

## VOTE SUMMARY REPORT

REPORTING PERIOD: 07/01/2024 to 06/30/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): JF SELECT CDN EQUITY FD  
JF01200

### CAE Inc.

**Meeting Date:** 08/14/2024      **Country:** Canada      **Ticker:** CAE  
**Record Date:** 06/21/2024      **Meeting Type:** Annual  
**Primary Security ID:** 124765108      **Primary CUSIP:** 124765108

**Shares Voted:** 889,946

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ayman Antoun	Mgmt	For	Refer	For
1.2	Elect Director Margaret S. (Peg) Billson	Mgmt	For	Refer	For
1.3	Elect Director Sophie Brochu	Mgmt	For	Refer	For
1.4	Elect Director Patrick Decostre	Mgmt	For	For	For
1.5	Elect Director Elise Eberwein	Mgmt	For	Refer	For
1.6	Elect Director Ian L. Edwards	Mgmt	For	For	For
1.7	Elect Director Marianne Harrison	Mgmt	For	For	For
1.8	Elect Director Alan N. MacGibbon	Mgmt	For	For	For
1.9	Elect Director Mary Lou Maher	Mgmt	For	Refer	For
1.10	Elect Director Francois Olivier	Mgmt	For	For	For
1.11	Elect Director Marc Parent	Mgmt	For	For	For
1.12	Elect Director David G. Perkins	Mgmt	For	Refer	For
1.13	Elect Director Patrick M. Shanahan	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Refer	For
4	Re-approve Shareholder Rights Plan	Mgmt	For	For	For

### Alimentation Couche-Tard Inc.

**Meeting Date:** 09/05/2024      **Country:** Canada      **Ticker:** ATD  
**Record Date:** 07/10/2024      **Meeting Type:** Annual  
**Primary Security ID:** 01626P148      **Primary CUSIP:** 01626P148

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
2.1	Elect Director Alain Bouchard	Mgmt	For	For	For
2.2	Elect Director Louis Vachon	Mgmt	For	For	For
2.3	Elect Director Jean Bernier	Mgmt	For	Refer	For
2.4	Elect Director Karinne Bouchard	Mgmt	For	For	For
2.5	Elect Director Eric Boyko	Mgmt	For	For	For
2.6	Elect Director Marie-Eve D'mours	Mgmt	For	For	For
2.7	Elect Director Janice L. Fields	Mgmt	For	Refer	For
2.8	Elect Director Eric Fortin	Mgmt	For	For	For
2.9	Elect Director Richard Fortin	Mgmt	For	For	For
2.10	Elect Director Stephen J. Harper	Mgmt	For	For	For
2.11	Elect Director Melanie Kau	Mgmt	For	Refer	For
2.12	Elect Director Marie-Josée Lamothe	Mgmt	For	For	For
2.13	Elect Director Monique F. Leroux	Mgmt	For	For	For
2.14	Elect Director Alex Miller	Mgmt	For	For	For
2.15	Elect Director Real Plourde	Mgmt	For	For	For
2.16	Elect Director Louis Tetu	Mgmt	For	Refer	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Refer	For
	Shareholder Proposals	Mgmt			
4	SP 1: Approve Incentive Compensation for All Employees Based on ESG Objectives	SH	Against	Refer	Against
5	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	Refer	For
6	SP 3: Disclose Language Fluency of Executives	SH	Against	Refer	Against
7	SP 4: Advisory Vote on Environmental Policies	SH	Against	Refer	Against
8	SP 5: Disclose Decarbonization Action Plan	SH	Against	Refer	Against

## Empire Company Limited

Meeting Date: 09/12/2024

Country: Canada

Ticker: EMP.A

Record Date: 07/22/2024

Meeting Type: Annual

Primary Security ID: 291843407

Primary CUSIP: 291843407

Shares Voted: 478,796

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Meeting for Holders of Non-Voting Class A Shares	Mgmt			
	Advisory Vote on Executive Compensation Approach	Mgmt	For	Refer	For

## Open Text Corporation

Meeting Date: 09/12/2024

Country: Canada

Ticker: OTEX

Record Date: 08/01/2024

Meeting Type: Annual

Primary Security ID: 683715106

Primary CUSIP: 683715106

Shares Voted: 590,678

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director P. Thomas Jenkins	Mgmt	For	For	For
1.2	Elect Director Mark J. Barrenechea	Mgmt	For	For	For
1.3	Elect Director Randy Fowlie	Mgmt	For	For	For
1.4	Elect Director David Fraser	Mgmt	For	Refer	Against
1.5	Elect Director Robert (Bob) Hau	Mgmt	For	For	For
1.6	Elect Director Goldy Hyder	Mgmt	For	For	For
1.7	Elect Director Ann M. Powell	Mgmt	For	Against	Against
1.8	Elect Director Annette Rippert	Mgmt	For	For	For
1.9	Elect Director Stephen J. Sadler	Mgmt	For	For	For
1.10	Elect Director Katharine B. Stevenson	Mgmt	For	For	For
1.11	Elect Director Deborah Weinstein	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Employee Stock Purchase Plan	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	Against	Against

# Copart, Inc.

Meeting Date: 12/06/2024

Country: USA

Ticker: CPRT

Record Date: 10/11/2024

Meeting Type: Annual

Primary Security ID: 217204106

Primary CUSIP: 217204106

Shares Voted: 125,610

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Willis J. Johnson	Mgmt	For	For	For
1.2	Elect Director A. Jayson Adair	Mgmt	For	For	For
1.3	Elect Director Matt Blunt	Mgmt	For	Refer	Against
1.4	Elect Director Steven D. Cohan	Mgmt	For	Refer	Against
1.5	Elect Director Daniel J. Englander	Mgmt	For	Refer	Against
1.6	Elect Director James E. Meeks	Mgmt	For	For	For
1.7	Elect Director Thomas N. Tryforos	Mgmt	For	Refer	Against
1.8	Elect Director Diane M. Morefield	Mgmt	For	Refer	For
1.9	Elect Director Stephen Fisher	Mgmt	For	For	For
1.10	Elect Director Cherylyn Harley LeBon	Mgmt	For	Refer	Against
1.11	Elect Director Carl D. Sparks	Mgmt	For	For	For
1.12	Elect Director Jeffrey Liaw	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	For

# Microsoft Corporation

Meeting Date: 12/10/2024

Country: USA

Ticker: MSFT

Record Date: 09/30/2024

Meeting Type: Annual

Primary Security ID: 594918104

Primary CUSIP: 594918104

Shares Voted: 24,460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1.3	Elect Director Teri L. List	Mgmt	For	For	For
1.4	Elect Director Catherine MacGregor	Mgmt	For	For	For

## Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Mark A. L. Mason	Mgmt	For	For	For
1.6	Elect Director Satya Nadella	Mgmt	For	For	For
1.7	Elect Director Sandra E. Peterson	Mgmt	For	Refer	Against
1.8	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1.9	Elect Director Carlos A. Rodriguez	Mgmt	For	Refer	Against
1.10	Elect Director Charles W. Scharf	Mgmt	For	Refer	Against
1.11	Elect Director John W. Stanton	Mgmt	For	For	For
1.12	Elect Director Emma N. Walmsley	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Risks of Weapons Development	SH	Against	Refer	Against
5	Assess and Report on Investing in Bitcoin	SH	Against	Refer	Against
6	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	Refer	Against
7	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	SH	Against	Refer	Against
8	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Refer	Against
9	Report on AI Data Sourcing Accountability	SH	Against	Refer	Against

## Metro Inc.

**Meeting Date:** 01/28/2025

**Country:** Canada

**Ticker:** MRU

**Record Date:** 12/04/2024

**Meeting Type:** Annual

**Primary Security ID:** 59162N109

**Primary CUSIP:** 59162N109

**Shares Voted:** 183,959

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lori-Ann Beausoleil	Mgmt	For	For	For
1.2	Elect Director Maryse Bertrand	Mgmt	For	For	Withhold

## Metro Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Pierre Boivin	Mgmt	For	For	For
1.4	Elect Director Francois J. Coutu	Mgmt	For	For	For
1.5	Elect Director Michel Coutu	Mgmt	For	For	For
1.6	Elect Director Stephanie Coyles	Mgmt	For	For	For
1.7	Elect Director Genevieve Fortier	Mgmt	For	For	For
1.8	Elect Director Marc Guay	Mgmt	For	For	For
1.9	Elect Director Eric R. La Fleche	Mgmt	For	For	For
1.10	Elect Director Christine Magee	Mgmt	For	For	For
1.11	Elect Director Brian McManus	Mgmt	For	For	For
1.12	Elect Director Pietro Satriano	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Re-approve Shareholder Rights Plan	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
5	Auditor Rotation	SH	Against	Refer	Against

## CGI Inc.

**Meeting Date:** 01/29/2025

**Country:** Canada

**Ticker:** GIB.A

**Record Date:** 12/02/2024

**Meeting Type:** Annual

**Primary Security ID:** 12532H104

**Primary CUSIP:** 12532H104

**Shares Voted:** 153,398

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Class A Subordinate Voting and Class B Multiple Voting Shares	Mgmt			
1.1	Elect Director Francois Boulanger	Mgmt	For	For	For
1.2	Elect Director Sophie Brochu	Mgmt	For	For	For
1.3	Elect Director George A. Cope	Mgmt	For	For	For
1.4	Elect Director Jacynthe Cote	Mgmt	For	For	For
1.5	Elect Director Julie Godin	Mgmt	For	For	For
1.6	Elect Director Serge Godin	Mgmt	For	For	For
1.7	Elect Director Gilles Labbe	Mgmt	For	For	For

## CGI Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Michael B. Pedersen	Mgmt	For	For	For
1.9	Elect Director Stephen S. Poloz	Mgmt	For	For	For
1.10	Elect Director Mary G. Powell	Mgmt	For	For	For
1.11	Elect Director Alison C. Reed	Mgmt	For	For	For
1.12	Elect Director George D. Schindler	Mgmt	For	For	For
1.13	Elect Director Kathy N. Waller	Mgmt	For	For	For
1.14	Elect Director Frank Witter	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Audit and Risk Management Committee to Fix Their Remuneration	Mgmt	For	For	For

## Enghouse Systems Limited

**Meeting Date:** 03/10/2025

**Country:** Canada

**Ticker:** ENGH

**Record Date:** 01/28/2025

**Meeting Type:** Annual

**Primary Security ID:** 292949104

**Primary CUSIP:** 292949104

**Shares Voted:** 165,660

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Stephen Sadler	Mgmt	For	For	For
1B	Elect Director Pierre Lassonde	Mgmt	For	Refer	For
1C	Elect Director Vivian Leung	Mgmt	For	For	For
1D	Elect Director Jane Mowat	Mgmt	For	For	For
1E	Elect Director Melissa Sonberg	Mgmt	For	Refer	For
1F	Elect Director Paul Stoyan	Mgmt	For	Refer	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Refer	For

## Colliers International Group Inc.

**Meeting Date:** 04/01/2025

**Country:** Canada

**Ticker:** CIGI

**Record Date:** 02/21/2025

**Meeting Type:** Annual

**Primary Security ID:** 194693107

**Primary CUSIP:** 194693107

## Colliers International Group Inc.

Shares Voted: 91,310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director John (Jack) P. Curtin, Jr.	Mgmt	For	For	For
1B	Elect Director P. Jane Gavan	Mgmt	For	Withhold	Withhold
1C	Elect Director Stephen J. Harper	Mgmt	For	For	For
1D	Elect Director Jay S. Hennick	Mgmt	For	For	For
1E	Elect Director Katherine M. Lee	Mgmt	For	Withhold	Withhold
1F	Elect Director Poonam Puri	Mgmt	For	For	For
1G	Elect Director Benjamin F. Stein	Mgmt	For	Withhold	Withhold
1H	Elect Director John Sullivan	Mgmt	For	For	For
1I	Elect Director L. Frederick Sutherland	Mgmt	For	For	For
1J	Elect Director Edward Waitzer	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Withhold	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Against	Against

## 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

Primary CUSIP: 064149107

Shares Voted: 446,733

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nora A. Aufreiter	Mgmt	For	For	For
1.2	Elect Director Guillermo E. Babatz	Mgmt	For	For	For
1.3	Elect Director Daniel (Don) H. Callahan	Mgmt	For	For	For
1.4	Elect Director W. Dave Dowrich	Mgmt	For	For	For
1.5	Elect Director Michael B. Medline	Mgmt	For	For	For
1.6	Elect Director Lynn K. Patterson	Mgmt	For	For	For
1.7	Elect Director Una M. Power	Mgmt	For	For	For

