

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.

	Management 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

Meeting Date: 04/03/2025

Country: Canada

Ticker: CM

Record Date: 02/03/2025

Meeting Type: Annual/Special

Primary Security ID: 136069101

Total Ballots: 1

Votable Shares: 11.103

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

Shares Voted: 11,103

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ammar Aljoundi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1b	Elect Director Nanci E. Caldwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1c	Elect Director Michelle L. Collins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1d	Elect Director Victor G. Dodig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1e	Elect Director Kevin J. Kelly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						

Canadian Imperial Bank of Commerce

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Christine E. Larsen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1g	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.						
1h	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.						
1i	Elect Director Mark W. Podlasly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1j	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.						
1k	Elect Director Katharine B. Stevenson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1l	Elect Director Martine Turcotte	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1m	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.						
2	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.						
3	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.						
4	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.						
5	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 significant governance concerns have been identified.						
6	SP 1: Disclose the Corporation's Energy Supply Ratio Annually	SH	Yes	Against	Against	For	For
	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. Additionally, shareholders would benefit from a 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 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.							
9	SP 4: 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) and its existing reduction targets only partially cover the short, medium, and long term.							
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 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.							

The Bank of Nova Scotia

Meeting Date: 04/08/2025	Country: Canada	Ticker: BNS
Record Date: 02/11/2025	Meeting Type: Annual	
Primary Security ID: 064149107		

Shares Voted: 14,469

Proposal Number	Proposal Text	Proponent	Votable Proposal	Might Rec	ISS Rec	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 proposal in light of its prescriptiveness. The bank has provided adequate disclosure surrounding its approach to managing AI risk. Furthermore, there does not appear to be compelling evidence that the adherence or adoption of one specific code or framework for handling AI risk is preferable to another at this time.						
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 proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.						

Meeting Date: 04/10/2025		Country: Canada		Ticker: RY			
Record Date: 02/11/2025		Meeting Type: Annual/Special					
Primary Security ID: 780087102							
Total Ballots: 1							
Votable Shares: 16,690		Shares on Loan: 0		Shares Instructed: 16,690		Shares Voted: 16,690	
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.							

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 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 proposed nominees as no significant concerns have been identified at this time.						
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 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 proposed nominees as no significant concerns have been identified at this time.						
1.8	Elect Director Amanda Norton	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 Barry Perry	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 Maryann Turcke	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 Thierry Vandal	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 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 proposed nominees as no significant concerns have been identified at this time.						
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-binding advisory resolution as there are no significant issues at this time.						
4	Amend 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.						
5	Approve Remuneration of Directors	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.						

Royal Bank of Canada

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting 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
<p><i>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.</i></p>							

The Toronto-Dominion Bank

Meeting Date: 04/10/2025	Country: Canada	Ticker: TD
Record Date: 02/10/2025	Meeting Type: Annual	
Primary Security ID: 891160509		
	Total Ballots: 1	
Votable Shares: 21,008	Shares on Loan: 0	Shares Instructed: 21,008
		Shares Voted: 21,008

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ayman Antoun	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>							
1.2	Elect Director Ana Arsov	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>							
1.3	Elect Director Cherie L. Brant	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>							

The Toronto-Dominion Bank

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 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.						
1.7	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 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.						

The Toronto-Dominion Bank

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 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.						
1.12	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 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.						
2	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 (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-binding advisory resolution as there are no significant issues at this time.						
	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 help shareholders better evaluate the company's management of climate risks from its lending and underwriting activities.						

The Toronto-Dominion Bank

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 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.						
6	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 as the bank has provided adequate disclosure surrounding its approach to managing AI risk. Furthermore, there does not appear to be compelling evidence that the adherence or adoption of one specific code or framework for handling AI risk is preferable to another at this time.						
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. The bank complies with all language laws and regulations applicable in Ontario. Under the Official Languages Act of 1969, both English and French have official federal status throughout Canada, in respect of all government services, including the courts, and all federal legislation is enacted bilingually. All of the bank's shareholder materials are made available in French and English, including materials prepared for the annual meetings of shareholders. Considering the above and the fact that the bank is already complying with all laws and regulations applicable to doing business in Ontario, and offers services in ten different languages, the request of the proponent pertaining to disclosing the languages by all employees appears to be overly prescriptive. As such, a vote AGAINST this shareholder proposal is warranted at this time.						
8	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.						
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 proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.						
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 resolution is warranted as compelling rationale has not been provided to support the dismissal of the former CEO from his limited advisory role where he may provide institutional knowledge and continuity with the bank's AML remediation effort until July 31, 2025. Furthermore, the board's actions appear to be supported by continued engagement with the bank's shareholders during 2024. Considering the foregoing, the proposal is seen as overly prescriptive.						
11	SP 8: Establish Retirement Age and Term Limits for Directors	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: Vote AGAINST this shareholder proposal. The bank has demonstrated a proactive approach to board renewal, consistently recruiting new directors while maintaining board and committee independence. It also conducts annual performance evaluations at both the board and individual levels, a practice that should be more effective than imposing a fixed tenure limit. Additionally, the bank already enforces a 10-year term limit, with some flexibility, and has undergone substantial board renewal in recent years. Given these factors, the shareholder proposal does not warrant support at this time, notwithstanding that withhold vote recommendations are warranted for certain director nominees due to material governance failures.						

