shoulders the most responsibility am risks to the company and its shareholders, and risk exposures at the firm. A vote FOR the remainders	to proficiently gua ir Steven (Steve) ongst all board me should therefore L	ord against a Williams are embers for t be held the	and manag warranted failing to et most accol	e material environ d given that the ch ffectively supervise	mental, social and nair of the board e the management o	of
1.10	Elect Director Stephen S. Poloz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to shan company, which reflects a failure by the board governance risks. AGAINST votes for board cha ultimately shoulders the most responsibility am risks to the company and its shareholders, and risk exposures at the firm. A vote FOR the rema	to proficiently gua iir Steven (Steve) ongst all board me should therefore L	ord against a Williams are embers for t be held the	and manag warranted failing to et most accol	e material environ d given that the ch ffectively supervise	mental, social and hair of the board e the management o	of
1.11	Elect Director S. Jane Rowe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to shar company, which reflects a failure by the board governance risks. AGAINST votes for board cha ultimately shoulders the most responsibility am risks to the company and its shareholders, and risk exposures at the firm. A vote FOR the rema	to proficiently gua iir Steven (Steve) ongst all board me should therefore L	ord against a Williams are embers for t be held the	and manag warranted failing to el most accol	e material environ d given that the ch ffectively supervise	mental, social and hair of the board e the management o	of
1.12	Elect Director Steven W. Williams	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Significant risks to shar company, which reflects a failure by the board governance risks. AGAINST votes for board cha ultimately shoulders the most responsibility am risks to the company and its shareholders, and risk exposures at the firm. A vote FOR the rema	to proficiently gua nir Steven (Steve) ongst all board me should therefore L	ord against a Williams are embers for t be held the	and manag warranted failing to et most accou	e material environ d given that the ch ffectively supervise	mental, social and hair of the board e the management o	of
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration  Voting Policy Rationale: Vote FOR the ratification	Mgmt	Yes	For	For	For fees (11 percent)	For

Voting Policy Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (11 percent) were reasonable relative to total fees paid to the auditor.

## **Enbridge Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Vote Instruction	
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For	

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 upon further qualitative analysis. Compared to the company's own peer group, the company has outperformed or performed roughly in line with its peer group on a one-, three-, and five-year timeframe. The CEO's 2024 compensation appears to be near the peer median. Although some problematic pay practices have been evidenced, overall, the company has demonstrated adequate stewardship of investor's interests regarding executive compensation.

## **Gilead Sciences, Inc.**

Meeting Date: 05/07/2025

Country: USA

Ticker: GILD

**Record Date:** 03/14/2025

Votable Shares: 1,000

Meeting Type: Annual Primary Security ID: 375558103

**Total Ballots:** 1

Shares on Loan: 0

Shares Instructed: 1,000 Shares Voted: 1,000

votable Snares: 1,000	Snares on Loan: 0		5	nares Inst	ructea: 1,000	Snares voted: 1,000		
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1a	Elect Director Jacqueline K. Barton	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the direct	ctor nominees is warr	ranted.					
1b	Elect Director Jeffrey A. Bluestone	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the direct	ctor nominees is warr	ranted.					,
1c	Elect Director Sandra J. Horning	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the direct	ctor nominees is warr	ranted.					
1d	Elect Director Kelly A. Kramer	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the direct	ctor nominees is warr	ranted.					
1e	Elect Director Ted W. Love	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the direct	ctor nominees is warr	ranted.					
1f	Elect Director Harish M. Manwani	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the direct	ctor nominees is warr	ranted.					
1g	Elect Director Daniel P. O'Day	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the direct	ctor nominees is warr	ranted.					
1h	Elect Director Javier J. Rodriguez	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the direct	ctor nominees is warr	ranted.					
<b>1</b> i	Elect Director Anthony Welters	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the direct	ctor nominees is warr	ranted.					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR this prop	posal to ratify the aud	ditor is warr	anted.				

# **Gilead Sciences, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR this proposal is annual incentives are based entirely on pre-set obje- non-financial metrics, and annual equity grants are	ective measure	s, with robu	ıst perform	ance disclosure for financia			
4	Report on Pay Disparity	SH	Yes	Against	Against	Against	Against	
	Voting Policy Rationale: A vote AGAINST this resolution positioned to determine the specific metrics and continuous the say-on-pay proposal is a more appropriate averagements.	nsiderations in	developing	the execut	tive compensation program	. In additio	on,	
5	Require Independent Board Chair	SH	Yes	Against	Against	For	For	
	Voting Policy Rationale: A vote FOR this proposal is	warranted give	en the impo	ortance of I	having an independent boa	rd chair.		
6	Adopt Comprehensive Human Rights Policy and Human Rights Due Diligence Process	SH	Yes	Against	For	For	For	
	Voting Policy Rationale: A vote FOR this proposal is company specifically acknowledges that access and adoption of a comprehensive human rights policy in diligence appears prudent at this time.	availability of	its medicati	ons is one	of its most material ESG fa	ctors, the		
7	Report on the Risks of DEI Practices for Contractors	SH	Yes	Against	Against	Against	Against	
	Voting Policy Rationale: A vote AGAINST this proposevaluating and mitigating risks in its supply chain, in In addition, the company details its enterprise risk in ERM, and strategic and operational assessments.	ncluding a rece	ently implen	nented mul	tifactor methodology and f	ramework.		

# **Intact Financial Corporation**

**Meeting Date:** 05/07/2025 **Record Date:** 03/14/2025

Country: Canada

Meeting Type: Annual

**Primary Security ID:** 45823T106

Total Ballots: 1

Votable Shares: 2,100 Shares on Loan: 0 Shares Instructed: 2,100 Shares Voted: 2,100

•					•		•
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles Brindamour	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed re	nominees as no s	ignificant co	ncerns ha	ve been identified at this i	time.	
1.2	Elect Director Michael Katchen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed re	nominees as no s	ignificant co	ncerns ha	ve been identified at this i	time.	
1.3	Elect Director Stephani Kingsmill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed re	nominees as no s	ignificant co	ncerns ha	ve been identified at this i	time.	
1.4	Elect Director Jane E. Kinney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed n	nominees as no s	ignificant co	ncerns ha	ve been identified at this t	time.	

Ticker: IFC

# **Intact Financial Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Robert G. Leary	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all propose	d nominees as no si	ignificant co	ncerns hav	re been identified at this tir	ne.	
1.6	Elect Director T. Michael Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all propose	d nominees as no si	ignificant co	ncerns hav	re been identified at this tir	ne.	
1.7	Elect Director Sylvie Paquette	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all propose	d nominees as no si	ignificant co	ncerns hav	re been identified at this tir	me.	
1.8	Elect Director Stuart J. Russell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all propose	d nominees as no si	ignificant co	ncerns hav	re been identified at this tir	me.	
1.9	Elect Director Indira V. Samarasekera	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all propose	d nominees as no si	ignificant co	ncerns hav	re been identified at this tir	ne.	
1.10	Elect Director Frederick Singer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all propose	d nominees as no si	ignificant co	ncerns hav	re been identified at this tir	me.	
1.11	Elect Director Carolyn A. Wilkins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all propose	d nominees as no si	ignificant co	ncerns hav	re been identified at this tir	ne.	
1.12	Elect Director William L. Young	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all propose	d nominees as no si	ignificant co	ncerns hav	re been identified at this tir	ne.	
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR the ratifica reasonable relative to total fees paid to the a		g LLP as au	ditor as no	n-audit fees (1 percent) w	ere	
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR this non-bit	nding advisory resol	ution as the	re are no s	significant issues at this tim	ne.	