# The Bank of Nova Scotia

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Aaron W. Regent	Mgmt	For	For	For
1.9	Elect Director Sandra J. Stuart	Mgmt	For	For	For
1.10	Elect Director L. Scott Thomson	Mgmt	For	For	For
1.11	Elect Director Steven C. Van Wyk	Mgmt	For	For	For
1.12	Elect Director Benita M. Warmbold	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	SP 1: Publish a Third-Party Racial Equity Audit	SH	Against	Refer	Against
5	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	SH	Against	Refer	Against
6	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Refer	Against
7	SP 4: Employee Language Skills Disclosure	SH	Against	Refer	Against
8	SP 5: Advisory Vote on Environmental Policies	SH	Against	Refer	Against
9	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Refer	Against

# EQB Inc.

**Meeting Date:** 04/09/2025      **Country:** Canada      **Ticker:** EQB  
**Record Date:** 02/12/2025      **Meeting Type:** Annual  
**Primary Security ID:** 26886R104      **Primary CUSIP:** 26886R104

**Shares Voted:** 150,230

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael Emory	Mgmt	For	For	For
1b	Elect Director Susan Ericksen	Mgmt	For	For	For
1c	Elect Director Kishore Kapoor	Mgmt	For	For	For
1d	Elect Director Yongah Kim	Mgmt	For	For	For
1e	Elect Director Marcos Lopez	Mgmt	For	For	For
1f	Elect Director Andrew Moor	Mgmt	For	For	For
1g	Elect Director Rowan Saunders	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Carolyn Schuetz	Mgmt	For	For	For
1i	Elect Director Vincenza Sera	Mgmt	For	For	For
1j	Elect Director Michael Stramaglia	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Report on Policies and Practices Regarding Indigenous Community Relations	SH	Against	Refer	For

## 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

**Primary CUSIP:** 891160509

**Shares Voted:** 228,516

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ayman Antoun	Mgmt	For	For	For
1.2	Elect Director Ana Arsov	Mgmt	For	For	For
1.3	Elect Director Cherie L. Brant	Mgmt	For	Withhold	For
1.4	Elect Director Raymond Chun	Mgmt	For	For	For
1.5	Elect Director Elio R. Luongo	Mgmt	For	For	For
1.6	Elect Director Alan N. MacGibbon	Mgmt	For	Withhold	Withhold
1.7	Elect Director John B. MacIntyre	Mgmt	For	For	For
1.8	Elect Director Keith G. Martell	Mgmt	For	For	For
1.9	Elect Director Nathalie M. Palladitcheff	Mgmt	For	For	For
1.10	Elect Director S. Jane Rowe	Mgmt	For	Withhold	For
1.11	Elect Director Nancy G. Tower	Mgmt	For	For	For
1.12	Elect Director Ajay K. Virmani	Mgmt	For	For	For
1.13	Elect Director Mary A. Winston	Mgmt	For	Withhold	For
1.14	Elect Director Paul C. Wirth	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## The Toronto-Dominion Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
4	SP 1: Annual Energy Supply Ratio Disclosure	SH	Against	Refer	For
5	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	SH	Against	Refer	Against
6	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Refer	Against
7	SP 4: Employee Language Skills Disclosure	SH	Against	Refer	Against
8	SP 5: Advisory Vote on Environmental Policies	SH	Against	Refer	Abstain
9	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Refer	Against
10	SP 7: Dismiss Bharat Masrani as the Bank's Advisor and Prohibit From Holding Any Other Position Within the Organization	SH	Against	Refer	Against
11	SP 8: Establish Retirement Age and Term Limits for Directors	SH	Against	Refer	Against
12	SP 9: Hire a New Group President and CEO from Outside TD Bank	SH	Against	Refer	Against

## Bank of Montreal

**Meeting Date:** 04/11/2025

**Country:** Canada

**Ticker:** BMO

**Record Date:** 02/10/2025

**Meeting Type:** Annual

**Primary Security ID:** 063671101

**Primary CUSIP:** 063671101

**Shares Voted:** 287,961

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director George A. Cope	Mgmt	For	For	For
1.2	Elect Director Janice M. Babiak	Mgmt	For	For	For
1.3	Elect Director Craig W. Broderick	Mgmt	For	For	For
1.4	Elect Director Hazel Claxton	Mgmt	For	For	For
1.5	Elect Director Diane L. Cooper	Mgmt	For	For	For
1.6	Elect Director Stephen Dent	Mgmt	For	For	For

## Bank of Montreal

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Martin S. Eichenbaum	Mgmt	For	For	For
1.8	Elect Director David E. Harquail	Mgmt	For	For	For
1.9	Elect Director Eric R. La Fleche	Mgmt	For	For	For
1.10	Elect Director Brian McManus	Mgmt	For	For	For
1.11	Elect Director Lorraine Mitchelmore	Mgmt	For	For	For
1.12	Elect Director Madhu Ranganathan	Mgmt	For	For	For
1.13	Elect Director Darryl White	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
1	SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Refer	Against
2	SP 2: Advisory Vote on Environmental Policies	SH	Against	Refer	Abstain
3	SP 3: Employee Language Skills Disclosure	SH	Against	Refer	Against
4	SP 4: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Refer	Against
5	SP 5: Annual Energy Supply Ratio Disclosure	SH	Against	Refer	For
6	SP 6: Lobbying and Policy Influence Activities Disclosure	SH	Against	Refer	For
7	SP 7: Executive Compensation Internal Pay Metrics Disclosure	SH	Against	Refer	Against

## ASML Holding NV

**Meeting Date:** 04/23/2025

**Country:** Netherlands

**Ticker:** ASML

**Record Date:** 03/26/2025

**Meeting Type:** Annual

**Primary Security ID:** N07059202

**Primary CUSIP:** N07059202

**Shares Voted:** 10,095

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Open Meeting	Mgmt			

# ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3d	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6	Amend Remuneration Policy of Executive Board	Mgmt	For	For	For
7	Amend Remuneration of Supervisory Board	Mgmt	For	For	For
8a	Reelect B.M. Conix to Supervisory Board	Mgmt	For	For	For
8b	Elect C.E.G. van Gennip to Supervisory Board	Mgmt	For	For	For
8c	Discuss Composition of the Supervisory Board	Mgmt			
9a	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
9b	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Authorize Cancellation of Ordinary Shares	Mgmt	For	For	For
13	Other Business (Non-Voting)	Mgmt			
14	Close Meeting	Mgmt			

## TFI International Inc.

Meeting Date: 04/23/2025

Country: Canada

Ticker: TFII

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 87241L109

Primary CUSIP: 87241L109

Shares Voted: 102,091

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leslie Abi-Karam	Mgmt	For	For	For
1.2	Elect Director Alain Bedard	Mgmt	For	For	For
1.3	Elect Director Andre Berard	Mgmt	For	For	For
1.4	Elect Director William T. England	Mgmt	For	For	For
1.5	Elect Director Diane Giard	Mgmt	For	For	For
1.6	Elect Director Debra Kelly-Ennis	Mgmt	For	For	For
1.7	Elect Director Sebastien Martel	Mgmt	For	For	For
1.8	Elect Director John M. Pratt	Mgmt	For	For	For
1.9	Elect Director Joey Saputo	Mgmt	For	For	For
1.10	Elect Director Rosemary Turner	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