The Toronto-Dominion Bank

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
<i>Voting Policy Rationale: Vote AGAINST this proposal as it is overly prescriptive and mandates specific actions for the bank to take in contravention to the board's CEO succession process.</i>							

Bank of Montreal

Meeting Date: 04/11/2025	Country: Canada	Ticker: BMO
Record Date: 02/10/2025	Meeting Type: Annual	
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
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.2	Elect Director Janice M. Babiak	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.3	Elect Director Craig W. Broderick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.4	Elect Director Hazel Claxton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.5	Elect Director Diane L. Cooper	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.6	Elect Director Stephen Dent	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.7	Elect Director Martin S. Eichenbaum	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.8	Elect Director David E. Harquail	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.9	Elect Director Eric R. La Fleche	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.10	Elect Director Brian McManus	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.11	Elect Director Lorraine Mitchelmore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						

Texas Instruments Incorporated

Meeting Date: 04/17/2025	Country: USA	Ticker: TXN
Record Date: 02/20/2025	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 nominees is warranted.								
1b	Elect Director Todd Bluedorn	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR the director nominees is warranted.								
1c	Elect Director Janet Clark	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR the director nominees is warranted.								
1d	Elect Director Carrie Cox	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR the director nominees is warranted.								
1e	Elect Director Martin Craighead	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR the director nominees is warranted.								
1f	Elect Director Reginald DesRoches	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR the director nominees is warranted.								
1g	Elect Director Curtis Farmer	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR the director nominees is warranted.								
1h	Elect Director Jean Hobby	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR the director nominees is warranted.								
1i	Elect Director Haviv Ilan	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR the director nominees is warranted.								
1j	Elect Director Ronald Kirk	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR the director nominees is warranted.								

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 nominees is warranted.						
1l	Elect Director Robert Sanchez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1m	Elect Director Richard Templeton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
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. The company continues to grant annual incentive awards according to a non-formulaic subjective review of company performance and the long-term incentive awards remain entirely time-based. However, CEO pay and company performance remain reasonably aligned for the year-in-review.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.						
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold to call a special meeting would enhance shareholder ability to utilize the right, and the likelihood of its abuse is low.						

Snap-on Incorporated

Meeting Date: 04/24/2025		Country: USA		Ticker: SNA			
Record Date: 02/24/2025		Meeting Type: Annual					
Primary Security ID: 833034101							
Total Ballots: 1							
Votable Shares: 600		Shares on Loan: 0		Shares Instructed: 600		Shares Voted: 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 nominees is warranted.						
1.2	Elect Director Karen L. Daniel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.3	Elect Director Ruth Ann M. Gillis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.4	Elect Director James P. Holden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.5	Elect Director Nathan J. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						

Snap-on Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Henry W. Knueppel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.7	Elect Director W. Dudley Lehman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.8	Elect Director Nicholas T. Pinchuk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.9	Elect Director Gregg M. Sherrill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.10	Elect Director Donald J. Stebbins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
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 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		Ticker: AEM	
Record Date: 03/14/2025		Meeting Type: Annual/Special			
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 proposed nominees as no significant concerns have been identified at this time.						
1.2	Elect Director Ammar Al-Joundi	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 Sean Boyd	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 Martine A. Celej	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 Jonathan Gill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified 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 proposed nominees as no significant concerns have been identified at this time.						
1.7	Elect Director Elizabeth Lewis-Gray	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 Deborah McCombe	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 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 proposed nominees as no significant concerns have been identified at this time.						
1.11	Elect Director Jamie C. Sokalsky	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	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 ratification of Ernst & Young LLP as auditor as non-audit fees (11 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 advisory resolution as there are no significant issues at this time.						

Genuine Parts Company

Meeting Date: 04/28/2025		Country: USA		Ticker: GPC			
Record Date: 02/19/2025		Meeting Type: Annual					
Primary Security ID: 372460105							
Total Ballots: 1							
Votable Shares: 1,200		Shares on Loan: 0		Shares Instructed: 1,200		Shares Voted: 1,200	
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 director nominees is warranted.						
1b	Elect Director Paul D. Donahue	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1c	Elect Director P. Russell Hardin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1d	Elect Director John R. Holder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						

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 director nominees is warranted.						
1h	Elect Director Juliette W. Pryor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1i	Elect Director Darren Rebelez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1j	Elect Director Laurie Schupmann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1k	Elect Director William P. Stengel, II	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1l	Elect Director Charles K. Stevens, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
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. Some concern is noted regarding the continued non- disclosure of forward-looking targets for PRSU metrics. However, the STI is entirely based on quantified performance goals, and the LTI program is predominantly performance based.						
3	Amend Articles of Incorporation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the addition of a plurality carveout for contested director elections will improve director election procedures.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.						
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 proposal is warranted, as shareholders would benefit from further disclosure regarding 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.						