## PepsiCo, Inc.

Meeting Date: 05/07/2025 Record Date: 02/27/2025 Country: USA
Meeting Type: Annual

Ticker: PEP

Primary Security ID: 713448108

Total Ballots: 1

Votable Shares: 1,000 Shares on Loan: 0

Shares Instructed: 1,000

Shares Voted: 1,000

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1a	Elect Director Segun Agbaje	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1b	Elect Director Jennifer Bailey	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR the director nominees is warranted.								
1c	Elect Director Cesar Conde	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR the director nominees is warranted.								

## PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction				
1d	Elect Director Ian Cook	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the direct	tor nominees is war	ranted.								
1e	Elect Director Edith W. Cooper	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the direct	Voting Policy Rationale: A vote FOR the director nominees is warranted.									
1f	Elect Director Susan M. Diamond	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the director nominees is warranted.										
1g	Elect Director Dina Dublon	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the director nominees is warranted.										
1h	Elect Director Michelle Gass	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the director nominees is warranted.										
1i	Elect Director Ramon L. Laguarta	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the director nominees is warranted.										
1j	Elect Director Dave J. Lewis	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the director nominees is warranted.										
1k	Elect Director David C. Page	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the director nominees is warranted.										
11	Elect Director Robert C. Pohlad	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the direct	tor nominees is war	ranted.								
1m	Elect Director Daniel Vasella	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the director nominees is warranted.										
1n	Elect Director Darren Walker	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the director nominees is warranted.										
10	Elect Director Alberto Weisser	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the director nominees is warranted.										
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.										
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this propreview.	Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.									
4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Yes	Against	Against	For	For				
	Voting Policy Rationale: A vote FOR this prop	Voting Policy Rationale: A vote FOR this proposal is warranted as a third-party assessment would enhance transparency, which									

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.

# PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
5	Report on Third-Party Racial Equity Audit	SH	Yes	Against	Against	For	For	
	Voting Policy Rationale: A vote FOR this resolut shareholders to more effectively evaluate the in	-				•	able	
6	Report on Risks Related to Biodiversity and Nature Loss	SH	Yes	Against	Against	For	For	
	Voting Policy Rationale: A vote FOR this propos how the company manages risks related to bio	•					ting	
7	Report on Plastic Packaging	SH	Yes	Against	Against	For	For	
	Voting Policy Rationale: A vote FOR this propos shareholders to better assess the company's ris						5.	

#### **BCE Inc.**

Meeting Date: 05/08/2025

Country: Canada

Ticker: BCE

Shares Voted: 10,800

**Record Date:** 03/17/2025

Primary Security ID: 05534B760

Meeting Type: Annual

Total Ballots: 1

Votable Shares: 10,800

Shares on Loan: 0 Shares Instructed: 10,800

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction			
1.1	Elect Director Mirko Bibic	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.									
1.2	Elect Director Robert P. Dexter	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.									
1.3	Elect Director Katherine Lee	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.									
1.4	Elect Director Monique F. Leroux	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR all proposed no	ominees as no s	ignificant co	ncerns ha	ve been identified at this til	me.				
1.5	Elect Director Sheila A. Murray	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR all proposed no	ncerns ha	ve been identified at this til	me.						
1.6	Elect Director Gordon M. Nixon	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.									
1.7	Elect Director Louis P. Pagnutti	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.									
1.8	Elect Director Calin Rovinescu	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR all proposed no	ominees as no s	ignificant co	ncerns ha	ve been identified at this til	me.				
1.9	Elect Director Karen Sheriff	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.									

#### **BCE Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction						
1.10	Elect Director Jennifer Tory	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed nom	inees as no sig	gnificant con	ncerns have	been identified at this tim	e.							
1.11	Elect Director Louis Vachon	Mgmt	Yes	For	For	For	For						
	oting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.12	Elect Director Johan Wibergh	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.13	Elect Director Cornell Wright	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR the ratification of	Ernst & Young	g LLP as aud	litor.									
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For						
	dium -over-year On balance,												
4	SP 1: Disclosure of Language Fluency of Employees	SH	Yes	Against	Against	Against	Against						
	Voting Policy Rationale: A vote AGAINST this shared materials are made available in French and English, Considering the above and the fact that the compar business in Quebec, the request of the proponent p prescriptive. As such, a vote AGAINST this sharehold	including mat ny is already co ertaining to di	erials prepa omplying wi sclosing the	red for the th all laws a languages	annual meetings of sharef and regulations applicable by all employees appears	nolders. to doing							
5	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Yes	Against	For	For	For						
	Voting Policy Rationale: A vote FOR this shareholde among other things, hinder meaningful exchanges to uncomfortable questions, increase the likelihood of shareholder rights, while most investors have repeat	between mana marginalizing (	gement and certain shar	l shareholde eholders, a	ers, enable management to nd contribute to an erosion	o avoid							
6	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Yes	Against	Against	Against	Against						
	Voting Policy Rationale: Vote AGAINST this proposa disclosure surrounding its approach to managing Al does not appear to be compelling evidence that the sick in professible to another at this time.	risk, which do	es not depa	art from ina	lustry standards. Furthermo	ore, there							

Ticker: CHRW

## C.H. Robinson Worldwide, Inc.

Meeting Date: 05/08/2025Country: USARecord Date: 03/12/2025Meeting Type: Annual

risk is preferable to another at this time.

Primary Security ID: 12541W209

# C.H. Robinson Worldwide, Inc.

Total Ballots: 1

Votable Shares: 1,900 Shares on Loan: 0 Shares Instructed: 1,900 Shares Voted: 1,900

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction						
1a	Elect Director David P. Bozeman	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.										
1b	Elect Director Kermit R. Crawford	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: A vote FOR the dire	Voting Policy Rationale: A vote FOR the director nominees is warranted.											
1c	Elect Director Timothy C. Gokey	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.										
1d	Elect Director Mark A. Goodburn	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.										
1e	Elect Director Mary J. Steele Guilfoile	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.										
1f	Elect Director Jodee A. Kozlak	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: A vote FOR the dir	ector nominees is war	ranted.										
1g	Elect Director Michael H. McGarry	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.										
1h	Elect Director Paige K. Robbins	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: A vote FOR the dire	ector nominees is war	ranted.										
1i	Elect Director Paula C. Tolliver	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: A vote FOR the dir	ector nominees is war	ranted.										
<b>1</b> j	Elect Director Henry W. "Jay" Winship	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: A vote FOR the dir	ector nominees is war	ranted.										
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: A vote FOR this pro review. A majority of the annual incentives	•					,						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: A vote FOR this pro	oposal to ratify the au	ditor is warr	anted.									
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against						
	Voting Policy Rationale: Based on an evaluation Scorecard (EPSC), a vote AGAINST this proof The estimated duration of available and provesting treatment is incomplete (or is other vesting	pposal is warranted du oposed shares exceed	e to the follo s six years *	owing key * The disc	factor(s): * The plate fosure of change-in-	an cost is excessive control ("CIC")							

#### **Canadian Natural Resources Limited**

Meeting Date: 05/08/2025

Country: Canada

Ticker: CNQ

**Record Date:** 03/19/2025

Meeting Type: Annual/Special

Primary Security ID: 136385101

Total Ballots: 1

commitments. Vote FOR the remaining director nominees.