## IQVIA Holdings Inc.

Meeting Date: 04/24/2025

Country: USA

Ticker: IQV

Record Date: 02/24/2025

Meeting Type: Annual

Primary Security ID: 46266C105

Primary CUSIP: 46266C105

Shares Voted: 31,480

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ari Bousbib	Mgmt	For	For	For
1b	Elect Director Carol J. Burt	Mgmt	For	Refer	Against
1c	Elect Director John G. Danhaki	Mgmt	For	Refer	Against
1d	Elect Director James A. Fasano	Mgmt	For	For	For
1e	Elect Director Colleen A. Goggins	Mgmt	For	For	For
1f	Elect Director John M. Leonard	Mgmt	For	For	For
1g	Elect Director Leslie Wims Morris	Mgmt	For	For	For

## IQVIA Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Todd B. Sisitsky	Mgmt	For	Refer	Against
1i	Elect Director Sheila A. Stamps	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Against
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

## National Bank of Canada

**Meeting Date:** 04/24/2025      **Country:** Canada      **Ticker:** NA  
**Record Date:** 02/24/2025      **Meeting Type:** Annual  
**Primary Security ID:** 633067103      **Primary CUSIP:** 633067103

Shares Voted: 159,157

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pierre Blouin	Mgmt	For	For	For
1.2	Elect Director Pierre Boivin	Mgmt	For	For	For
1.3	Elect Director Scott Burrows	Mgmt	For	For	For
1.4	Elect Director Yvon Charest	Mgmt	For	For	For
1.5	Elect Director Patricia Curadeau-Grou	Mgmt	For	For	For
1.6	Elect Director Laurent Ferreira	Mgmt	For	For	For
1.7	Elect Director Annick Guerard	Mgmt	For	For	For
1.8	Elect Director Karen Kinsley	Mgmt	For	For	For
1.9	Elect Director Lynn Loewen	Mgmt	For	For	For
1.10	Elect Director Rebecca McKillican	Mgmt	For	For	For
1.11	Elect Director Arielle Meloul-Wechsler	Mgmt	For	For	For
1.12	Elect Director Sarah Morgan-Silvester	Mgmt	For	For	For
1.13	Elect Director Robert Pare	Mgmt	For	For	For
1.14	Elect Director Pierre Pomerleau	Mgmt	For	For	For
1.15	Elect Director Irfhan Rawji	Mgmt	For	For	For

## National Bank of Canada

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.16	Elect Director Macky Tall	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
3	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
4.1	SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Refer	Against
4.2	SP 2: Advisory Vote on Environmental Policies	SH	Against	Refer	Withhold
4.3	SP 3: Report on Forced Labor and Child Labor in Lending Profiles	SH	Against	Refer	Against
4.4	SP 4: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Refer	Against
4.5	SP 5: Employee Language Skills Disclosure	SH	Against	Refer	Against

## Abbott Laboratories

**Meeting Date:** 04/25/2025

**Country:** USA

**Ticker:** ABT

**Record Date:** 02/26/2025

**Meeting Type:** Annual

**Primary Security ID:** 002824100

**Primary CUSIP:** 002824100

**Shares Voted:** 80,020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	For
1.2	Elect Director Claire Babineaux-Fontenot	Mgmt	For	For	For
1.3	Elect Director Sally E. Blount	Mgmt	For	For	For
1.4	Elect Director Robert B. Ford	Mgmt	For	For	For
1.5	Elect Director Paola Gonzalez	Mgmt	For	For	For
1.6	Elect Director Michelle A. Kumbier	Mgmt	For	Refer	For
1.7	Elect Director Darren W. McDew	Mgmt	For	For	For
1.8	Elect Director Nancy McKinstry	Mgmt	For	Refer	For
1.9	Elect Director Michael G. O'Grady	Mgmt	For	Refer	For
1.10	Elect Director Michael F. Roman	Mgmt	For	Refer	For
1.11	Elect Director Daniel J. Starks	Mgmt	For	Refer	For
1.12	Elect Director John G. Stratton	Mgmt	For	For	For

## Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

## Gildan Activewear Inc.

Meeting Date: 04/30/2025

Country: Canada

Ticker: GIL

Record Date: 03/18/2025

Meeting Type: Annual

Primary Security ID: 375916103

Primary CUSIP: 375916103

Shares Voted: 263,816

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
2.1	Elect Director Glenn J. Chamandy	Mgmt	For	For	For
2.2	Elect Director Michener Chandlee	Mgmt	For	For	For
2.3	Elect Director Anne-Laure Descours	Mgmt	For	For	For
2.4	Elect Director Ghislain Houle	Mgmt	For	For	For
2.5	Elect Director Melanie Kau	Mgmt	For	For	For
2.6	Elect Director Michael Kneeland	Mgmt	For	For	For
2.7	Elect Director Peter Lee	Mgmt	For	For	For
2.8	Elect Director Karen Stuckey	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Refer	For

## Boston Scientific Corporation

Meeting Date: 05/01/2025

Country: USA

Ticker: BSX

Record Date: 03/07/2025

Meeting Type: Annual

Primary Security ID: 101137107

Primary CUSIP: 101137107

Shares Voted: 83,538

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Yoshiaki Fujimori	Mgmt	For	For	For
1b	Elect Director David C. Habiger	Mgmt	For	For	For
1c	Elect Director Edward J. Ludwig	Mgmt	For	For	For

## Boston Scientific Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1e	Elect Director Jessica L. Mega	Mgmt	For	Refer	For
1f	Elect Director Susan E. Morano	Mgmt	For	For	For
1g	Elect Director Cheryl Pegus	Mgmt	For	Refer	For
1h	Elect Director John E. Sununu	Mgmt	For	For	For
1i	Elect Director David S. Wichmann	Mgmt	For	For	For
1j	Elect Director Ellen M. Zane	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	Refer	For

## Andlauer Healthcare Group Inc.

**Meeting Date:** 05/02/2025      **Country:** Canada      **Ticker:** AND  
**Record Date:** 03/06/2025      **Meeting Type:** Annual  
**Primary Security ID:** 034223107      **Primary CUSIP:** 034223107