Meeting Date: 04/29/2025	Country: USA	Ticker: IBM
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: 459200101		

Ticker: IBM

Meeting Type: Annual

Primary Security ID: 459200101

Shares Voted: 900

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 director nominees is warranted.						
1b	Elect Director Thomas Buberl	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1c	Elect Director David N. Farr	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1d	Elect Director Alex Gorsky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1e	Elect Director Michelle J. Howard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1f	Elect Director Arvind Krishna	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1g	Elect Director Andrew N. Liveris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1h	Elect Director Frederick William McNabb, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1i	Elect Director Michael Miebach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1j	Elect Director Martha E. Pollack	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1k	Elect Director Peter R. Voser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1l	Elect Director Frederick H. Waddell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1m	Elect Director Alfred W. Zollar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.						

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 proposal is warranted. Pay is reasonably aligned with performance for the year under review and the majority of compensation is conditioned on objective financial performance metrics.						
4	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.						
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 resolution is warranted. The company provides adequate disclosures related to its anti-discrimination policies.						

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		
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	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 director nominees is warranted.						
1.2	Elect Director Stephen W. Bergstrom	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.3	Elect Director Michael A. Creel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.4	Elect Director Stacey H. Dore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.5	Elect Director Carri A. Lockhart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.6	Elect Director Richard E. Muncrief	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.7	Elect Director Peter A. Ragauss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.8	Elect Director Rose M. Robeson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						

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 director nominees is warranted.						
1.10	Elect Director William H. Spence	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.11	Elect Director Jesse J. Tyson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
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 as pay and performance are reasonably aligned. The STI program is predominantly based on pre-set financial metrics, and the LTI program is majority performance-based with forward-looking goal disclosure and a multi-year measurement period.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.						

Canadian Pacific Kansas City Limited

Meeting Date: 04/30/2025		Country: Canada		Ticker: CP			
Record Date: 03/10/2025		Meeting Type: Annual/Special					
Primary Security ID: 13646K108							
		Total Ballots: 1					
Votable Shares: 11,000		Shares on Loan: 0		Shares Instructed: 11,000		Shares 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 ratification of Ernst & Young LLP as auditor as non-audit fees (8 percent) were reasonable relative to total fees paid to the auditor.							
2	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote FOR this non-binding advisory resolution. While the quantitative pay-for-performance screen indicates a medium concern, overall, the company has demonstrated adequate stewardship of investors' interests regarding executive compensation.							
3	Management Advisory Vote on Climate Change	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is considered warranted given the significant gaps in the company's climate reporting. While the company has provided admirable disclosure on its scope 1 and 2 targets, there is an absence of commitment and quantifiable Scope 3 targets at this time. Additionally, the company has not fully committed to net zero by 2050.							
4	Approve Amendments to Advance Notice Requirement	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Vote AGAINST this resolution as the ANP provides the board with flexibility and authority to request additional disclosure from nominees.							
5.1	Elect Director John Baird	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified 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 proposed nominees as no significant concerns have been identified at this time.						
5.3	Elect Director Keith E. Creel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
5.4	Elect Director Antonio Garza	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
5.5	Elect Director Arturo Gutierrez Hernandez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
5.6	Elect Director Edward R. Hamberger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
5.7	Elect Director Janet H. Kennedy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
5.8	Elect Director Henry J. Maier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
5.9	Elect Director Matthew H. Paull	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
5.10	Elect Director Jane L. Peverett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
5.11	Elect Director Andrea Robertson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
5.12	Elect Director Gordon T. Trafton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						

The Coca-Cola Company

Meeting Date: 04/30/2025		Country: USA		Ticker: KO			
Record Date: 03/03/2025		Meeting Type: Annual					
Primary Security ID: 191216100							
		Total Ballots: 1					
Votable Shares: 2,600		Shares on Loan: 0		Shares Instructed: 2,600		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 nominees is warranted.							
1.2	Elect Director Bela Bajaria	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							

The Coca-Cola Company

Proposal Number	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 director nominees is warranted.						
1.4	Elect Director Christopher C. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.5	Elect Director Carolyn Everson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.6	Elect Director Thomas S. Gayner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.7	Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.8	Elect Director Amity Millhiser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.9	Elect Director James Quincey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.10	Elect Director Caroline J. Tsay	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.11	Elect Director David B. Weinberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
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. The majority of the CEO's pay is conditioned on objective performance metrics and CEO pay and company performance were reasonably aligned during the year in review.						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.						
4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure would help shareholders better understand the effectiveness of the company's programs to assess and mitigate potential health harms associated with the use of non-sugar sweeteners.						
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 proposal is warranted. Absent clear governance failures, the board is generally given latitude to determine its committee structure.						
7	Consider Abolishing DEI Goals from Compensation Inducements	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The authority and oversight of the compensation committee is clearly provided, and the committee details its process for assessing risk management and controls regarding the compensation program.						
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 proposal is warranted. The company provides sufficient disclosures on its marketing and advertising policies and its public policy process.						
9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its advertising and non-discrimination policies.						

Canadian National Railway Company

Meeting Date: 05/02/2025		Country: Canada		Ticker: CNR			
Record Date: 03/07/2025		Meeting Type: Annual					
Primary Security ID: 136375102							
Total Ballots: 1							
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 proposed nominees as no significant concerns have been identified at this time.							
1.2	Elect Director Jo-ann dePass Olsovsky	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 David Freeman	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 Denise Gray	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 Justin M. Howell	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 Susan C. Jones	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.							