Votable Shares: 25,400 Shares on Loan: 0 Shares Instructed: 25,400 Shares Voted: 25,400

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Catherine M. Best	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD Christopher Fong, because the company is commitments. In addition, in response to emissions data and reduction targets. This commitments. Vote FOR the remaining directions.	s not aligned with inves Bill C-59, the company s raises shareholder con	stor expectat ceased disc	tions on N losing clim	et Zero by 2050 tar nate-related content	gets and t, including GHG	te
1.2	Elect Director M. Elizabeth Cannon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD Christopher Fong, because the company is commitments. In addition, in response to emissions data and reduction targets. This commitments. Vote FOR the remaining directions.	s not aligned with inves Bill C-59, the company s raises shareholder con	stor expectat ceased disc	tions on N losing clim	et Zero by 2050 tar nate-related content	gets and t, including GHG	te
1.3	Elect Director N. Murray Edwards	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD Christopher Fong, because the company is commitments. In addition, in response to emissions data and reduction targets. This commitments. Vote FOR the remaining directions.	s not aligned with inves Bill C-59, the company s raises shareholder con	stor expectat ceased disc	tions on N	et Zero by 2050 tar nate-related content	gets and t, including GHG	te
1.4	Elect Director Christopher L. Fong	Mgmt	Yes	For	For	Withhole	d Withhold
	Voting Policy Rationale: Vote WITHHOLD Christopher Fong, because the company is commitments. In addition, in response to emissions data and reduction targets. This commitments. Vote FOR the remaining directions.	s not aligned with inves Bill C-59, the company s raises shareholder con	stor expectat ceased disc	tions on N	et Zero by 2050 tar nate-related content	gets and t, including GHG	te
1.5	Elect Director Gordon D. Giffin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD Christopher Fong, because the company is commitments. In addition, in response to emissions data and reduction targets. This commitments. Vote FOR the remaining directions.	s not aligned with inves Bill C-59, the company s raises shareholder con	stor expectat ceased disc	tions on N	et Zero by 2050 tar nate-related content	gets and t, including GHG	te
1.6	Elect Director Wilfred A. Gobert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD. Christopher Fong, because the company is commitments. In addition, in response to emissions data and reduction targets. This commitments. Vote FOR the remaining dir	s not aligned with inves Bill C-59, the company s raises shareholder con	stor expectat ceased disc	tions on N losing clim	et Zero by 2050 tar nate-related content	gets and t, including GHG	te
1.7	Elect Director Christine M. Healy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote WITHHOLD Christopher Fong, because the company is commitments. In addition, in response to emissions data and reduction targets. This	s not aligned with inves Bill C-59, the company	stor expectat ceased disc	tions on N	et Zero by 2050 tar nate-related content	gets and t, including GHG	te

#### **Canadian Natural Resources Limited**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction						
1.8	Elect Director Steve W. Laut	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote WITHHOLD for the Christopher Fong, because the company is not all commitments. In addition, in response to Bill C-5: emissions data and reduction targets. This raises commitments. Vote FOR the remaining director not seemed to the commitments.	igned with inves 9, the company shareholder col	stor expecta ceased disc	tions on No losing clim	et Zero by 2050 targets an nate-related content, includ	d ling GHG	te						
1.9	Elect Director Frank J. McKenna	Mgmt	Yes	For	For	For	For						
	Christopher Fong, because the company is not all commitments. In addition, in response to Bill C-5 emissions data and reduction targets. This raises	oting Policy Rationale: Vote WITHHOLD for the incumbent chair of the committee responsible for climate risk oversight, Thristopher Fong, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. In addition, in response to Bill C-59, the company ceased disclosing climate-related content, including GHG commitments. Vote FOR the remaining director nominees.											
1.10	Elect Director Scott G. Stauth	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote WITHHOLD for the incumbent chair of the committee responsible for climate risk oversight, Christopher Fong, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. In addition, in response to Bill C-59, the company ceased disclosing climate-related content, including GHG emissions data and reduction targets. This raises shareholder concerns about transparency, hindering evaluation of its climate commitments. Vote FOR the remaining director nominees.												
1.11	Elect Director David A. Tuer	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote WITHHOLD for the Christopher Fong, because the company is not all commitments. In addition, in response to Bill C-5 emissions data and reduction targets. This raises commitments. Vote FOR the remaining director necessity.	igned with inves 9, the company shareholder col	stor expecta ceased disc	tions on No losing clim	et Zero by 2050 targets an nate-related content, includ	d ling GHG	te						
1.12	Elect Director Annette M. Verschuren	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote WITHHOLD for the Christopher Fong, because the company is not all commitments. In addition, in response to Bill C-5: emissions data and reduction targets. This raises commitments. Vote FOR the remaining director not seem to be seen to	igned with inves 9, the company shareholder col	stor expecta ceased disc	tions on No losing clim	et Zero by 2050 targets an nate-related content, includ	d ling GHG	te						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR the ratification were reasonable relative to total fees paid to the		ouseCoopers	LLP as au	ditor as non-audit fees (11	percent)							
3	Re-approve Stock Option Plan	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), vote FOR this stock option plan.												
4	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR this non-binding	g advisory resol	lution as the	re are no .	significant issues at this tin	ne.							

Ticker: MFC

## **Manulife Financial Corporation**

Meeting Date: 05/08/2025Country: CanadaRecord Date: 03/12/2025Meeting Type: Annual

Primary Security ID: 56501R106

# **Manulife Financial Corporation**

Total Ballots: 1

Votable Shares: 21,170 Shares on Loan: 0 Shares Instructed: 21,170 Shares Voted: 21,170

