

# Board Statistics Report



**Parameters Used:**

Location(s): Montrusco Bolton Investments Inc.

Account Group(s): All account groups

Institution Account(s): Fonds d'actions mondiales sans combustibles fossiles, Individual Plan - Equity income strategy, Montrusco Bolton Canadian Large Capitalization Equity Fund - CAD, Montrusco Bolton U.S. Equity Fund - CAD, Plan Reeflex stratégie. USD, Montrusco Bolton Canadian Small Capitalization Equity Fund - USD, Universitas Plan - bond strategy, Montrusco Bolton Equity Income Fund - USD, Plan Individuel - stratégie actions américaines, Montrusco Bolton Canadian Small Capitalization Equity Fund - CAD, AMG MBI LCG FUND, Plan Universitas stratégie.USD, Universitas Plan - Equity income strategy, REFLEX Plan - Equity income strategy, Montrusco Bolton U.S. Equity Fund - USD, REFLEX Plan - Bond strategy, Montrusco Bolton Global Equity Fund - CAD, Montrusco Bolton Global Equity Fund - USD, Montrusco Bolton Equity Income Fund - CAD, Montrusco Bolton Canadian Large Capitalization Equity Fund - USD

Custodian Account(s): All custodian accounts

Reporting Period: 01/01/2023 to 12/31/2023

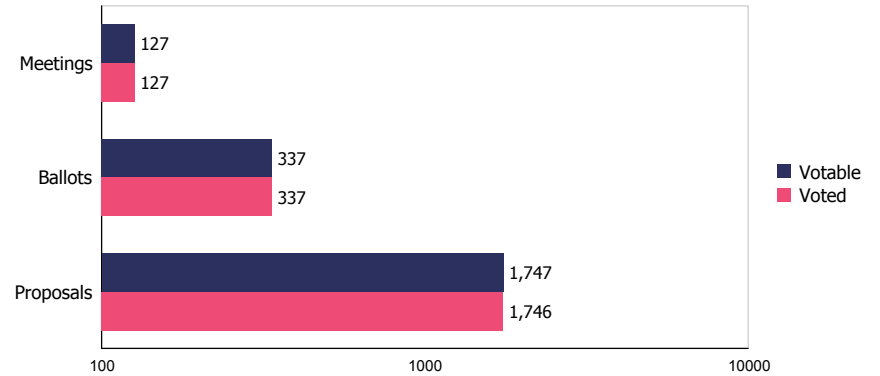
## Meeting Overview

Category	Number	Percentage
Number of votable meetings	127	
Number of meetings voted	127	100.00%
Number of meetings with at least 1 vote Against, Withhold or Abstain	48	37.80%

## Ballot Overview

Category	Number	Percentage
Number of votable ballots	337	
Number of ballots voted	337	100.00%

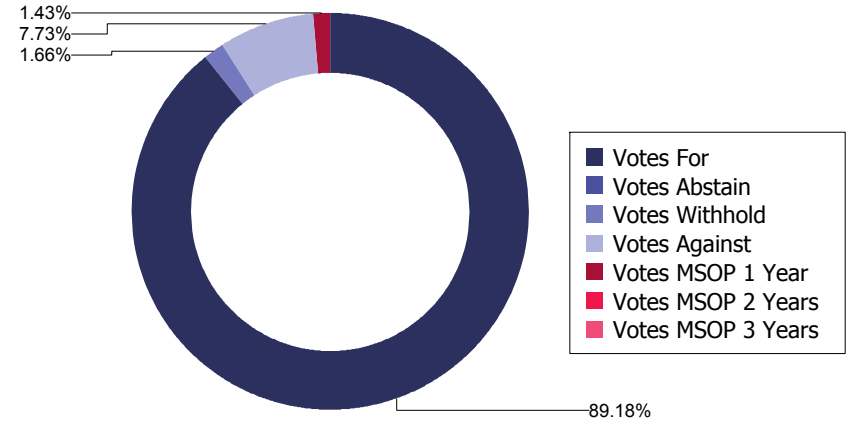
## Voting Statistics



## Proposal Overview

Category	Number	Percentage
Number of votable items	1,747	
Number of items voted	1,746	99.94%
Number of votes FOR	1,557	89.18%
Number of votes AGAINST	135	7.73%
Number of votes ABSTAIN	0	0.00%
Number of votes WITHHOLD	29	1.66%
Number of votes on MSOP Frequency 1 Year	25	1.43%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	1,731	99.14%
Number of votes Against Policy	15	0.86%
Number of votes With Mgmt	1,601	91.70%
Number of votes Against Mgmt	145	8.30%
Number of votes on MSOP (exclude frequency)	94	5.38%
Number of votes on Shareholder Proposals	123	7.04%