Canadian National Railway Company

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

Barrick Gold Corporation

Meeting Date: 05/06/2025		Country: Canada		Ticker: ABX			
Record Date: 03/07/2025		Meeting Type: Annual/Special					
Primary Security ID: 067901108							
Total Ballots: 1							
Votable Shares: 20,800		Shares on Loan: 0		Shares Instructed: 20,800		Shares Voted: 20,800	
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
1.8	Elect Director John L. Thornton	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. WITHHOLD votes for board chair John Thornton are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted at this time.</i>							
1.9	Elect Director Ben van Beurden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. WITHHOLD votes for board chair John Thornton are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted at this time.</i>							
1.10	Elect Director Pekka J. Vauramo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. WITHHOLD votes for board chair John Thornton are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted at this time.</i>							
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (2 percent) were reasonable relative to total fees paid to the auditor.</i>							
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time. The initial quantitative pay-for-performance screen has identified a high concern due to relative degree of alignment. The company's TSR has underperformed its self-selected peer group median over one-, three- and five-year timeframes. At the same time, average CEO compensation has remained above the peer group median over one-, three-, and five-year timeframes, but has generally declined over time. Notwithstanding some of the company's underperformance, the high concerns has been mitigated to medium upon a further review of the fact pattern: * the CEO's 2024 compensation and three-year average compensation, collectively, appear more responsive to the company's TSR compared to the previous year; * the entirety of the CEO's LTI award (approximately 52.7 percent of total compensation) is performance-based, with vesting tied to a mix of operational, financial and TSR metrics; * the company has doubled free cash flow compared to 2023, while EBITDA Margins and ROE that have improved over the last three years on an absolute basis and relative to peers; and * the enhancements made to the LTI and API scorecards following consultations with shareholders since the previous AGM, including a marked decrease in the weighting of the individual component of the API Scorecard (to further emphasis quantifiable company-wide measures).</i>							
4	Change Company Name to Barrick Mining Corporation (English) / Societe miniere Barrick (French)	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR the proposed name change as the new name will better identify the company with its primary businesses and activities.</i>							

Suncor Energy Inc.

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

Votable Shares: 15.170**Shares on Loan: 0****Shares Instructed:** 15,170**Shares 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 incumbent chair of the committee responsible for climate risk oversight, Lorraine Mitchelmore, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. In response to Bill C-59, the company has temporarily 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.						
1.2	Elect Director Patricia M. Bedient	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for the incumbent chair of the committee responsible for climate risk oversight, Lorraine Mitchelmore, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. In response to Bill C-59, the company has temporarily 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.						
1.3	Elect Director Russell K. Girling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for the incumbent chair of the committee responsible for climate risk oversight, Lorraine Mitchelmore, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. In response to Bill C-59, the company has temporarily 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.						
1.4	Elect Director Jean Paul (JP) Gladu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for the incumbent chair of the committee responsible for climate risk oversight, Lorraine Mitchelmore, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. In response to Bill C-59, the company has temporarily 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.						
1.5	Elect Director Richard M. Kruger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for the incumbent chair of the committee responsible for climate risk oversight, Lorraine Mitchelmore, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. In response to Bill C-59, the company has temporarily 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.						
1.6	Elect Director Brian P. MacDonald	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote AGAINST for the incumbent chair of the committee responsible for climate risk oversight, Lorraine Mitchelmore, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. In response to Bill C-59, the company has temporarily 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.						
1.7	Elect Director Lorraine Mitchelmore	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Vote AGAINST for the incumbent chair of the committee responsible for climate risk oversight, Lorraine Mitchelmore, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. In response to Bill C-59, the company has temporarily 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.						

Suncor Energy Inc.

Proposal 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
<i>Voting Policy Rationale: Vote AGAINST for the incumbent chair of the committee responsible for climate risk oversight, Lorraine Mitchelmore, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. In response to Bill C-59, the company has temporarily 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.</i>							
1.9	Elect Director Daniel Romasko	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote AGAINST for the incumbent chair of the committee responsible for climate risk oversight, Lorraine Mitchelmore, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. In response to Bill C-59, the company has temporarily 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.</i>							
1.10	Elect Director Christopher R. Seasons	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote AGAINST for the incumbent chair of the committee responsible for climate risk oversight, Lorraine Mitchelmore, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. In response to Bill C-59, the company has temporarily 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.</i>							
1.11	Elect Director M. Jacqueline Sheppard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote AGAINST for the incumbent chair of the committee responsible for climate risk oversight, Lorraine Mitchelmore, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. In response to Bill C-59, the company has temporarily 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.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (5 percent) were reasonable relative to total fees paid to the auditor.</i>							
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i>							
Shareholder Proposal		Mgmt	No				
4	SP 1: Report on Impact of Net Zero by 2050 Pledge	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Producing a report on the impacts and costs of Suncor's commitment to achieving Net Zero carbon emissions by 2050 would provide an incomplete picture to shareholders because it would not include benefits associated with the commitments.</i>							

Enbridge Inc.