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction							
1.1	Elect Director Nicole S. Arnaboldi	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: Vote FOR all propos	sed nominees as no s	significant co	ncerns ha	ve been identified a	at this time.								
1.2	Elect Director Guy L.T. Bainbridge	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: Vote FOR all propos	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.3	Elect Director Nancy J. Carroll	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: Vote FOR all propos	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.4	Elect Director Julie E. Dickson	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: Vote FOR all propos	sed nominees as no s	significant co	ncerns ha	ve been identified a	at this time.								
1.5	Elect Director J. Michael Durland	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: Vote FOR all propos	ed nominees as no s	significant co	ncerns ha	ve been identified a	at this time.								
1.6	Elect Director Donald P. Kanak	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: Vote FOR all propos	ed nominees as no s	significant co	ncerns ha	ve been identified a	at this time.								
1.7	Elect Director Donald R. Lindsay	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: Vote FOR all propos	sed nominees as no s	significant co	ncerns ha	ve been identified a	at this time.								
1.8	Elect Director Anna Manning	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: Vote FOR all propos	sed nominees as no s	significant co	ncerns ha	ve been identified a	at this time.								
1.9	Elect Director John S. Montalbano	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: Vote FOR all propos	sed nominees as no s	significant co	ncerns ha	ve been identified a	at this time.								
1.10	Elect Director May Tan	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: Vote FOR all propos	ed nominees as no s	significant co	ncerns ha	ve been identified a	at this time.								
1.11	Elect Director Leagh E. Turner	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: Vote FOR all propos	sed nominees as no s	significant co	ncerns ha	ve been identified a	at this time.								
1.12	Elect Director Philip J. Witherington	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: Vote FOR all propos	ed nominees as no s	significant co	ncerns ha	ve been identified a	at this time.								
1.13	Elect Director John W.P-K. Wong	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: Vote FOR all propos	sed nominees as no s	significant co	ncerns ha	ve been identified a	at this time.								
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: Vote FOR the ratifice reasonable relative to total fees paid to the		ng LLP as au	ıditor as n	on-audit fees (1 pe	rcent) were								
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: Vote FOR this non-L	binding advisory reso	lution as the	ere are no	significant issues a	t this time.								

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

Meeting Date: 05/08/2025 Record Date: 03/14/2025 Country: Canada

Meeting Type: Annual

Ticker: SLF

Primary Security ID: 866796105

Total Ballots: 1

 Votable Shares: 6,893
 Shares on Loan: 0
 Shares Instructed: 6,893
 Shares Voted: 6,893

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction						
1.1	Elect Director Deepak Chopra	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed no.	minees as no s	ignificant co	ncerns ha	ve been identified at this til	ne.							
1.2	Elect Director Stephanie L. Coyles	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.3	Elect Director Patrick P. F. Cronin	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.4	Elect Director Ashok K. Gupta	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.5	Elect Director David H. Y. Ho	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed no.	minees as no s	ignificant co	ncerns ha	ve been identified at this til	me.							
1.6	Elect Director Laurie G. Hylton	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.7	Elect Director Stacey A. Madge	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed no.	minees as no s	ignificant co	ncerns ha	ve been identified at this til	me.							
1.8	Elect Director Helen M. Mallovy Hicks	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.9	Elect Director Marie-Lucie Morin	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.												
1.10	Elect Director Joseph M. Natale	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed no.	minees as no s	ignificant co	ncerns hav	ve been identified at this til	me.							
1.11	Elect Director Scott F. Powers	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed no.	minees as no s	ignificant co	ncerns hav	ve been identified at this til	ne.							
1.12	Elect Director Kevin D. Strain	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR all proposed no.	minees as no s	ignificant co	ncerns hav	ve been identified at this til	me.							
2	Ratify Deloitte LLP as Auditors	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR the ratification of relative to total fees paid to the auditor.	of Deloitte LLP	as auditor a	s non-audi	it fees (9 percent) were rea	asonable							
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: Vote FOR this non-binding	g advisory resol	lution as the	ere are no s	significant issues at this tin	ne.							

# **TC Energy Corporation**

**Meeting Date:** 05/08/2025 **Record Date:** 03/21/2025

Country: Canada
Meeting Type: Annual

Ticker: TRP

Primary Security ID: 87807B107

Total Ballots: 1

Votable Shares: 12,280 Shares on Loan: 0 Shares Instructed: 12,280 Shares Voted: 12,280

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott Bonham	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed non	ninees as no si	ignificant co	ncerns hav	e been identified at this tin	ne.	
1.2	Elect Director Cheryl F. Campbell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed non	ninees as no si	ignificant co	ncerns hav	e been identified at this tin	ne.	
1.3	Elect Director Michael R. Culbert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed non	ne.					
1.4	Elect Director William D. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed non	ninees as no si	ignificant co	ncerns hav	e been identified at this tin	ne.	
1.5	Elect Director Susan C. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed non	ninees as no si	ignificant co	ncerns hav	e been identified at this tin	ne.	
1.6	Elect Director John E. Lowe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed non	ninees as no si	ignificant co	ncerns hav	e been identified at this tin	ne.	
1.7	Elect Director Dawn Madahbee Leach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed non	ninees as no si	ignificant co	ncerns hav	e been identified at this tin	ne.	
1.8	Elect Director Francois L. Poirier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed non	ninees as no si	ignificant co	ncerns hav	e been identified at this tin	ne.	
1.9	Elect Director Una Power	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed non	ninees as no si	ignificant co	ncerns hav	e been identified at this tin	ne.	
1.10	Elect Director Mary Pat Salomone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed non	ninees as no si	ignificant co	ncerns hav	e been identified at this tin	ne.	
1.11	Elect Director Siim A. Vanaselja	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed non	ninees as no si	ignificant co	ncerns hav	e been identified at this tin	ne.	
1.12	Elect Director Thierry Vandal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed non	ninees as no si	ignificant co	ncerns hav	e been identified at this tin	ne.	
1.13	Elect Director Dheeraj "D" Verma	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed non	ninees as no si	ignificant co	ncerns hav	e been identified at this tin	ne.	

## **TC Energy Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR the ratification of relative to total fees paid to the auditor.	f KPMG LLP as	auditor as i	non-audit 1	fees (9 percent) were reasc	onable	
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR this non-binding test, the overall quantitative pay-for-performance s	•			he financial performance as	sessment	
4	Amend Shareholder Rights Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR the shareholder the interests of shareholders in the event of a bid the shareholder in the shareholder in the shareholder in the event of a bid the shareholder in			"new gene	eration" plan that is structu	red to prot	ect

### **Union Pacific Corporation**

Meeting Date: 05/08/2025

Country: USA

Ticker: UNP

**Record Date:** 03/14/2025

-- 05/1 ./ 2025

Meeting Type: Annual

Primary Security ID: 907818108

Total Ballots: 1

Votable Shares: 500 Shares on Loan: 0

Shares Instructed: 500

Shares Voted: 500

Votable Shares: 500	Shares on Loan: 0		S	hares Inst	ructed: 500		Shares Voted: 500				
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction				
1a	Elect Director David B. Dillon	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the direct	tor nominees is war	ranted.					*			
1b	Elect Director Sheri H. Edison	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the director nominees is warranted.										
1c	Elect Director Teresa M. Finley	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the direct	tor nominees is war	ranted.								
1d	Elect Director Deborah C. Hopkins	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the direct	tor nominees is war	ranted.								
1e	Elect Director Jane H. Lute	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the direct	tor nominees is war	ranted.								
1f	Elect Director Michael R. McCarthy	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the direct	tor nominees is war	ranted.								
<b>1</b> g	Elect Director Doyle R. Simons	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the direct	tor nominees is war	ranted.								
1h	Elect Director John K. Tien, Jr.	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the direct	tor nominees is war	ranted.								
<b>1</b> i	Elect Director V. James Vena	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the direct	tor nominees is war	ranted.								