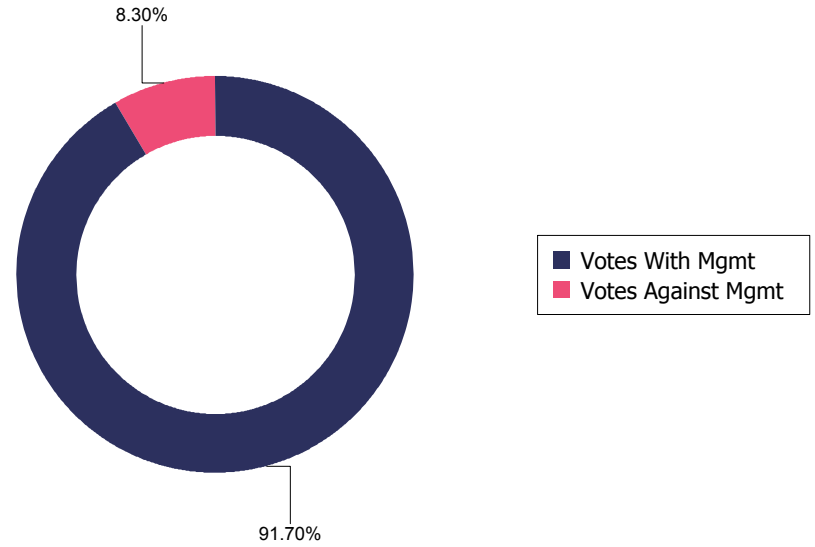
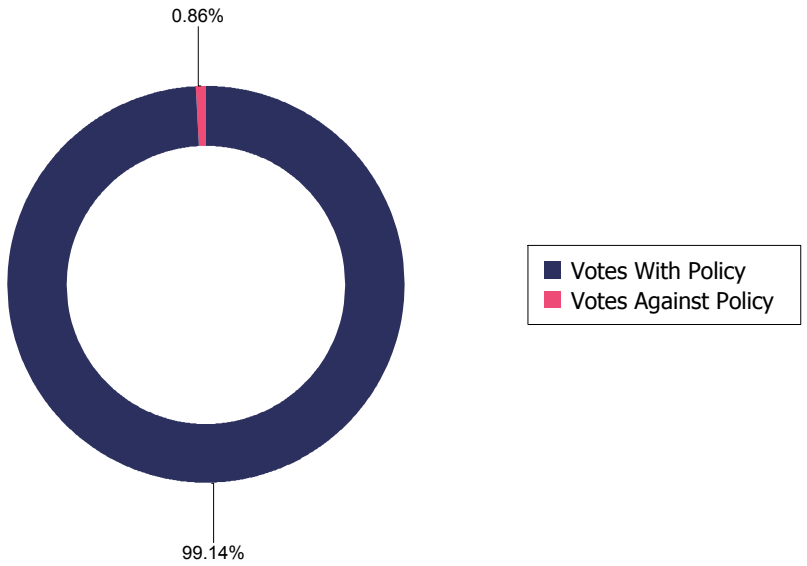
## Vote Cast Statistics



Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are considered voted. All other ballot statuses are considered unvoted. Do Not Vote instructions are not considered voted and re-registration events are not included. Notwithstanding the above, each unique vote cast is counted within all calculations. In cases of different votes submitted for an individual agenda item, votes cast are discretely counted by vote cast (For, Against, etc.) per proposal. This may result in voting totals exceeding the number of votable items. Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines : <https://www.issgovernance.com/policy-gateway/voting-policies>