Shares Voted: 444,420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Rona Ambrose	Mgmt	For	For	For
1B	Elect Director Michael Andlauer	Mgmt	For	For	For
1C	Elect Director Peter Jelley	Mgmt	For	For	For
1D	Elect Director Cameron Joyce	Mgmt	For	For	For
1E	Elect Director Joseph Schlett	Mgmt	For	For	For
1F	Elect Director Evelyn Sutherland	Mgmt	For	Refer	For
1G	Elect Director Thomas Wellner	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Withhold	For

## 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      **Primary CUSIP:** 136375102

## Canadian National Railway Company

Shares Voted: 371,048

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shauneen Bruder	Mgmt	For	Refer	For
1.2	Elect Director Jo-ann dePass Olsovsky	Mgmt	For	Refer	For
1.3	Elect Director David Freeman	Mgmt	For	For	For
1.4	Elect Director Denise Gray	Mgmt	For	For	For
1.5	Elect Director Justin M. Howell	Mgmt	For	Refer	For
1.6	Elect Director Susan C. Jones	Mgmt	For	For	For
1.7	Elect Director Robert Knight	Mgmt	For	Refer	For
1.8	Elect Director Michel Letellier	Mgmt	For	For	For
1.9	Elect Director Margaret A. McKenzie	Mgmt	For	For	For
1.10	Elect Director Al Monaco	Mgmt	For	Refer	For
1.11	Elect Director Tracy Robinson	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Refer	For
4	Management Advisory Vote on Climate Change	Mgmt	For	Refer	For

## Premium Brands Holdings Corporation

Meeting Date: 05/06/2025

Country: Canada

Ticker: PBH

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 74061A108

Primary CUSIP: 74061A108

Shares Voted: 269,845

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Nine	Mgmt	For	For	For
2A	Elect Director Sean Cheah	Mgmt	For	For	For
2B	Elect Director Johnny Ciampi	Mgmt	For	For	For
2C	Elect Director Thomas Dea	Mgmt	For	For	For
2D	Elect Director Marie Delorme	Mgmt	For	For	For
2E	Elect Director Bruce Hodge	Mgmt	For	For	For
2F	Elect Director Kathleen Keller-Hobson	Mgmt	For	For	For
2G	Elect Director Hugh McKinnon	Mgmt	For	Against	For

## Premium Brands Holdings Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2H	Elect Director George Paleologou	Mgmt	For	For	For
2I	Elect Director Mary Wagner	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
5	Approve Shareholder Proposals	SH	Against	Refer	For

## Altus Group Limited

**Meeting Date:** 05/07/2025      **Country:** Canada      **Ticker:** AIF  
**Record Date:** 03/26/2025      **Meeting Type:** Annual  
**Primary Security ID:** 02215R107      **Primary CUSIP:** 02215R107

Shares Voted: 214,102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wai-Fong Au	Mgmt	For	For	For
1b	Elect Director Will Brennan	Mgmt	For	For	For
1c	Elect Director Angela L. Brown	Mgmt	For	Refer	For
1d	Elect Director Colin J. Dyer	Mgmt	For	For	For
1e	Elect Director Michael J. Gordon	Mgmt	For	For	For
1f	Elect Director James V. Hannon	Mgmt	For	For	For
1g	Elect Director Anthony W. Long	Mgmt	For	Refer	For
1h	Elect Director Raymond Mikulich	Mgmt	For	For	For
1i	Elect Director Carolyn M. Schuetz	Mgmt	For	Refer	For
1j	Elect Director Thomas W. Warsop, III	Mgmt	For	Refer	For
1k	Elect Director Janet P. Woodruff	Mgmt	For	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Refer	For

## Intact Financial Corporation

Meeting Date: 05/07/2025

Country: Canada

Ticker: IFC

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 45823T106

Primary CUSIP: 45823T106

Shares Voted: 99,529

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles Brindamour	Mgmt	For	For	For
1.2	Elect Director Michael Katchen	Mgmt	For	Refer	For
1.3	Elect Director Stephani Kingsmill	Mgmt	For	Refer	For
1.4	Elect Director Jane E. Kinney	Mgmt	For	For	For
1.5	Elect Director Robert G. Leary	Mgmt	For	Refer	For
1.6	Elect Director T. Michael Miller	Mgmt	For	For	For
1.7	Elect Director Sylvie Paquette	Mgmt	For	Refer	For
1.8	Elect Director Stuart J. Russell	Mgmt	For	For	For
1.9	Elect Director Indira V. Samarasekera	Mgmt	For	Refer	For
1.10	Elect Director Frederick Singer	Mgmt	For	For	For
1.11	Elect Director Carolyn A. Wilkins	Mgmt	For	For	For
1.12	Elect Director William L. Young	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Refer	For

## Franco-Nevada Corporation

Meeting Date: 05/08/2025

Country: Canada

Ticker: FNV

Record Date: 03/17/2025

Meeting Type: Annual/Special

Primary Security ID: 351858105

Primary CUSIP: 351858105

Shares Voted: 127,892

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Harquail	Mgmt	For	For	For
1.2	Elect Director Paul Brink	Mgmt	For	For	For
1.3	Elect Director Tom Albanese	Mgmt	For	For	For
1.4	Elect Director Hugo Dryland	Mgmt	For	For	For
1.5	Elect Director Derek W. Evans	Mgmt	For	For	For

## Franco-Nevada Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Catharine Farrow	Mgmt	For	For	For
1.7	Elect Director Maureen Jensen	Mgmt	For	For	For
1.8	Elect Director Jennifer Maki	Mgmt	For	For	For
1.9	Elect Director Daniel Malchuk	Mgmt	For	For	For
1.10	Elect Director Jacques Perron	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

## TC Energy Corporation

**Meeting Date:** 05/08/2025

**Country:** Canada

**Ticker:** TRP

**Record Date:** 03/21/2025

**Meeting Type:** Annual

**Primary Security ID:** 87807B107

**Primary CUSIP:** 87807B107

**Shares Voted:** 471,660

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott Bonham	Mgmt	For	For	For
1.2	Elect Director Cheryl F. Campbell	Mgmt	For	For	For
1.3	Elect Director Michael R. Culbert	Mgmt	For	For	For
1.4	Elect Director William D. Johnson	Mgmt	For	Refer	For
1.5	Elect Director Susan C. Jones	Mgmt	For	Refer	For
1.6	Elect Director John E. Lowe	Mgmt	For	Refer	For
1.7	Elect Director Dawn Madahbee Leach	Mgmt	For	For	For
1.8	Elect Director Francois L. Poirier	Mgmt	For	For	For
1.9	Elect Director Una Power	Mgmt	For	For	For
1.10	Elect Director Mary Pat Salomone	Mgmt	For	For	For
1.11	Elect Director Siim A. Vanaselja	Mgmt	For	Refer	For
1.12	Elect Director Thierry Vandal	Mgmt	For	For	For
1.13	Elect Director Dheeraj "D" Verma	Mgmt	For	Refer	For