# **Union Pacific Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction					
1j	Elect Director John P. Wiehoff	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR the director nominees is warranted.											
1k	Elect Director Christopher J. Williams	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR the director no	minees is warr	anted.									
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR this proposal to	ratify the aud	ditor is warr	anted.								
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR this proposal is review.	warranted as	pay and pe	rformance	were reasonably aligned fo	r the year	in					
4	Amend Clawback Policy	SH	Yes	Against	Against	Against	Against					
	Voting Policy Rationale: A vote AGAINST this proporthe standard that is requested by the proponent. For the policy, even when recoupment of pay is not	urther, the pro	ponent's as	k that the l	board disclose any delibera							

### **United Parcel Service, Inc.**

**Meeting Date:** 05/08/2025 **Record Date:** 03/10/2025

**Country:** USA **Meeting Type:** Annual

Ticker: UPS

**Primary Security ID:** 911312106

Total Ballots: 1

Votable Shares: 1,200Shares on Loan: 0Shares Instructed: 1,200Shares Voted: 1,200

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney Adkins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Go Russell Stokes, and Kevin Warsh is warrante time-based sunset provision. A vote FOR the	ed for maintaining a	multi-class s	tructure ti	hat is not subject		on,
1b	Elect Director Eva Boratto	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Go Russell Stokes, and Kevin Warsh is warrante time-based sunset provision. A vote FOR the	ed for maintaining a	multi-class s	tructure ti	hat is not subject		on,
1c	Elect Director Kevin Clark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Go Russell Stokes, and Kevin Warsh is warrante time-based sunset provision. A vote FOR the	ed for maintaining a	multi-class s	tructure ti	hat is not subject		on,
1d	Elect Director Wayne Hewett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Go Russell Stokes, and Kevin Warsh is warrante time-based sunset provision. A vote FOR the	ed for maintaining a	multi-class s	tructure ti	hat is not subject		on,

# **United Parcel Service, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction					
1e	Elect Director Angela Hwang	Mgmt	Yes	For	For	For	For					
	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.											
1f	Elect Director Kate Johnson	Mgmt	Yes	For	Against	Against	Against					
	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.											
1g	Elect Director William Johnson	Mgmt	Yes	For	Against	Against	Against					
	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.											
1h	Elect Director Franck Moison	Mgmt	Yes	For	Against	Against	Against					
	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.											
1i	Elect Director Christiana Smith Shi	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote AGAINST Governance Russell Stokes, and Kevin Warsh is warranted for m time-based sunset provision. A vote FOR the remain	naintaining a m	nulti-class st	ructure tha			n,					
1j	Elect Director Russell Stokes	Mgmt	Yes	For	Against	Against	Against					
	Voting Policy Rationale: A vote AGAINST Governance Russell Stokes, and Kevin Warsh is warranted for m time-based sunset provision. A vote FOR the remain	naintaining a m	nulti-class st	ructure tha			n,					
1k	Elect Director Carol B. Tome	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote AGAINST Governance Russell Stokes, and Kevin Warsh is warranted for m time-based sunset provision. A vote FOR the remain	naintaining a m	nulti-class st	ructure tha			n,					
11	Elect Director Kevin M. Warsh	Mgmt	Yes	For	Against	Against	Against					
	Voting Policy Rationale: A vote AGAINST Governance Russell Stokes, and Kevin Warsh is warranted for m time-based sunset provision. A vote FOR the remain	naintaining a m	nulti-class st	ructure tha			n,					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR this proposal is review. Some concern is raised given that goals are based on pre-set financial metrics and the long-term performance periods.	not forwardly	disclosed fo	or PSUs. Ho	nwever, annual incentives a	are entirely						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR this proposal to	ratify the aud	ditor is warra	anted.								
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For					
	Voting Policy Rationale: A vote FOR this proposal is	warranted, as	it would pr	ovide all sh	areholders with equal votin	ng rights o	n					

all matters.

## **United Parcel Service, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Yes	Against	Against	Against	Against

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.

#### **Constellation Software Inc.**

Meeting Date: 05/13/2025 **Record Date:** 04/03/2025

Country: Canada Meeting Type: Annual Ticker: CSU

Primary Security ID: 21037X100

Total Ballots: 1

Votable Shares: 200	Shares on Loan: 0		s	hares Insti	ructed: 200		Shares Voted: 200
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jamal Baksh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nor	ninees as no s	ignificant co	ncerns hav	re been identified at this tin	ne.	
1.2	Elect Director John Billowits	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nor	ninees as no s	ignificant co	ncerns hav	re been identified at this tin	ne.	
1.3	Elect Director Lawrence Cunningham	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed non	minees as no s	ignificant co	ncerns hav	re been identified at this tin	ne.	
1.4	Elect Director Claire Kennedy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nor	ninees as no s	ignificant co	ncerns hav	re been identified at this tir	ne.	
1.5	Elect Director Robert Kittel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nor	ninees as no s	ignificant co	ncerns hav	re been identified at this tir	ne.	
1.6	Elect Director Mark Leonard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nor	minees as no s	ignificant co	ncerns hav	re been identified at this tin	ne.	
1.7	Elect Director Donna Parr	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nor	ninees as no s	ignificant co	ncerns hav	re been identified at this tin	ne.	
1.8	Elect Director Andrew Pastor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nor	minees as no s	ignificant co	ncerns hav	re been identified at this tir	ne.	
1.9	Elect Director Laurie Schultz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nor	minees as no s	ignificant co	ncerns hav	re been identified at this tin	ne.	
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR the ratification or relative to total fees paid to the auditor.	f KPMG LLP as	auditor as l	non-audit i	fees (1 percent) were reasc	onable	
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR this non-binding	advisory resor	lution as the	ere are no s	significant issues at this tim	e.	

### **Waste Connections, Inc.**

Meeting Date: 05/16/2025 Record Date: 03/21/2025 **Country:** Canada **Meeting Type:** Annual Ticker: WCN

**Primary Security ID:** 94106B101

Total Ballots: 1

Votable Shares: 3,100 Shares on Loan: 0

Shares Instructed: 3,100

Shares Voted: 3,100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrea E. Bertone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.				
1b	Elect Director Edward E. "Ned" Guillet	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.				
1c	Elect Director Michael W. Harlan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.				
1d	Elect Director Elise L. Jordan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.				
1e	Elect Director Cherylyn Harley LeBon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.				
1f	Elect Director Susan "Sue" Lee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.				
1g	Elect Director Ronald J. Mittelstaedt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.				
1h	Elect Director Carl D. Sparks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is warr	ranted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposignificant concerns were identified at this time		pay and pe	rformance	are reasonably aligned, a	and no	
3	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For

### **Honeywell International Inc.**

Meeting Date: 05/20/2025 Record Date: 04/01/2025 **Country:** USA **Meeting Type:** Annual

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

Ticker: HON

Primary Security ID: 438516106

# **Honeywell International Inc.**

Total Ballots:

	Shares on Loan: 0		SI	nares Inst	Shares Voted: 600		
Proposal Number	Proposal Text	Proponent	Votable Proposal	Voting Policy Rec	Vote Instruction		
1a	Elect Director Duncan B. Angove	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST the inc Davis, is warranted because the company is no commitments. A vote FOR the remaining director	t aligned with inve	estor expecta				ť
1b	Elect Director William S. Ayer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST the inc Davis, is warranted because the company is not commitments. A vote FOR the remaining director	t aligned with inve	estor expecta				t
1c	Elect Director Kevin Burke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST the inc Davis, is warranted because the company is not commitments. A vote FOR the remaining director	t aligned with inve	estor expecta				t
1d	Elect Director D. Scott Davis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the inc Davis, is warranted because the company is not commitments. A vote FOR the remaining director	t aligned with inve	estor expecta				t
1e	Elect Director Deborah Flint	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST the inc Davis, is warranted because the company is not commitments. A vote FOR the remaining director	t aligned with inve	estor expecta				t
1f	Elect Director Vimal Kapur	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST the inc Davis, is warranted because the company is not						t
	commitments. A vote FOR the remaining director	-		icions on i	, ,		
1g	commitments. A vote FOR the remaining director Elect Director Michael W. Lamach	-		For	For	For	For
1g	Elect Director Michael W.	or nominees is wai Mgmt cumbent chair of t t aligned with inve	Yes the committeestor expectation	For ee respons	For sible for climate risk o	For versight, D. Scot	
1g 1h	Elect Director Michael W. Lamach  Voting Policy Rationale: A vote AGAINST the inc Davis, is warranted because the company is not	or nominees is wai Mgmt cumbent chair of t t aligned with inve	Yes the committeestor expectation	For ee respons	For sible for climate risk o	For versight, D. Scot	
	Elect Director Michael W. Lamach  Voting Policy Rationale: A vote AGAINST the inc Davis, is warranted because the company is not commitments. A vote FOR the remaining director	Mgmt  Cumbent chair of to the aligned with inversor nominees is wan Mgmt  Cumbent chair of to the aligned with inversor nominees is wan Mgmt  Cumbent chair of to the aligned with inversor nominees is wan make the aligned with inversor nominees is wan make the aligned with inversor nominees is want make the aligned with aligned with inversor nominees is want make the aligned with a lighted with a	rranted. Yes the committeestor expectarranted. Yes the committeestor expectarranted.	For  ee respons ations on l  For  ee respons	For sible for climate risk of Net Zero by 2050 targ For sible for climate risk of	For versight, D. Scol ets and For versight, D. Scol	<i>t</i>
	Elect Director Michael W. Lamach  Voting Policy Rationale: A vote AGAINST the inc Davis, is warranted because the company is not commitments. A vote FOR the remaining directo Elect Director Rose Lee  Voting Policy Rationale: A vote AGAINST the inc Davis, is warranted because the company is not	Mgmt  Cumbent chair of to the aligned with inversor nominees is wan Mgmt  Cumbent chair of to the aligned with inversor nominees is wan Mgmt  Cumbent chair of to the aligned with inversor nominees is wan make the aligned with inversor nominees is wan make the aligned with inversor nominees is want make the aligned with aligned with inversor nominees is want make the aligned with a lighted with a	rranted. Yes the committeestor expectarranted. Yes the committeestor expectarranted.	For  ee respons ations on l  For  ee respons	For sible for climate risk of Net Zero by 2050 targ For sible for climate risk of	For versight, D. Scol ets and For versight, D. Scol	<i>t</i>
1h	Elect Director Michael W. Lamach  Voting Policy Rationale: A vote AGAINST the inc Davis, is warranted because the company is not commitments. A vote FOR the remaining director Elect Director Rose Lee  Voting Policy Rationale: A vote AGAINST the inc Davis, is warranted because the company is not commitments. A vote FOR the remaining director	Mgmt  cumbent chair of to the aligned with investor nominees is wan Mgmt  cumbent chair of to the aligned with investor nominees is wan Mgmt  Cumbent chair of to the aligned with investor nominees is wan Mgmt  cumbent chair of to the aligned with investor aligned with investor nominees with investor aligned with investor nominees with investor aligned with investor nominees is wan Mgmt	rranted. Yes the committeestor expectarranted. Yes the committeestor expectarranted. Yes the committeestor expectarranted. Yes	For  For  ee respons  For  ee respons  ations on I  For  ee respons  ee respons  ee respons	For sible for climate risk of Net Zero by 2050 targ  For sible for climate risk of Net Zero by 2050 targ  For For sible for climate risk of Net Zero by 2050 targ	For  versight, D. Scot ets and  For  versight, D. Scot ets and  For  versight, D. Scot	for t

Davis, 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.

# **Honeywell International Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1k	Elect Director Stephen Williamson	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote AGAINST to Davis, is warranted because the company commitments. A vote FOR the remaining of	is not aligned with inve	estor expecta				tt	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR this pr majority of annual incentives are based on performance-based, with forward-looking	preset financial metric	s and long-	term incen	tives are targeted to	be half	1	
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR this pr	oposal to ratify the aud	ditor is warr	anted.				
4	Approve Liability Management Reorganization	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR this pr approval of this transaction is somewhat u Shareholders may wish to continue monito	nclear, there are no co	ncerns iden	tified with				
5	Require Independent Board Chair	SH	Yes	Against	Against	For	For	
	Voting Policy Rationale: A vote FOR this pr	roposal is warranted giv	en the impo	ortance of	having an independe	nt board chair.		

#### **EOG** Resources, Inc.

Meeting Date: 05/21/2025 Record Date: 03/24/2025 Country: USA

Ticker: EOG

Record Date: 03/24/2025 Meeting Type: Annual Primary Security ID: 26875P101

Total Ballots: 1

 Votable Shares: 900
 Shares on Loan: 0
 Shares Instructed: 900
 Shares Voted: 900

votable Shares: 900	Snares on Loan: 0		S	nares Insti	ructed: 900		Snares Voted: 900	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1a	Elect Director Janet F. Clark	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST the inc Clark, is warranted because the company is not commitments. A vote FOR the remaining directo	aligned with inve	stor expecta			•		
1b	Elect Director Charles R. Crisp	Mgmt	Yes	For	For	Against	Against	
1c	Elect Director Robert P. Daniels	Mgmt	Yes	For	For	Against	Against	
1d	Elect Director Lynn A. Dugle	Mgmt	Yes	For	For	Against	Against	
1e	Elect Director C. Christopher Gaut	Mgmt	Yes	For	For	Against	Against	
1f	Elect Director Michael T. Kerr	Mgmt	Yes	For	For	Against	Against	
1g	Elect Director Julie J. Robertson	Mgmt	Yes	For	For	Against	Against	

### **EOG** Resources, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1h	Elect Director Ezra Y. Yacob	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote AGAINST t Clark, is warranted because the company commitments. A vote FOR the remaining of	is not aligned with inv	estor expecta					
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR this p	roposal to ratify the at	uditor is warr	anted.				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR this pure metrics, and equity awards are predomina	•			- ,	•		

## LyondellBasell Industries N.V.

Meeting Date: 05/23/2025 Record Date: 04/25/2025 Country: Netherlands
Meeting Type: Annual

Ticker: LYB

**Primary Security ID:** N53745100

100

Total Ballots: 1

 Votable Shares: 1,600
 Shares on Loan: 0
 Shares Instructed: 1,600
 Shares Voted: 1,600