## Vote Alignment with Policy

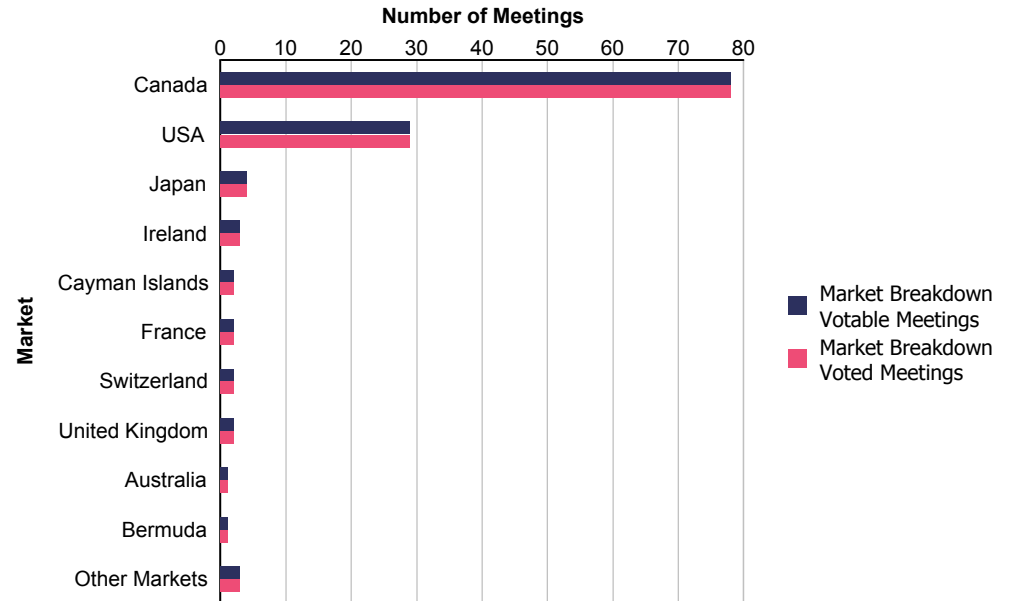
## Vote Alignment with Management



**Market Breakdown**

Market	Votable Meetings	Voted Meetings	Percentage
Canada	78	78	100.00%
USA	29	29	100.00%
Japan	4	4	100.00%
Ireland	3	3	100.00%
Cayman Islands	2	2	100.00%
France	2	2	100.00%
Switzerland	2	2	100.00%
United Kingdom	2	2	100.00%
Australia	1	1	100.00%
Bermuda	1	1	100.00%
Germany	1	1	100.00%
Netherlands	1	1	100.00%
Singapore	1	1	100.00%