Meeting Date: 05/07/2025	Country: Canada	Ticker: ENB
Record Date: 03/12/2025	Meeting Type: Annual	
Primary Security ID: 29250N105		

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 shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. AGAINST votes for board chair Steven (Steve) Williams are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.						
1.2	Elect Director Gaurdie E. Banister, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. AGAINST votes for board chair Steven (Steve) Williams are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.						
1.3	Elect Director Susan M. Cunningham	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. AGAINST votes for board chair Steven (Steve) Williams are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.						
1.4	Elect Director Gregory L. Ebel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. AGAINST votes for board chair Steven (Steve) Williams are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.						
1.5	Elect Director Jason B. Few	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. AGAINST votes for board chair Steven (Steve) Williams are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.						
1.6	Elect Director Douglas L. Foshee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. AGAINST votes for board chair Steven (Steve) Williams are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. 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
3	<p>Advisory Vote on Executive Compensation Approach</p> <hr/> <p><i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution. The quantitative pay-for-performance screen has identified a high concern which is reduced to medium 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.</i></p>	Mgmt	Yes	For	For	For	For

Gilead Sciences, Inc.

Meeting Date: 05/07/2025		Country: USA		Ticker: GILD			
Record Date: 03/14/2025		Meeting Type: Annual					
Primary Security ID: 375558103							
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 Jacqueline K. Barton	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1b	Elect Director Jeffrey A. Bluestone	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1c	Elect Director Sandra J. Horning	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1d	Elect Director Kelly A. Kramer	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1e	Elect Director Ted W. Love	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1f	Elect Director Harish M. Manwani	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1g	Elect Director Daniel P. O'Day	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1h	Elect Director Javier J. Rodriguez	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1i	Elect Director Anthony Walters	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.							

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 warranted. Pay and performance are reasonably aligned at this time, annual incentives are based entirely on pre-set objective measures, with robust performance disclosure for financial and non-financial metrics, and annual equity grants are targeted to be half performance conditioned.						
4	Report on Pay Disparity	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted. The Compensation Committee is generally best positioned to determine the specific metrics and considerations in developing the executive compensation program. In addition, the say-on-pay proposal is a more appropriate avenue for shareholders to signal their preferences as it relates to the compensation program.						
5	Require Independent Board Chair	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board 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 warranted. In light of the recent significant controversies and because the company specifically acknowledges that access and availability of its medications is one of its most material ESG factors, the adoption of a comprehensive human rights policy inclusive of the company's own operations and conducting human rights due diligence appears prudent at this time.						
7	Report on the Risks of DEI Practices for Contractors	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company discusses several mechanisms used for evaluating and mitigating risks in its supply chain, including a recently implemented multifactor methodology and framework. In addition, the company details its enterprise risk management program, the board and management's role as it relates to ERM, and strategic and operational assessments.						

Intact Financial Corporation

Meeting Date: 05/07/2025		Country: Canada		Ticker: IFC			
Record Date: 03/14/2025		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 nominees as no significant concerns have been identified at this time.							
1.2	Elect Director Michael Katchen	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 Stephani Kingsmill	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 Jane E. Kinney	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.							

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

PepsiCo, Inc.

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

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 director nominees is warranted.						
1e	Elect Director Edith W. Cooper	Mgmt	Yes	For	For	For	For
	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.						
1l	Elect Director Robert C. Pohlad	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
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.						
1o	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 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 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
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure reviewed by a third party would enable shareholders to more effectively evaluate the impact and effectiveness of the company's initiatives and policies.</i>							
6	Report on Risks Related to Biodiversity and Nature Loss	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as enhanced disclosures would assist shareholders in evaluating how the company manages risks related to biodiversity loss and in effectively monitoring progress on these issues.</i>							
7	Report on Plastic Packaging	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional reporting on plastic packaging would enable shareholders to better assess the company's risk management and its progress in developing alternative packaging solutions.</i>							

BCE Inc.

Meeting Date: 05/08/2025		Country: Canada		Ticker: BCE			
Record Date: 03/17/2025		Meeting Type: Annual					
Primary Security ID: 05534B760							
		Total Ballots: 1					
Votable Shares: 10,800		Shares on Loan: 0		Shares Instructed: 10,800		Shares Voted: 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 nominees as no significant concerns have been identified at this time.							
1.5	Elect Director Sheila A. Murray	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 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 nominees as no significant concerns have been identified at this time.							
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.							

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 nominees as no significant concerns have been identified at this time.							
1.11	Elect Director Louis Vachon	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 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 LLP as auditor.							
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote FOR this resolution. The quantitative pay-for-performance screen has identified a medium concern. The company made updates to the compensation programs, and total CEO compensation decreased year-over-year. While financial metrics underperformed relative to target levels, operational metrics showed steady performance. On balance, the company has demonstrated adequate stewardship of investors' interests regarding executive compensation.							
4	SP 1: Disclosure of Language Fluency of Employees	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 Quebec, the request of the proponent pertaining to disclosing the languages by all employees appears to be overly prescriptive. As such, a vote AGAINST this shareholder proposal is warranted at this time.							
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 shareholder proposal is recommended at this time as virtual-only meetings may, among other things, hinder meaningful exchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the likelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights, while most investors have repeatedly expressed a preference for hybrid meetings.							
6	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 company has provided adequate disclosure surrounding its approach to managing AI risk, which does not depart from industry standards. Furthermore, there does not appear to be compelling evidence that the adherence or adoption of one specific code or framework for handling AI risk is preferable to another at this time.							