## TC Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Refer	For
4	Amend Shareholder Rights Plan	Mgmt	For	For	For

## WSP Global Inc.

**Meeting Date:** 05/08/2025      **Country:** Canada      **Ticker:** WSP  
**Record Date:** 03/25/2025      **Meeting Type:** Annual  
**Primary Security ID:** 92938W202      **Primary CUSIP:** 92938W202

Shares Voted: 115,774

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christopher Cole	Mgmt	For	Refer	For
1.2	Elect Director Martine Ferland	Mgmt	For	For	For
1.3	Elect Director Eric Lamarre	Mgmt	For	For	For
1.4	Elect Director Alexandre L'Heureux	Mgmt	For	For	For
1.5	Elect Director Suzanne Rancourt	Mgmt	For	For	For
1.6	Elect Director Linda Smith-Galipeau	Mgmt	For	Refer	For
1.7	Elect Director Macky Tall	Mgmt	For	For	For
1.8	Elect Director Claude Tessier	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Refer	For

## Constellation Software Inc.

**Meeting Date:** 05/13/2025      **Country:** Canada      **Ticker:** CSU  
**Record Date:** 04/03/2025      **Meeting Type:** Annual  
**Primary Security ID:** 21037X100      **Primary CUSIP:** 21037X100

## Constellation Software Inc.

Shares Voted: 7,828

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jamal Baksh	Mgmt	For	For	For
1.2	Elect Director John Billowits	Mgmt	For	For	For
1.3	Elect Director Lawrence Cunningham	Mgmt	For	For	For
1.4	Elect Director Claire Kennedy	Mgmt	For	For	For
1.5	Elect Director Robert Kittel	Mgmt	For	For	For
1.6	Elect Director Mark Leonard	Mgmt	For	For	For
1.7	Elect Director Donna Parr	Mgmt	For	For	For
1.8	Elect Director Andrew Pastor	Mgmt	For	For	For
1.9	Elect Director Laurie Schultz	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

## Boyd Group Services Inc.

Meeting Date: 05/14/2025

Country: Canada

Ticker: BYD

Record Date: 03/25/2025

Meeting Type: Annual/Special

Primary Security ID: 103310108

Primary CUSIP: 103310108

Shares Voted: 87,928

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director David Brown	Mgmt	For	For	For
1B	Elect Director Brock Bulbuck	Mgmt	For	For	For
1C	Elect Director Robert Espey	Mgmt	For	For	For
1D	Elect Director Christine Feuell	Mgmt	For	For	For
1E	Elect Director John Hartmann	Mgmt	For	For	For
1F	Elect Director Brian Kaner	Mgmt	For	For	For
1G	Elect Director Violet Konkle	Mgmt	For	For	For
1H	Elect Director William Onuwa	Mgmt	For	For	For
1I	Elect Director Sally Savoia	Mgmt	For	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

## Boyd Group Services Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Fix Number of Directors at Nine	Mgmt	For	For	For
5	Amend Long-Term Incentive Plan	Mgmt	For	For	For

## SiteOne Landscape Supply, Inc.

**Meeting Date:** 05/14/2025      **Country:** USA      **Ticker:** SITE  
**Record Date:** 03/17/2025      **Meeting Type:** Annual  
**Primary Security ID:** 82982L103      **Primary CUSIP:** 82982L103

Shares Voted: 49,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fred M. Diaz	Mgmt	For	Refer	For
1.2	Elect Director W. Roy Dunbar	Mgmt	For	Refer	For
1.3	Elect Director Larisa J. Drake	Mgmt	For	For	For
2	Declassify the Board of Directors	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

## AtkinsRealis Group Inc.

**Meeting Date:** 05/15/2025      **Country:** Canada      **Ticker:** ATRL  
**Record Date:** 03/27/2025      **Meeting Type:** Annual  
**Primary Security ID:** 04764T104      **Primary CUSIP:** 04764T104

Shares Voted: 485,744

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary C. Baughman	Mgmt	For	For	For
1.2	Elect Director Mary-Ann Bell	Mgmt	For	For	For
1.3	Elect Director Christie J.B. Clark	Mgmt	For	For	For
1.4	Elect Director Ian L. Edwards	Mgmt	For	For	For
1.5	Elect Director Nathalie Marcotte	Mgmt	For	For	For

## AtkinsRealis Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Ruby McGregor-Smith	Mgmt	For	For	For
1.7	Elect Director Robert Pare	Mgmt	For	For	For
1.8	Elect Director Michael B. Pedersen	Mgmt	For	For	For
1.9	Elect Director Sam Shakir	Mgmt	For	For	For
1.10	Elect Director Benita M. Warmbold	Mgmt	For	For	For
1.11	Elect Director William L. Young	Mgmt	For	For	For
2	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	SP 1: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Refer	Against
5	SP 2: Employee Language Skills Disclosure	SH	Against	Refer	Against
6	SP 4: Advisory Vote on Environmental Policies	SH	Against	Refer	Against

## Definity Financial Corporation

**Meeting Date:** 05/15/2025      **Country:** Canada      **Ticker:** DFY  
**Record Date:** 04/04/2025      **Meeting Type:** Annual  
**Primary Security ID:** 24477T100      **Primary CUSIP:** 24477T100

Shares Voted: 204,342

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
2.1	Elect Director John Bowey	Mgmt	For	For	For
2.2	Elect Director Sonia Baxendale	Mgmt	For	For	For
2.3	Elect Director Elizabeth DelBianco	Mgmt	For	Refer	For
2.4	Elect Director Daniel Fortin	Mgmt	For	Refer	For
2.5	Elect Director Dick Freeborough	Mgmt	For	Refer	For
2.6	Elect Director Sabrina Geremia	Mgmt	For	For	For
2.7	Elect Director Micheal Kelly	Mgmt	For	Refer	For
2.8	Elect Director Robert McFarlane	Mgmt	For	For	For
2.9	Elect Director Adrian Mitchell	Mgmt	For	For	For

## Definity Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.10	Elect Director Susan Monteith	Mgmt	For	Refer	For
2.11	Elect Director Rowan Saunders	Mgmt	For	For	For
2.12	Elect Director Edouard Schmid	Mgmt	For	For	For
2.13	Elect Director Michael Stramaglia	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Refer	For