**Meeting Voted by Market**



## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Metro Inc.	24-Jan-23	Canada	E	Environmental - Climate	GHG Emissions	5. SP 1: Adopt Near and Long-Term Science-Based Greenhouse Gas Emissions Reduction Targets	Against
Metro Inc.	24-Jan-23	Canada	S	Social - Human Rights	Human Rights Risk Assessment	6. SP 2: Report on Actual and Potential Human Rights Impacts on Migrant Workers	Against
CGI Inc.	01-Feb-23	Canada	G	Director Related - Board Related	Company-Specific Board-Related	3. SP 1: Disclose Languages in Which Directors Are Fluent	Against
CGI Inc.	01-Feb-23	Canada	S	Social - Miscellaneous	Miscellaneous Proposal - Social	4. SP 2: Review Mandate to Include Ethical Component Concerning Artificial Intelligence	Against
CGI Inc.	01-Feb-23	Canada	S	Social - Health & Safety	Prepare Report on Health Care Reform	5. SP 3: Update the Role of the Human Resources Committee to Include Responsibilities Related to Employee Health and Well-being	Against
CGI Inc.	01-Feb-23	Canada	S	Social - Diversity, Equity, & Inclusion	Report on EEO	6. SP 4: Report on Racial Disparities and Equity Issues	Against
Calian Group Ltd.	15-Feb-23	Canada	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	4. Amend Restricted Share Unit Plan	Against
Mainstreet Equity Corp.	09-Mar-23	Canada	G	Director Election - Director Election	Elect Director	2.2. Elect Director Joseph B. Amantea	Withhold
Mainstreet Equity Corp.	09-Mar-23	Canada	G	Director Election - Director Election	Elect Director	2.4. Elect Director Karanveer V. Dhillon	Withhold
Apple Inc.	10-Mar-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Civil Rights and Non-Discrimination Audit	Against
Apple Inc.	10-Mar-23	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Operations in Communist China	Against
Apple Inc.	10-Mar-23	USA	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	7. Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	Against
GURU Organic Energy Corp.	16-Mar-23	Canada	G	Director Election - Director Election	Elect Director	1d. Elect Director Philippe Meunier	Against
GURU Organic Energy Corp.	16-Mar-23	Canada	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Re-approve Omnibus Incentive Plan	Against
Magnet Forensics Inc.	23-Mar-23	Canada	G	Strategic Transactions - Mergers & Acquisitions	Approve Merger Agreement	1. Approve Acquisition by Morpheus Purchaser Inc.	Against
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Monika Ribar as Director	Against
Sika AG	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Royal Bank of Canada	05-Apr-23	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	A. SP 1: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	Against
Royal Bank of Canada	05-Apr-23	Canada	S	Social - Human Rights	Improve Human Rights Standards or Policies	B. SP 2: Revise the Bank's Human Rights Position Statement	Against
Royal Bank of Canada	05-Apr-23	Canada	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	C. SP 3: Publish a Third-Party Racial Equity Audit	Against
Royal Bank of Canada	05-Apr-23	Canada	E	Environmental - Climate	Restriction of Fossil Fuel Financing	E. SP 5: Adopt a Policy for a Time-Bound Phaseout of the Bank's Lending and Underwriting for Projects and Companies Engaging in Fossil Fuel Exploration	Against
Royal Bank of Canada	05-Apr-23	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	H. SP 8: Report on Loans Made by the Bank in Support of the Circular Economy	Against
Colliers International Group Inc.	05-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1D. Elect Director P. Jane Gavan	Withhold
Colliers International Group Inc.	05-Apr-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
FirstService Corporation	06-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1a. Elect Director Yousry Bissada	Withhold
FirstService Corporation	06-Apr-23	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	3. Amend Stock Option Plan	Against
Adobe Inc.	20-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	6. Report on Hiring of Persons with Arrest or Incarceration Records	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Thomas Peterffy	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Earl H. Nemser	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Milan Galik	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul J. Brody	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William Peterffy	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Nicole Yuen	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jill Bright	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Toronto-Dominion Bank	20-Apr-23	Canada	S	Social - Human Rights	Human Rights Risk Assessment	4. SP 1: Disclose Assessment on Human Rights Risk in Connection with Clients Owning Canadian Multi-Family Rental REITs in Canada	Against
The Toronto-Dominion Bank	20-Apr-23	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	5. SP 2: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	Against
The Toronto-Dominion Bank	20-Apr-23	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	7. SP 4: Invest in and Finance the Canadian Oil and Gas Sector	Against
L'Oreal SA	21-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Texas Instruments Incorporated	27-Apr-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	Against
Parkland Corporation	04-May-23	Canada	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	3. Re-approve Shareholder Rights Plan	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Timothy S. Bitsberger	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles P. Carey	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Daniel R. Glickman	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Phyllis M. Lockett	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Terry L. Savage	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Rahael Seifu	Against
CME Group Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Spin Master Corp.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jeffrey I. Cohen	Withhold
Constellation Software Inc.	08-May-23	Canada	G	Director Election - Director Election	Elect Director	1.13. Elect Director Robin Van Poelje	Withhold
Constellation Software Inc.	08-May-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Pet Valu Holdings Ltd.	09-May-23	Canada	G	Director Election - Director Election	Elect Director	2.2. Elect Director Clayton Harmon	Withhold
Pet Valu Holdings Ltd.	09-May-23	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Patrick Hillegass	Withhold
Pet Valu Holdings Ltd.	09-May-23	Canada	G	Director Election - Director Election	Elect Director	2.4. Elect Director Kevin Hofmann	Withhold
Pet Valu Holdings Ltd.	09-May-23	Canada	G	Director Election - Director Election	Elect Director	2.5. Elect Director Richard Maltsbarger	Withhold
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Teri List	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director A. Shane Sanders	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John T. Schwieters	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Raymond C. Stevens	Against
Danaher Corporation	09-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Against
Danaher Corporation	09-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	6. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	Against
iA Financial Corporation Inc.	10-May-23	Canada	G	Director Related - Board Related	Company-Specific Board-Related	4. SP 1: Limit the Number of Public Company Boards on Which the Company Directors May Serve	Against
iA Financial Corporation Inc.	10-May-23	Canada	G	Director Related - Board Related	Establish Director Stock Ownership Requirement	5. SP 2: Decrease the Maximum Time Period for Payment of the Minimum Amount of \$420,000.00 in Shares in the Capital Stock	Against
TELUS International (Cda) Inc.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Navin Arora	Withhold
TELUS International (Cda) Inc.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Josh Blair	Withhold
TELUS International (Cda) Inc.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Darren Entwistle	Withhold
TELUS International (Cda) Inc.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Doug French	Withhold
TELUS International (Cda) Inc.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Tony Geheran	Withhold
TELUS International (Cda) Inc.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jeffrey Puritt	Withhold

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Envista Holdings Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Daniel Raskas	Withhold
Dialogue Health Technologies Inc.	23-May-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Melissa Kennedy	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Edith W. Cooper	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Daniel P. Huttenlocher	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Judith A. McGrath	Against
Amazon.com, Inc.	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	8. Revise Transparency Report to Provide Greater Disclosure on Government Requests	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Government Take Down Requests	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Publish a Tax Transparency Report	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	14. Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	Against
Amazon.com, Inc.	24-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	15. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Capital Management	Report on Pay Disparity	17. Consider Pay Disparity Between Executives and Other Employees	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Animal Welfare	Animal Welfare	18. Report on Animal Welfare Standards	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	19. Establish a Public Policy Committee	Against
StorageVault Canada Inc.	24-May-23	Canada	G	Director Election - Director Election	Elect Director	2a. Elect Director Steven Scott	Withhold



## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
StorageVault Canada Inc.	24-May-23	Canada	G	Director Election - Director Election	Elect Director	2b. Elect Director Iqbal Khan	Withhold
StorageVault Canada Inc.	24-May-23	Canada	G	Director Election - Director Election	Elect Director	2c. Elect Director Alan A. Simpson	Withhold
dentalcorp Holdings Ltd.	25-May-23	Canada	G	Director Election - Director Election	Elect Director	1b. Elect Director Andrew Taub	Withhold
Exxon Mobil Corporation	31-May-23	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	5. Establish Board Committee on Decarbonization Risk	Against
Exxon Mobil Corporation	31-May-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	6. Reduce Executive Stock Holding Period	Against
Exxon Mobil Corporation	31-May-23	USA	E	Environmental - Climate	Report on Climate Change	7. Report on Carbon Capture and Storage	Against
Exxon Mobil Corporation	31-May-23	USA	E	Environmental - Climate	GHG Emissions	9. Adopt Medium-Term Scope 3 GHG Reduction Target	Against
Exxon Mobil Corporation	31-May-23	USA	E	Environmental - Other	Community -Environment Impact	10. Issue a Report on Worst-Case Impacts of Oil Spills from Operations Offshore of Guyana	Against
Exxon Mobil Corporation	31-May-23	USA	E	Environmental - Other	Report on Environmental Policies	11. Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	Against
Exxon Mobil Corporation	31-May-23	USA	E	Environmental - Other	Report on Environmental Policies	12. Report on Asset Retirement Obligations Under IEA NZE Scenario	Against
Exxon Mobil Corporation	31-May-23	USA	E	Environmental - Climate	Report on Climate Change	14. Report on Potential Costs of Environmental Litigation	Against
Exxon Mobil Corporation	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	15. Publish a Tax Transparency Report	Against
Exxon Mobil Corporation	31-May-23	USA	E	Environmental - Climate	Report on Climate Change	16. Report on Social Impact From Plant Closure or Energy Transition	Against
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andrew W. Houston	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Tony Xu	Withhold
Meta Platforms, Inc.	31-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	3. Report on Government Take Down Requests	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Allegations of Political Entanglement and Content Management Biases in India	Against
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Report on Enforcement of Community Standards and User Content	Against
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Commission Independent Review of Audit & Risk Oversight Committee	Against
Walmart Inc.	31-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Walmart Inc.	31-May-23	USA	S	Social - Human Capital Management	Report on Pay Disparity	5. Consider Pay Disparity Between CEO and Other Employees	Against
Walmart Inc.	31-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Human Rights Due Diligence	Against
Walmart Inc.	31-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	8. Report on Racial and Gender Layoff Diversity	Against
Walmart Inc.	31-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	9. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Walmart Inc.	31-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	10. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	Against
Walmart Inc.	31-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	11. Report on Risks Related to Operations in China	Against
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Frances H. Arnold	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	Against
Alphabet Inc.	02-Jun-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	9. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	Against
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	14. Report on Content Governance and Censorship	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	15. Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	Against
Alphabet Inc.	02-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	16. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
The TJX Companies, Inc.	06-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	5. Report on Third-Party Assessment of Human Rights Due Diligence in Supply Chain	Against
The TJX Companies, Inc.	06-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Adopt a Paid Sick Leave Policy for All Employees	Against
Lithium Royalty Corp.	12-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1a. Elect Director Blair Levinsky	Withhold
InterRent Real Estate Investment Trust	12-Jun-23	Canada	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	2. Elect Paul Amirault, Jean-Louis Bellemare, Brad Cutsey, Judy Hendriks, John Jussup, Ronald Leslie, Michael McGahan, Meghann O'Hara, and Cheryl Pangborn as Trustees of InterRent Trust	Against
InterRent Real Estate Investment Trust	12-Jun-23	Canada	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	3. Elect Brad Cutsey, Michael McGahan, and Curt Millar as Directors of InterRent Holdings General Partner Limited	Against
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director David W. Binet	Withhold
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director W. Edmund Clark	Withhold
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.13. Elect Director Peter J. Thomson	Withhold
Workday, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Christa Davies	Against
Workday, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director George J. Still, Jr.	Against
Workday, Inc.	22-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Workday, Inc.	22-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	4. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Mastercard Incorporated	27-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Overseeing Risks Related to Discrimination	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mastercard Incorporated	27-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Establishing Merchant Category Code for Gun and Ammunition Stores	Against
Mastercard Incorporated	27-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	9. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Mastercard Incorporated	27-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	Against
Shopify Inc.	27-Jun-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Sylogist Ltd.	27-Jun-23	Canada	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	4. Amend By-Law No. 1	Against
Shin-Etsu Chemical Co., Ltd.	29-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Kaneko, Hiroko	Against
Computer Modelling Group Ltd.	06-Jul-23	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	4. Re-approve Stock Option Plan	Against
Computer Modelling Group Ltd.	06-Jul-23	Canada	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	5. Re-approve Performance Share Unit and Restricted Share Unit Plan	Against
Computer Modelling Group Ltd.	06-Jul-23	Canada	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	6. Approve Stock Option Plan Grant	Against
Neighbourly Pharmacy Inc.	01-Aug-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Stuart M. Elman	Against
Neighbourly Pharmacy Inc.	01-Aug-23	Canada	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Re-approve Omnibus Long-Term Incentive Plan	Against
Brookfield Reinsurance Ltd.	17-Aug-23	Bermuda	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	6. Approve Restricted Stock Plan	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee	Against

**Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	10.3. Amend Articles Re: General Meeting	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Gender-Based Compensation and Benefits Inequities	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Government Take Down Requests	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Weapons	Weapons - Related	8. Report on Risks of Weapons Development	Against
Microsoft Corporation	07-Dec-23	USA	E	Environmental - Climate	Report on Climate Change	9. Report on Climate Risk in Retirement Plan Options	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Publish a Tax Transparency Report	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Human Rights	Operations in High Risk Countries	11. Report on Risks of Operating in Countries with Significant Human Rights Concerns	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Political Spending	Political Contributions Disclosure	12. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against

**Analysis of Votes Against Policy**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Mainstreet Equity Corp.	09-Mar-23	Canada	G	Director Election - Director Election	Elect Director	2.1. Elect Director Navjeet (Bob) S. Dhillon	For
Parkland Corporation	04-May-23	Canada	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	3. Re-approve Shareholder Rights Plan	Against

### Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1a. Adopt 2023 Share Option Scheme	For
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1b. Approve Transfer of Share Options	For
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	1c. Approve Termination of the Existing Share Option Scheme	For
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	2. Approve Scheme Mandate Limit (Share Option) under the 2023 Share Option Scheme	For
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Service Provider Sublimit (Share Option) under the 2023 Share Option Scheme	For
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4a. Adopt 2023 Share Award Scheme	For
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4b. Approve Transfer of Share Awards	For
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	4c. Approve Termination of the Existing Share Award Schemes	For
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Scheme Mandate Limit (Share Award) under the 2023 Share Award Scheme	For
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Approve Scheme Mandate Limit (New Shares Share Award) under the 2023 Share Award Scheme	For
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	7. Approve Service Provider Sublimit (New Shares Share Award) under the 2023 Share Award Scheme	For
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mark Zuckerberg	For

### Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Calian Group Ltd.	15-Feb-23	Canada	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	4. Amend Restricted Share Unit Plan	Against
Mainstreet Equity Corp.	09-Mar-23	Canada	G	Director Election - Director Election	Elect Director	2.2. Elect Director Joseph B. Amantea	Withhold

**Analysis of Votes Against Management (Continued)**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Mainstreet Equity Corp.	09-Mar-23	Canada	G	Director Election - Director Election	Elect Director	2.4. Elect Director Karanveer V. Dhillon	Withhold
Apple Inc.	10-Mar-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	8. Report on Median Gender/Racial Pay Gap	For
Apple Inc.	10-Mar-23	USA	G	Director Related - Board Related	Amend Proxy Access Right	9. Amend Proxy Access Right	For
GURU Organic Energy Corp.	16-Mar-23	Canada	G	Director Election - Director Election	Elect Director	1d. Elect Director Philippe Meunier	Against
GURU Organic Energy Corp.	16-Mar-23	Canada	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Re-approve Omnibus Incentive Plan	Against
Magnet Forensics Inc.	23-Mar-23	Canada	G	Strategic Transactions - Mergers & Acquisitions	Approve Merger Agreement	1. Approve Acquisition by Morpheus Purchaser Inc.	Against
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Monika Ribar as Director	Against
Sika AG	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
The Bank of Nova Scotia	04-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	4. SP 1: Advisory Vote on Environmental Policies	For
The Bank of Nova Scotia	04-Apr-23	Canada	E	Environmental - Climate	GHG Emissions	5. SP 2: Report on Client Net-Zero Transition Plans in Relation to Bank's 2030 Emissions Reduction and Net-Zero Goals	For
Royal Bank of Canada	05-Apr-23	Canada	E	Environmental - Climate	GHG Emissions	D. SP 4: Report on 2030 Absolute Greenhouse Gas Reduction Goals	For
Royal Bank of Canada	05-Apr-23	Canada	G	Compensation - Compensation	Increase Disclosure of Executive Compensation	F. SP 6: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	For
Royal Bank of Canada	05-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	G. SP 7: Advisory Vote on Environmental Policies	For
Colliers International Group Inc.	05-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1D. Elect Director P. Jane Gavan	Withhold
Colliers International Group Inc.	05-Apr-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
FirstService Corporation	06-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1a. Elect Director Yousry Bissada	Withhold
FirstService Corporation	06-Apr-23	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	3. Amend Stock Option Plan	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Thomas Peterffy	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Earl H. Nemser	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Milan Galik	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul J. Brody	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William Peterffy	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Nicole Yuen	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jill Bright	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	One Year
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
The Toronto-Dominion Bank	20-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	6. SP 3: Advisory Vote on Environmental Policies	For
The Toronto-Dominion Bank	20-Apr-23	Canada	G	Compensation - Compensation	Increase Disclosure of Executive Compensation	8. SP 5: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	For
The Toronto-Dominion Bank	20-Apr-23	Canada	E	Environmental - Climate	GHG Emissions	9. SP 6: Disclose Transition Plan Towards 2030 Emission Reduction Goals	For
L'Oreal SA	21-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
National Bank of Canada	21-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	4. SP 1: Advisory Vote on Environmental Policies	For
Texas Instruments Incorporated	27-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Public Storage	02-May-23	USA	E	Environmental - Climate	GHG Emissions	5. Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
Enbridge Inc.	03-May-23	Canada	E	E&S Blended - Climate	Climate Change Lobbying	5. SP 1: Report on Lobbying and Political Donations	For
Enbridge Inc.	03-May-23	Canada	E	Environmental - Climate	GHG Emissions	6. SP 2: Disclose the Company's Scope 3 Emissions	For
Parkland Corporation	04-May-23	Canada	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	3. Re-approve Shareholder Rights Plan	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Timothy S. Bitsberger	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles P. Carey	Against