C.H. Robinson Worldwide, Inc.

Meeting Date: 05/08/2025	Country: USA	Ticker: CHRW
Record Date: 03/12/2025	Meeting Type: Annual	
Primary Security ID: 12541W209		

Shares Voted: 1,900

Canadian Natural Resources Limited

Meeting Date: 05/08/2025

Country: Canada

Ticker: CNO

Record Date: 03/19/2025

Meeting Type: Annual/Special

Primary Security ID: 136385101

Total Ballots: 1

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 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.						
1.2	Elect Director M. Elizabeth Cannon	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.						
1.3	Elect Director N. Murray Edwards	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.						
1.4	Elect Director Christopher L. Fong	Mgmt	Yes	For	For	Withhold	Withhold
	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.						
1.5	Elect Director Gordon D. Giffin	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.						
1.6	Elect Director Wilfred A. Gobert	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.						
1.7	Elect Director Christine M. Healy	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.						

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
	<i>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.</i>						
1.9	Elect Director Frank J. McKenna	Mgmt	Yes	For	For	For	For
	<i>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.</i>						
1.10	Elect Director Scott G. Stauth	Mgmt	Yes	For	For	For	For
	<i>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.</i>						
1.11	Elect Director David A. Tuer	Mgmt	Yes	For	For	For	For
	<i>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.</i>						
1.12	Elect Director Annette M. Verschuren	Mgmt	Yes	For	For	For	For
	<i>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.</i>						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>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.</i>						
3	Re-approve Stock Option Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), vote FOR this stock option plan.</i>						
4	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i>						

Manulife Financial Corporation

Meeting Date: 05/08/2025

Country: Canada

Ticker: MFC

Record Date: 03/12/2025

Meeting Type: Annual

Primary Security ID: 56501R106

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 proposed nominees as no significant concerns have been identified at this time.							
1.2	Elect Director Guy L.T. Bainbridge	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 Nancy J. Carroll	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 Julie E. Dickson	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 J. Michael Durland	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 Donald P. Kanak	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 Donald R. Lindsay	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 Anna Manning	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 John S. Montalbano	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 May Tan	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 Leagh E. Turner	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 Philip J. Witherington	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 John W.P-K. Wong	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 LLP as auditor as non-audit fees (1 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 advisory resolution as there are no significant issues at this time.							

Sun Life Financial Inc.

Meeting Date: 05/08/2025

Country: Canada

Ticker: SLF

Record Date: 03/14/2025

Meeting Type: Annual

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 nominees as no significant concerns have been identified at this time.						
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 nominees as no significant concerns have been identified at this time.						
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 nominees as no significant concerns have been identified at this time.						
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 nominees as no significant concerns have been identified at this time.						
1.11	Elect Director Scott F. Powers	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 Kevin D. Strain	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 Deloitte LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (9 percent) were reasonable relative to total fees paid to the auditor.						
3	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.						

Meeting Date: 05/08/2025	Country: Canada	Ticker: TRP
Record Date: 03/21/2025	Meeting Type: Annual	
Primary Security ID: 87807B107		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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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 KPMG LLP as auditor as non-audit fees (9 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 advisory resolution. After applying the financial performance assessment test, the overall quantitative pay-for-performance screen exhibited a medium concern.						
4	Amend Shareholder Rights Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR the shareholder rights plan because it is a "new generation" plan that is structured to protect the interests of shareholders in the event of a bid for their shares.						

Union Pacific Corporation

Meeting Date: 05/08/2025		Country: USA		Ticker: UNP			
Record Date: 03/14/2025		Meeting Type: Annual					
Primary Security ID: 907818108							
Total Ballots: 1							
Votable Shares: 500		Shares on Loan: 0		Shares Instructed: 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 director nominees is warranted.						
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 director nominees is warranted.						
1d	Elect Director Deborah C. Hopkins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1e	Elect Director Jane H. Lute	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1f	Elect Director Michael R. McCarthy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1g	Elect Director Doyle R. Simons	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1h	Elect Director John K. Tien, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1i	Elect Director V. James Vena	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						

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
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1k	Elect Director Christopher J. Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>						
4	Amend Clawback Policy	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company's existing clawback policies appear to cover the standard that is requested by the proponent. Further, the proponent's ask that the board disclose any deliberations related to the policy, even when recoupment of pay is not sought, is considered overly burdensome.</i>						

United Parcel Service, Inc.