## Stantec Inc.

**Meeting Date:** 05/15/2025      **Country:** Canada      **Ticker:** STN  
**Record Date:** 03/20/2025      **Meeting Type:** Annual  
**Primary Security ID:** 85472N109      **Primary CUSIP:** 85472N109

Shares Voted: 211,034

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas K. Ammerman	Mgmt	For	For	For
1.2	Elect Director Martin A. a Porta	Mgmt	For	For	For
1.3	Elect Director Shelley A. M. Brown	Mgmt	For	For	For
1.4	Elect Director Angeline G. Chen	Mgmt	For	For	For
1.5	Elect Director Richard (Rick) A. Eng	Mgmt	For	For	For
1.6	Elect Director Gordon (Gord) A. Johnston	Mgmt	For	For	For
1.7	Elect Director Christopher F. Lopez	Mgmt	For	For	For
1.8	Elect Director Marie-Lucie Morin	Mgmt	For	For	For
1.9	Elect Director Celina J. Wang Doka	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

## Amazon.com, Inc.

**Meeting Date:** 05/21/2025      **Country:** USA      **Ticker:** AMZN  
**Record Date:** 03/27/2025      **Meeting Type:** Annual  
**Primary Security ID:** 023135106      **Primary CUSIP:** 023135106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For	For
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	Refer	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	Refer	For
1g	Elect Director Andrew Y. Ng	Mgmt	For	Refer	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For
1j	Elect Director Brad D. Smith	Mgmt	For	For	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
1l	Elect Director Wendell P. Weeks	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Adopt Mandatory Policy Separating the Roles of CEO and Board Chair	SH	Against	For	For
5	Report on Risks of Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Refer	Against
6	Disclose All Material Scope 3 Emissions	SH	Against	Refer	Against
7	Report on Impact of Data Centers on Climate Commitments	SH	Against	Refer	Against
8	Commission Third Party Assessment of Board Oversight of Human Rights Risks of AI	SH	Against	Refer	Against
9	Report on Efforts to Reduce Plastic Packaging	SH	Against	Refer	Against
10	Commission Independent Audit and Report on Warehouse Working Conditions	SH	Against	Refer	Against

## Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Report on Unethical Use of External Data in Development of AI Products	SH	Against	Refer	Against

## UnitedHealth Group Incorporated

<b>Meeting Date:</b> 06/02/2025	<b>Country:</b> USA	<b>Ticker:</b> UNH
<b>Record Date:</b> 04/04/2025	<b>Meeting Type:</b> Annual	
<b>Primary Security ID:</b> 91324P102	<b>Primary CUSIP:</b> 91324P102	

Shares Voted: 18,030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles Baker	Mgmt	For	For	For
1b	Elect Director Timothy Flynn	Mgmt	For	Refer	Against
1c	Elect Director Paul Garcia	Mgmt	For	For	For
1d	Elect Director Kristen Gil	Mgmt	For	For	For
1e	Elect Director Stephen Hemsley	Mgmt	For	For	For
1f	Elect Director Michele Hooper	Mgmt	For	Refer	Against
1g	Elect Director F. William McNabb, III	Mgmt	For	For	For
1h	Elect Director Valerie Montgomery Rice	Mgmt	For	Refer	Against
1i	Elect Director John Noseworthy	Mgmt	For	Refer	Against
1j	Elect Director Andrew Witty *Withdrawn Resolution*	Mgmt			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

## Restaurant Brands International Inc.

<b>Meeting Date:</b> 06/03/2025	<b>Country:</b> Canada	<b>Ticker:</b> QSR
<b>Record Date:</b> 04/08/2025	<b>Meeting Type:</b> Annual	
<b>Primary Security ID:</b> 76131D103	<b>Primary CUSIP:</b> 76131D103	

## Restaurant Brands International Inc.

Shares Voted: 221,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexandre Behring	Mgmt	For	Refer	Against
1.2	Elect Director Maximilien de Limburg Stirum	Mgmt	For	For	For
1.3	Elect Director J. Patrick Doyle	Mgmt	For	For	For
1.4	Elect Director Cristina Farjallat	Mgmt	For	Refer	Against
1.5	Elect Director Jordana Fribourg	Mgmt	For	For	Against
1.6	Elect Director Ali Hedayat	Mgmt	For	For	Against
1.7	Elect Director Marc Lemann	Mgmt	For	For	For
1.8	Elect Director Jason Melbourne	Mgmt	For	Refer	Against
1.9	Elect Director Daniel S. Schwartz	Mgmt	For	For	For
1.10	Elect Director Thecla Sweeney	Mgmt	For	For	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	Refer	For
5	Report on Food Waste Management and Targets to Reduce Food Waste	SH	Against	Refer	Against
6	Adopt a Policy Defining Director Independence	SH	Against	Refer	For
7	Commission a Third Party Audit on Working Conditions *Withdrawn Resolution*	SH			

## Thomson Reuters Corporation

Meeting Date: 06/04/2025

Country: Canada

Ticker: TRI

Record Date: 04/11/2025

Meeting Type: Annual

Primary Security ID: 884903808

Primary CUSIP: 884903808

Shares Voted: 88,232

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Thomson	Mgmt	For	For	For

## Thomson Reuters Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Steve Hasker	Mgmt	For	For	For
1.3	Elect Director Kirk E. Arnold	Mgmt	For	Refer	For
1.4	Elect Director LaVerne Council	Mgmt	For	For	For
1.5	Elect Director Michael E. Daniels	Mgmt	For	Refer	For
1.6	Elect Director Michael Friisdahl	Mgmt	For	For	For
1.7	Elect Director Kirk Koenigsbauer	Mgmt	For	Refer	For
1.8	Elect Director Deanna Oppenheimer	Mgmt	For	For	For
1.9	Elect Director Simon Paris	Mgmt	For	Refer	For
1.10	Elect Director Kim M. Rivera	Mgmt	For	For	For
1.11	Elect Director Barry Salzberg	Mgmt	For	For	For
1.12	Elect Director Paul Sagan	Mgmt	For	For	For
1.13	Elect Director Peter J. Thomson	Mgmt	For	Withhold	For
1.14	Elect Director Beth Wilson	Mgmt	For	Refer	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Refer	For
	Shareholder Proposal	Mgmt			
4	Amend Artificial Intelligence (AI) Governance Framework in Alignment with the UN Guiding Principles on Business and Human Rights (UNGPs)	SH	Against	Refer	Against