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Daniel R. Glickman	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Phyllis M. Lockett	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Terry L. Savage	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Rahael Seifu	Against
CME Group Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Spin Master Corp.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jeffrey I. Cohen	Withhold
Constellation Software Inc.	08-May-23	Canada	G	Director Election - Director Election	Elect Director	1.13. Elect Director Robin Van Poelje	Withhold
Constellation Software Inc.	08-May-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Charles River Laboratories International, Inc.	09-May-23	USA	S	Social - Animal Welfare	Animal Welfare	5. Report on Non-human Primates Imported by the Company	For
Pet Valu Holdings Ltd.	09-May-23	Canada	G	Director Election - Director Election	Elect Director	2.2. Elect Director Clayton Harmon	Withhold
Pet Valu Holdings Ltd.	09-May-23	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Patrick Hillegass	Withhold
Pet Valu Holdings Ltd.	09-May-23	Canada	G	Director Election - Director Election	Elect Director	2.4. Elect Director Kevin Hofmann	Withhold
Pet Valu Holdings Ltd.	09-May-23	Canada	G	Director Election - Director Election	Elect Director	2.5. Elect Director Richard Maltsbarger	Withhold
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Teri List	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director A. Shane Sanders	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John T. Schwieters	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Raymond C. Stevens	Against
iA Financial Corporation Inc.	10-May-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	6. SP 3: Advisory Vote on Environmental Policies	For
Sun Life Financial Inc.	11-May-23	Canada	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	A. SP 1: Produce a Report Documenting the Health Impacts and Potential Insurance Implications of its Investments in Fossil Fuels on its Current and Future Client Base	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TELUS International (Cda) Inc.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Navin Arora	Withhold
TELUS International (Cda) Inc.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Josh Blair	Withhold
TELUS International (Cda) Inc.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Darren Entwistle	Withhold
TELUS International (Cda) Inc.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Doug French	Withhold
TELUS International (Cda) Inc.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Tony Geheran	Withhold
TELUS International (Cda) Inc.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jeffrey Puritt	Withhold
Zoetis Inc.	18-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Envista Holdings Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Daniel Raskas	Withhold
Dialogue Health Technologies Inc.	23-May-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Melissa Kennedy	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Edith W. Cooper	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Daniel P. Huttenlocher	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Judith A. McGrath	Against
Amazon.com, Inc.	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	7. Report on Customer Due Diligence	For
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	10. Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	For
Amazon.com, Inc.	24-May-23	USA	E	E&S Blended - Climate	Climate Change Lobbying	12. Report on Climate Lobbying	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	13. Report on Median and Adjusted Gender/Racial Pay Gaps	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	16. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	For
Amazon.com, Inc.	24-May-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	20. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amazon.com, Inc.	24-May-23	USA	S	Social - Health & Safety	Facility Safety	21. Commission a Third Party Audit on Working Conditions	For
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Pollution	Recycling	22. Report on Efforts to Reduce Plastic Use	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	23. Commission Third Party Study and Report on Risks Associated with Use of Rekognition	For
StorageVault Canada Inc.	24-May-23	Canada	G	Director Election - Director Election	Elect Director	2a. Elect Director Steven Scott	Withhold
StorageVault Canada Inc.	24-May-23	Canada	G	Director Election - Director Election	Elect Director	2b. Elect Director Iqbal Khan	Withhold
StorageVault Canada Inc.	24-May-23	Canada	G	Director Election - Director Election	Elect Director	2c. Elect Director Alan A. Simpson	Withhold
dentalcorp Holdings Ltd.	25-May-23	Canada	G	Director Election - Director Election	Elect Director	1b. Elect Director Andrew Taub	Withhold
Exxon Mobil Corporation	31-May-23	USA	E	Environmental - Climate	GHG Emissions	8. Report on Methane Emission Disclosure Reliability	For
Exxon Mobil Corporation	31-May-23	USA	E	Environmental - Pollution	Recycling	13. Commission Audited Report on Reduced Plastics Demand	For