Meeting Date: 05/08/2025	Country: USA	Ticker: UPS
Record Date: 03/10/2025	Meeting Type: Annual	
Primary Security ID: 911312106		
	Total Ballots: 1	
Votable Shares: 1,200	Shares on Loan: 0	Shares Instructed: 1,200
		Shares 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
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>							
1b	Elect Director Eva Boratto	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>							
1c	Elect Director Kevin Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>							
1d	Elect Director Wayne Hewett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>							

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 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.						
1j	Elect Director Russell Stokes	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.						
1k	Elect Director Carol B. Tome	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.						
1l	Elect Director Kevin M. Warsh	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.						
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 as pay and performance are reasonably aligned for the year in review. Some concern is raised given that goals are not forwardly disclosed for PSUs. However, annual incentives are entirely based on pre-set financial metrics and the long-term awards are primarily performance-conditioned and use multi-year performance periods.						
3	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.						
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 provide all shareholders with equal voting rights on 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
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company provides sufficient information regarding its rationale for addressing GHG emissions and oversight of climate-related risks.</i></p>							

Constellation Software Inc.

Meeting Date: 05/13/2025	Country: Canada	Ticker: CSU
Record Date: 04/03/2025	Meeting Type: Annual	
Primary Security ID: 21037X100		
Total Ballots: 1		
Votable Shares: 200	Shares on Loan: 0	Shares Instructed: 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
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.2	Elect Director John Billowits	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.3	Elect Director Lawrence Cunningham	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.4	Elect Director Claire Kennedy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.5	Elect Director Robert Kittel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.6	Elect Director Mark Leonard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.7	Elect Director Donna Parr	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.8	Elect Director Andrew Pastor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.9	Elect Director Laurie Schultz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (1 percent) were reasonable relative to total fees paid to the auditor.</i>						
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR this non-binding advisory resolution as there are no significant issues at this time.</i>						

Waste Connections, Inc.

Meeting Date: 05/16/2025	Country: Canada	Ticker: WCN
Record Date: 03/21/2025	Meeting Type: Annual	
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 director nominees is warranted.						
1b	Elect Director Edward E. "Ned" Guillet	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1c	Elect Director Michael W. Harlan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1d	Elect Director Elise L. Jordan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1e	Elect Director Cherylyn Harley LeBon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1f	Elect Director Susan "Sue" Lee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1g	Elect Director Ronald J. Mittelstaedt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1h	Elect Director Carl D. Sparks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
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 as pay and performance are reasonably aligned, and no significant concerns were identified at this time.						
3	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.						

Honeywell International Inc.

Meeting Date: 05/20/2025	Country: USA	Ticker: HON
Record Date: 04/01/2025	Meeting Type: Annual	
Primary Security ID: 438516106		

Honeywell International Inc.

Total Ballots: 1

Votable Shares: 600

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Duncan B. Angove	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, D. Scott 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.						
1b	Elect Director William S. Ayer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, D. Scott 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.						
1c	Elect Director Kevin Burke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, D. Scott 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.						
1d	Elect Director D. Scott Davis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, D. Scott 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.						
1e	Elect Director Deborah Flint	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, D. Scott 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.						
1f	Elect Director Vimal Kapur	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, D. Scott 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.						
1g	Elect Director Michael W. Lamach	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, D. Scott 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.						
1h	Elect Director Rose Lee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, D. Scott 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.						
1i	Elect Director Grace Lieblein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, D. Scott 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.						
1j	Elect Director Robin Watson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, D. Scott 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 the incumbent chair of the committee responsible for climate risk oversight, D. Scott 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.							
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 as pay and performance are reasonably aligned at this time. A majority of annual incentives are based on preset financial metrics and long-term incentives are targeted to be half performance-based, with forward-looking goals disclosed and performance measured over a multi-year period.							
3	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.							
4	Approve Liability Management Reorganization	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Although the company's rationale for seeking shareholder approval of this transaction is somewhat unclear, there are no concerns identified with the transaction at this time. Shareholders may wish to continue monitoring the company's liability management.							
5	Require Independent Board Chair	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.							

EOG Resources, Inc.

Meeting Date: 05/21/2025		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	
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 incumbent chair of the committee responsible for climate risk oversight, Janet Clark, 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 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. Jacob	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Janet Clark, 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.						
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 warranted. Annual incentives were largely based on pre-set financial metrics, and equity awards are predominantly performance-based with clearly disclosed multi-year goals.						

LyondellBasell Industries N.V.

Meeting Date: 05/23/2025		Country: Netherlands		Ticker: LYB	
Record Date: 04/25/2025		Meeting Type: Annual			
Primary Security ID: N53745100					
Total Ballots: 1					
Votable Shares: 1,600		Shares on Loan: 0		Shares Instructed: 1,600	
Shares Voted: 1,600					

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 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.						
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 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.						
1f	Elect Director Claire Farley	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.						

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 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.							
1h	Elect Director Michael Hanley	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.							
1i	Elect Director Virginia Kamsky	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.							
1j	Elect Director Bridget Karlin	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.							
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.							
1l	Elect Director Peter Vanacker	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.							
2	Approve Discharge of Directors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because of the absence of any information about significant and compelling controversies indicating that the directors are not fulfilling their fiduciary duties.							
3	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this routine item is warranted.							
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 auditor is warranted.							
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.							
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Concern continues to be noted regarding the lack of a disclosed target for one PSU goal. However, annual incentives were primarily based on pre-set financial metrics, and long-term incentives were primarily performance-conditioned.							
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 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	Country: USA	Ticker: MRK
Record Date: 03/28/2025	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