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction				
1a	Elect Director Jacques Aigrain	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Rita Griffin, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.										
1b	Elect Director Lincoln Benet	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote AGAINST t Griffin, is warranted because the company commitments. A vote FOR the remaining of	is not aligned with inv	estor expec								
1c	Elect Director Robin Buchanan	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Rita Griffin, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.										
1d	Elect Director Anthony Chase	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Rita Griffin, 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.										
1e	Elect Director Robert Dudley	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote AGAINST t Griffin, is warranted because the company commitments. A vote FOR the remaining of	is not aligned with inv	estor expec	,		J ,					
1f	Elect Director Claire Farley	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote AGAINST t Griffin, is warranted because the company commitments. A vote FOR the remaining of	is not aligned with inv	estor expec								

# LyondellBasell Industries N.V.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction			
1g	Elect Director Rita Griffin	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST the incum Griffin, is warranted because the company is not all commitments. A vote FOR the remaining director n	igned with inv	estor expect	,	_	,				
1h	Elect Director Michael Hanley	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote AGAINST the incum Griffin, is warranted because the company is not all commitments. A vote FOR the remaining director n	igned with inv	estor expect	,		•				
1i	Elect Director Virginia Kamsky	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote AGAINST the incum Griffin, is warranted because the company is not all commitments. A vote FOR the remaining director n	igned with inv	estor expect	•	-	-				
1j	Elect Director Bridget Karlin	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote AGAINST the incum Griffin, is warranted because the company is not all commitments. A vote FOR the remaining director n	igned with inv	estor expect	,		•				
1k	Elect Director Albert Manifold	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Rita Griffin, 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.									
11	Elect Director Peter Vanacker	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote AGAINST the incum Griffin, is warranted because the company is not all commitments. A vote FOR the remaining director n	igned with inv	estor expect		_					
2	Approve Discharge of Directors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is compelling controversies indicating that the director				-	gnificant ar	nd			
3	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this routine itel	m is warranted	d.							
4	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal to	ratify the aud	ditor is warra	anted.						
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal to	ratify the aud	ditor is warra	anted.						
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is target for one PSU goal. However, annual incentive were primarily performance-conditioned.				5 5					
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is	warranted as	the propose	ed repurcha	ase authority appears to be	within				

Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed repurchase authority appears to be within reasonable limits and no serious concerns are highlighted.

## LyondellBasell Industries N.V.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Approve Cancellation of Shares	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: Because the cancellation of shares is in shareholders' interests, a vote FOR this proposal is warranted.

#### Merck & Co., Inc.

**Meeting Date:** 05/27/2025 **Record Date:** 03/28/2025

Country: USA

Ticker: MRK

Meeting Type: Annual

Primary Security ID: 58933Y105

Total Ballots: 1

Votable Shares: 1,200 Shares on Loan: 0 Shares Instructed: 1,200 Shares Voted: 1,200

votable Snares: 1,200	Snares on Loan: 0		3	nares inst	ructea: 1,200		Snares voted: 1,200	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.					
1b	Elect Director Mary Ellen Coe	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.					
1c	Elect Director Pamela J. Craig	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.					
1d	Elect Director Robert M. Davis	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.					
1e	Elect Director Thomas H. Glocer	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.					
1f	Elect Director Surendralal "Lal" L. Karsanbhai	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.					
1g	Elect Director Risa J. Lavizzo-Mourey	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.					
1h	Elect Director Stephen L. Mayo	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.					
<b>1</b> i	Elect Director Paul B. Rothman	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.					
1j	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.					
1k	Elect Director Christine E. Seidman	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.					
11	Elect Director Inge G. Thulin	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.					

# Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction				
1m	Elect Director Kathy J. Warden	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the director non	minees is warra	anted.								
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For				
	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.										
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this proposal to	ratify the audi	itor is warra	nted.							
4	Report on a Human Rights Impact Assessment	SH	Yes	Against	Against	For	For				
	Voting Policy Rationale: A vote FOR this proposal is company's commitment to human rights, as well as help safeguard the company's reputation and long-t	augment its ex	xisting hum			-					
5	Publish Tax Transparency Report	SH	Yes	Against	Against	For	For				
	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.										
6	Consider Eliminating DEI Goals from Compensation Plan Incentives	SH	Yes	Against	Against	Against	Against				
	Voting Policy Rationale: A vote AGAINST this propose and the comprehensive disclosures regarding its pra metrics and considerations for executive pay decision	actices, the con				_					
7	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Yes	Against	Against	Against	Against				
	Voting Policy Rationale: A vote AGAINST this resolutits advertising and non-discrimination policies.	tion is warrante	ed as the co	ompany pro	ovides adequate disclosures	related to	)				

### **Brookfield Corporation**

Meeting Date: 06/06/2025 **Record Date:** 04/17/2025

Country: Canada

Meeting Type: Annual/Special

Ticker: BN

**Primary Security ID:** 11271J107

Total Ballots: 1

Votable Shares: 16,900 Shares on Loan: 0 Shares Instructed: 16,900 Shares Voted: 16,900

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1	Approve Increase in Size of Board from Fourteen to Sixteen	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Vote FOR this routine resolution.							
	Election of Directors (By Cumulative Voting)	Mgmt	No					

# **Brookfield Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction			
2.1	Elect Director M. Elyse Allan	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote WITHHOLD for Joboard. Vote FOR the other proposed nominees		rving as an e	xecutive di	rector on a non-ma	ajority independen	t			
2.2	Elect Director Janice Fukakusa	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote WITHHOLD for Joboard. Vote FOR the other proposed nominees		rving as an e	xecutive di	rector on a non-ma	ajority independen	t			
2.3	Elect Director Maureen Kempston Darkes	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote WITHHOLD for Joboard. Vote FOR the other proposed nominees		rving as an e	xecutive di	rector on a non-ma	ajority independen	t			
2.4	Elect Director Frank J. McKenna	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote WITHHOLD for Joboard. Vote FOR the other proposed nominees		rving as an e	xecutive di	rector on a non-ma	ajority independen	t			
2.5	Elect Director Hutham S. Olayan	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote WITHHOLD for Jobard. Vote FOR the other proposed nominees		rving as an e	xecutive di	rector on a non-ma	ajority independen	t			
2.6	Elect Director Satish C. Rai	Mgmt	Yes	For	For	For	For			
	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.									
2.7	Elect Director Diana L. Taylor	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote WITHHOLD for Jobard. Vote FOR the other proposed nominees		rving as an e	xecutive di	rector on a non-ma	ajority independen	t			
2.8	Elect Director Justin B. Beber	Mgmt	Yes	For	Withhold	Withhol	d Withhold			
	Voting Policy Rationale: Vote WITHHOLD for Jobard. Vote FOR the other proposed nominees		rving as an e	xecutive di	rector on a non-ma	ajority independen	t			
3	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR the ratification relative to total fees paid to the auditor.	on of Deloitte LLP	as auditor a	s non-audit	t fees (0 percent) v	vere reasonable				
4	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.									
	Shareholder Proposal	Mgmt	No							
5	Disclose Net Zero Target Achievement Via Transition Strategy Approach	SH	Yes	Against	Against	For	For			

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.