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andrew W. Houston	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Tony Xu	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	4. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	5. Report on Human Rights Impact Assessment of Targeted Advertising	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Meta Platforms, Inc.	31-May-23	USA	E	E&S Blended - Climate	Climate Change Lobbying	8. Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	9. Report on Data Privacy regarding Reproductive Healthcare	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Report on Child Safety and Harm Reduction	For
Meta Platforms, Inc.	31-May-23	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	12. Report on Executive Pay Calibration to Externalized Costs	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Walmart Inc.	31-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Walmart Inc.	31-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	7. Commission Third Party Racial Equity Audit	For
Walmart Inc.	31-May-23	USA	S	Social - Health & Safety	Facility Safety	12. Oversee and Report a Workplace Health and Safety Audit	For
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Frances H. Arnold	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	5. Advisory Vote on Say on Pay Frequency	One Year
Alphabet Inc.	02-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Alphabet Inc.	02-Jun-23	USA	E	E&S Blended - Climate	Climate Change Lobbying	8. Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	10. Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	11. Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	12. Disclose More Quantitative and Qualitative Information on Algorithmic Systems	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Alignment of YouTube Policies With Online Safety Regulations	For
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	17. Adopt Share Retention Policy For Senior Executives	For
Alphabet Inc.	02-Jun-23	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	18. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
The TJX Companies, Inc.	06-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Risk from Supplier Misclassification of Supplier's Employees	For
Brookfield Corporation	09-Jun-23	Canada	G	Routine Business - Routine Business	Country-by-Country Tax Reporting	7. SP: Report on Tax Transparency	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lithium Royalty Corp.	12-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1a. Elect Director Blair Levinsky	Withhold
InterRent Real Estate Investment Trust	12-Jun-23	Canada	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	2. Elect Paul Amirault, Jean-Louis Bellemare, Brad Cutsey, Judy Hendriks, John Jussup, Ronald Leslie, Michael McGahan, Meghann O'Hara, and Cheryl Pangborn as Trustees of InterRent Trust	Against
InterRent Real Estate Investment Trust	12-Jun-23	Canada	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	3. Elect Brad Cutsey, Michael McGahan, and Curt Millar as Directors of InterRent Holdings General Partner Limited	Against
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director David W. Binet	Withhold
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director W. Edmund Clark	Withhold
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.13. Elect Director Peter J. Thomson	Withhold
Workday, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Christa Davies	Against
Workday, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director George J. Still, Jr.	Against
Workday, Inc.	22-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Mastercard Incorporated	27-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	8. Report on Lobbying Payments and Policy	For
Shopify Inc.	27-Jun-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Sylogist Ltd.	27-Jun-23	Canada	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	4. Amend By-Law No. 1	Against
Shin-Etsu Chemical Co., Ltd.	29-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Kaneko, Hiroko	Against
Computer Modelling Group Ltd.	06-Jul-23	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	4. Re-approve Stock Option Plan	Against
Computer Modelling Group Ltd.	06-Jul-23	Canada	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	5. Re-approve Performance Share Unit and Restricted Share Unit Plan	Against
Computer Modelling Group Ltd.	06-Jul-23	Canada	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	6. Approve Stock Option Plan Grant	Against
Neighbourly Pharmacy Inc.	01-Aug-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Stuart M. Elman	Against
Neighbourly Pharmacy Inc.	01-Aug-23	Canada	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Re-approve Omnibus Long-Term Incentive Plan	Against

**Analysis of Votes Against Management (Continued)**

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Brookfield Reinsurance Ltd.	17-Aug-23	Bermuda	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	6. Approve Restricted Stock Plan	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	10.3. Amend Articles Re: General Meeting	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Risks Related to AI Generated Misinformation and Disinformation	For

**Unvoted Meetings**

There are no unvoted meetings.

**PARAMETERS**

ESG Pillar: All Pillars  
Market Indexes: All Indexes  
Markets: All Markets  
Proposal Category: All Categories  
Proposal Subcategory: All Subcategories

Account Watchlist: None  
Country Watchlist: None  
Issuer Type Watchlist: None  
Issuer Watchlist: None  
Proposal Code Watchlist: None  
WorkflowTag: All Meetings