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 nominees is warranted.						
1b	Elect Director Mary Ellen Coe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1c	Elect Director Pamela J. Craig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1d	Elect Director Robert M. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1e	Elect Director Thomas H. Glocer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1f	Elect Director Surendralal "Lal" L. Karsanbhai	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1g	Elect Director Risa J. Lavizzo-Mourey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1h	Elect Director Stephen L. Mayo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1i	Elect Director Paul B. Rothman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1j	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1k	Elect Director Christine E. Seidman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1l	Elect Director Inge G. Thulin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						

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 nominees is warranted.							
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 auditor is warranted.							
4	Report on a Human Rights Impact Assessment	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Adoption of the proposal would serve to further strengthen the company's commitment to human rights, as well as augment its existing human rights-related oversight mechanisms, and thus help safeguard the company's reputation and long-term shareholder value.							
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 proposal is warranted. Given the C&MD Committee's established oversight role and the comprehensive disclosures regarding its practices, the committee is best positioned to determine the appropriate metrics and considerations for executive pay decisions.							
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 resolution is warranted as the company provides adequate disclosures related to its advertising and non-discrimination policies.							

Brookfield Corporation

Meeting Date: 06/06/2025		Country: Canada		Ticker: BN			
Record Date: 04/17/2025		Meeting Type: Annual/Special					
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 Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.						
2.2	Elect Director Janice Fukakusa	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.						
2.3	Elect Director Maureen Kempston Darkes	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.						
2.4	Elect Director Frank J. McKenna	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.						
2.5	Elect Director Hutham S. Olayan	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.						
2.6	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 Justin Beber for serving as an executive director on a non-majority independent board. Vote FOR the other proposed nominees.						
2.8	Elect Director Justin B. Beber	Mgmt	Yes	For	Withhold	Withhold	Withhold
	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.						
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 of Deloitte LLP as auditor as non-audit fees (0 percent) were reasonable relative to total fees paid to the auditor.						
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

Country: USA

Ticker: TGT

Record Date: 04/14/2025

Meeting Type: Annual

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 Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.						
1b	Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.						
1c	Elect Director George S. Barrett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.						
1d	Elect Director Gail K. Boudreaux	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.						
1e	Elect Director Brian C. Cornell	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.						
1f	Elect Director Robert L. Edwards	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.						
1g	Elect Director Donald R. Knauss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.						
1h	Elect Director Christine A. Leahy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.						
1i	Elect Director Monica C. Lozano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.						
1j	Elect Director Grace Puma	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.						
1k	Elect Director Derica W. Rice	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.						

Target Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote AGAINST Board Chair Brian Cornell is warranted in light of significant concerns raised by shareholders regarding living wage concerns. A vote FOR the director nominees is warranted.						
2	Ratify Ernst & Young 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 warranted, as pay and performance are reasonably aligned at this time, and over a majority of the CEO's incentive compensation is performance-contingent.						
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.						

Best Buy Co., Inc.

Meeting Date: 06/13/2025		Country: USA		Ticker: BBY			
Record Date: 04/14/2025		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	
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 director nominees is warranted.						
1b	Elect Director Lisa M. Caputo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1c	Elect Director David W. Kenny	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1d	Elect Director David C. Kimbell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1e	Elect Director Mario J. Marte	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1f	Elect Director Karen A. McLoughlin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1g	Elect Director Claudia F. Munce	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						

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 nominees is warranted.							
1j	Elect Director Sima D. Sistani	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1k	Elect Director Melinda D. Whittington	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
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 warranted. Although a concern persists that the relative TSR metric for the performance shares targets merely median performance, half of the long-term incentives are performance based and utilize a multi-year measurement period with forward-looking goals disclosed. Additionally, the annual incentive continued to be based primarily on financial performance.							
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 proposal is warranted. The company's existing governance practices, which are generally robust, provide an effective counterbalance to the absence of a meaningful right to act by written consent.							
6	Consider Ending Participation in Human Rights Campaign Corporate Equality Index	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company appears to provide shareholders with information to evaluate its oversight of the risks associated with its participation in and engagement with certain organizations.							
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 warranted, as enhanced disclosure would provide shareholders with greater clarity in assessing the effectiveness of its policies and strategies for climate related-risks.							

Comcast Corporation

Meeting Date: 06/18/2025	Country: USA	Ticker: CMCSA
Record Date: 04/08/2025	Meeting Type: Annual	
Primary Security ID: 20030N101		

Votable Shares: 3,300**Shares Instructed:** 3,300**Shares Voted:** 3,300

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 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.						
1.4	Elect Director Louise F. Brady	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.						
1.5	Elect Director Edward D. Breen	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.						
1.6	Elect Director Jeffrey A. Honickman	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.						
1.7	Elect Director Wonya Y. Lucas	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.						
1.8	Elect Director Asuka Nakahara	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.						
1.9	Elect Director David C. Novak	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.						
1.10	Elect Director Brian L. Roberts	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.						
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.						

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 warranted. The plan is sufficiently broad-based and provides a reasonable limit on employee and company-matching contributions.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Although concern exists regarding a lack of goal disclosure in the STI and LTI programs, the STI was largely based on pre-set financial metrics, and the LTI was targeted to be primarily performance-based.						
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 warranted given the importance of having an independent board chair.						