## **Target Corporation**

**Meeting Date:** 06/11/2025 **Record Date:** 04/14/2025

Country: USA
Meeting Type: Annual

Ticker: TGT

**Primary Security ID:** 87612E106

Total Ballots: 1

Votable Shares: 1,000 Shares on Loan: 0 Shares Instructed: 1,000 Shares Voted: 1,000

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Abney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Ch shareholders regarding living wage concerns. A vo			-	-	sed by	
1b	Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Ch shareholders regarding living wage concerns. A vo			-	-	sed by	
1c	Elect Director George S. Barrett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Ch shareholders regarding living wage concerns. A vo			-	-	sed by	
1d	Elect Director Gail K. Boudreaux	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Ch shareholders regarding living wage concerns. A vo			-	-	sed by	
1e	Elect Director Brian C. Cornell	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST Board Ch shareholders regarding living wage concerns. A vo			-	-	sed by	
1f	Elect Director Robert L. Edwards	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Ch shareholders regarding living wage concerns. A vo			-	-	sed by	
1g	Elect Director Donald R. Knauss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Ch shareholders regarding living wage concerns. A vo			_	-	sed by	
1h	Elect Director Christine A. Leahy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Ch shareholders regarding living wage concerns. A vo			-	-	sed by	
1i	Elect Director Monica C. Lozano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Ch shareholders regarding living wage concerns. A vo			-	-	sed by	
1j	Elect Director Grace Puma	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Ch shareholders regarding living wage concerns. A vo				-	sed by	
1k	Elect Director Derica W. Rice	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Ch shareholders regarding living wage concerns. A vo				5	sed by	

## **Target Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
11	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote AGAINST Board Cha shareholders regarding living wage concerns. A vote			_	-	ed by			
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	anted.					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR this proposal is and over a majority of the CEO's incentive compens				are reasonably aligned at t	this time,			
4	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Yes	Against	Against	Against	Against		
	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.								

Ticker: BBY

### **Best Buy Co., Inc.**

Meeting Date: 06/13/2025 Record Date: 04/14/2025 Country: USA

Meeting Type: Annual

Primary Security ID: 086516101

Total Ballots: 1

 Votable Shares: 1,600
 Shares on Loan: 0
 Shares Instructed: 1,600
 Shares Voted: 1,600

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1a	Elect Director Corie S. Barry	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wa	rranted.					
1b	Elect Director Lisa M. Caputo	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wa	rranted.					
1c	Elect Director David W. Kenny	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wa	rranted.					
1d	Elect Director David C. Kimbell	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wa	rranted.					
1e	Elect Director Mario J. Marte	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wa	rranted.					
1f	Elect Director Karen A. McLoughlin	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wa	rranted.					
1g	Elect Director Claudia F. Munce	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wa	rranted.					

### **Best Buy Co., Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction			
1h	Elect Director Richelle P. Parham	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR the director nominees is warranted.									
1i	Elect Director Steven E. Rendle	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR the director nor	minees is warra	anted.							
1j	Elect Director Sima D. Sistani	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR the director nor	minees is warra	anted.							
1k	Elect Director Melinda D. Whittington	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR the director nor	minees is warra	anted.							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is performance shares targets merely median perform multi-year measurement period with forward-lookin primarily on financial performance.	ance, half of t	he long-tern	n incentive.	s are performance based a	nd utilize a	7			
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.									
5	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against			
	Voting Policy Rationale: A vote AGAINST this propo- generally robust, provide an effective counterbalance									
6	Consider Ending Participation in Human Rights Campaign Corporate Equality Index	SH	Yes	Against	Against	Against	Against			
	Voting Policy Rationale: A vote AGAINST this proposinformation to evaluate its oversight of the risks ass				· ·		5.			
7	Report on LGBTQIA+ Inclusion Efforts	SH	Yes	Against	Against	For	For			
Voting Policy Rationale: A vote FOR this proposal is warranted, as it not only aligns with the company's existing DEI efforts but would also allow shareholders to better assess the company's human capital management strategy.										
8	Publish Climate Transition Plan	SH	Yes	Against	Against	For	For			
	Voting Policy Rationale: A vote FOR this proposal is clarity in assessing the effectiveness of its policies a				· ·	with great	ter			

### **Comcast Corporation**

Meeting Date: 06/18/2025 Country: USA Ticker: CMCSA

**Record Date:** 04/08/2025 **Meeting Type:** Annual

Primary Security ID: 20030N101

# **Comcast Corporation**

Total Ballots: 1

Votable Shares: 3,300	Shares on Loan: 0	Shares Instructed: 3,300	Shares Voted: 3,300
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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction			
1.1	Elect Director Kenneth J. Bacon	Mgmt	Yes	For	Withhold	Withhold	Withhold			
	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.									
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	Yes	For	For	For	For			
	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.									
1.3	Elect Director Madeline S. Bell	Mgmt	Yes	For	Withhold	Withhold	Withhold			
	Voting Policy Rationale: WITHHOLD votes are warra and Jeffrey Honickman for maintaining a multi-class A vote FOR the remaining director nominees is war	s structure tha			•	-				
1.4	Elect Director Louise F. Brady	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: WITHHOLD votes are warra and Jeffrey Honickman for maintaining a multi-class A vote FOR the remaining director nominees is warr	s structure tha								
1.5	Elect Director Edward D. Breen	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: WITHHOLD votes are warra and Jeffrey Honickman for maintaining a multi-class A vote FOR the remaining director nominees is wan	s structure tha			•	,				
1.6	Elect Director Jeffrey A. Honickman	Mgmt	Yes	For	Withhold	Withhold	Withhold			
	Voting Policy Rationale: WITHHOLD votes are warra and Jeffrey Honickman for maintaining a multi-class A vote FOR the remaining director nominees is wan	s structure tha								
1.7	Elect Director Wonya Y. Lucas	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: WITHHOLD votes are warra and Jeffrey Honickman for maintaining a multi-class A vote FOR the remaining director nominees is warr	s structure tha			•	-				
1.8	Elect Director Asuka Nakahara	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: WITHHOLD votes are warra and Jeffrey Honickman for maintaining a multi-class A vote FOR the remaining director nominees is wan	s structure tha			•	-				
1.9	Elect Director David C. Novak	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: WITHHOLD votes are warra and Jeffrey Honickman for maintaining a multi-class A vote FOR the remaining director nominees is wan	s structure tha								
1.10	Elect Director Brian L. Roberts	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: WITHHOLD votes are warra and Jeffrey Honickman for maintaining a multi-class A vote FOR the remaining director nominees is wan	s structure tha			•	-				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal to	ratify the aud	litor is warra	anted.						

## **Comcast Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR this proposal is limit on employee and company-matching contribu		he plan is su	ıfficiently b	road-based and provides a	reasonabi	le		
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR this proposal is review. Although concern exists regarding a lack on pre-set financial metrics, and the LTI was targeted	f goal disclosui	re in the STI	and LTI p	, -	,			
5	Improve Executive Compensation Program and Policy	SH	Yes	Against	Against	Against	Against		
	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.								
6	Require Independent Board Chair	SH	Yes	Against	For	For	For		
	Voting Policy Rationale: A vote FOR this proposal is	s warranted giv	en the impo	ortance of i	having an independent boa	ord chair.			