## Tourmaline Oil Corp.

**Meeting Date:** 06/04/2025      **Country:** Canada      **Ticker:** TOU  
**Record Date:** 04/17/2025      **Meeting Type:** Annual  
**Primary Security ID:** 89156V106      **Primary CUSIP:** 89156V106

**Shares Voted:** 332,988

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael L. Rose	Mgmt	For	For	For
1b	Elect Director Brian G. Robinson	Mgmt	For	For	For
1c	Elect Director Jill T. Angevine	Mgmt	For	Refer	Withhold

## Tourmaline Oil Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director William D. Armstrong	Mgmt	For	For	For
1e	Elect Director Lee A. Baker	Mgmt	For	For	For
1f	Elect Director Christopher E. Lee	Mgmt	For	For	For
1g	Elect Director Andrew B. MacDonald	Mgmt	For	Refer	Withhold
1h	Elect Director Lucy M. Miller	Mgmt	For	Refer	Withhold
1i	Elect Director Travis J. Toews	Mgmt	For	For	For
1j	Elect Director Janet L. Weiss	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

## Brookfield Corporation

**Meeting Date:** 06/06/2025      **Country:** Canada      **Ticker:** BN  
**Record Date:** 04/17/2025      **Meeting Type:** Annual/Special  
**Primary Security ID:** 11271J107      **Primary CUSIP:** 11271J107

**Shares Voted:** 594,953

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Increase in Size of Board from Fourteen to Sixteen	Mgmt	For	For	For
	Election of Directors (By Cumulative Voting)	Mgmt			
2.1	Elect Director M. Elyse Allan	Mgmt	For	For	For
2.2	Elect Director Janice Fukakusa	Mgmt	For	For	For
2.3	Elect Director Maureen Kempston Darkes	Mgmt	For	For	For
2.4	Elect Director Frank J. McKenna	Mgmt	For	For	For
2.5	Elect Director Hutham S. Olayan	Mgmt	For	For	For
2.6	Elect Director Satish C. Rai	Mgmt	For	For	For
2.7	Elect Director Diana L. Taylor	Mgmt	For	For	For
2.8	Elect Director Justin B. Beber	Mgmt	For	For	For
3	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			

## Brookfield Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Disclose Net Zero Target Achievement Via Transition Strategy Approach	SH	Against	Refer	Against

## The Descartes Systems Group Inc.

**Meeting Date:** 06/12/2025      **Country:** Canada      **Ticker:** DSG  
**Record Date:** 04/25/2025      **Meeting Type:** Annual  
**Primary Security ID:** 249906108      **Primary CUSIP:** 249906108

Shares Voted: 94,410

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Deepak Chopra	Mgmt	For	For	For
1.2	Elect Director Eric A. Demirian	Mgmt	For	For	For
1.3	Elect Director Dennis Maple	Mgmt	For	Refer	For
1.4	Elect Director Jane Mowat	Mgmt	For	For	For
1.5	Elect Director Chris Muntwyler	Mgmt	For	Refer	For
1.6	Elect Director Jane O'Hagan	Mgmt	For	Refer	For
1.7	Elect Director Edward J. Ryan	Mgmt	For	For	For
1.8	Elect Director John J. Walker	Mgmt	For	For	For
1.9	Elect Director Laura Wilkin	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Refer	For

## Kinaxis Inc.

**Meeting Date:** 06/17/2025      **Country:** Canada      **Ticker:** KXS  
**Record Date:** 04/28/2025      **Meeting Type:** Annual  
**Primary Security ID:** 49448Q109      **Primary CUSIP:** 49448Q109

Shares Voted: 88,336

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Courteau	Mgmt	For	For	For
1.2	Elect Director Gillian (Jill) Denham	Mgmt	For	Refer	For
1.3	Elect Director Jose Alberto Duarte	Mgmt	For	For	For

## Kinaxis Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Lynn Loewen	Mgmt	For	For	For
1.5	Elect Director Angel Mendez	Mgmt	For	Refer	For
1.6	Elect Director Pamela Passman	Mgmt	For	For	For
1.7	Elect Director Kelly Thomas	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Refer	For

## Shopify Inc.

**Meeting Date:** 06/17/2025      **Country:** Canada      **Ticker:** SHOP  
**Record Date:** 04/21/2025      **Meeting Type:** Annual  
**Primary Security ID:** 82509L107      **Primary CUSIP:** 82509L107

Shares Voted: 239,338

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Tobias Lutke	Mgmt	For	For	For
1B	Elect Director Lulu Cheng Meservey	Mgmt	For	For	For
1C	Elect Director Gail Goodman	Mgmt	For	Against	Against
1D	Elect Director David Heinemeier Hansson	Mgmt	For	For	For
1E	Elect Director Jeremy Levine	Mgmt	For	For	For
1F	Elect Director Prashanth Mahendra-Rajah	Mgmt	For	For	For
1G	Elect Director Joe Natale	Mgmt	For	For	For
1H	Elect Director Kevin Scott	Mgmt	For	For	For
1I	Elect Director Toby Shannan	Mgmt	For	For	For
1J	Elect Director Fidji Simo	Mgmt	For	Against	Against
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Against	Against

## Andlauer Healthcare Group Inc.

**Meeting Date:** 06/24/2025      **Country:** Canada      **Ticker:** AND  
**Record Date:** 05/13/2025      **Meeting Type:** Special  
**Primary Security ID:** 034223107      **Primary CUSIP:** 034223107

# Andlauer Healthcare Group Inc.

Shares Voted: 389,080

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Acquisition by Advance Investments Corporation, a Wholly-Owned Subsidiary of UPS International, Inc.	Mgmt	For	For	For

# Mastercard Incorporated

Meeting Date: 06/24/2025

Country: USA

Ticker: MA

Record Date: 04/25/2025

Meeting Type: Annual

Primary Security ID: 57636Q104

Primary CUSIP: 57636Q104

Shares Voted: 14,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For	For
1b	Elect Director Candido Bracher	Mgmt	For	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	Refer	Against
1d	Elect Director Julius Genachowski	Mgmt	For	Refer	Against
1e	Elect Director Choon Phong Goh	Mgmt	For	For	For
1f	Elect Director Oki Matsumoto	Mgmt	For	Refer	Against
1g	Elect Director Michael Miebach	Mgmt	For	For	For
1h	Elect Director Youngme Moon	Mgmt	For	Refer	Against
1i	Elect Director Rima Qureshi	Mgmt	For	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
1k	Elect Director Harit Talwar	Mgmt	For	Refer	Against
1l	Elect Director Lance Ugгла	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
5	Amend Articles of Incorporation to Remove Industry Director Concept	Mgmt	For	For	For

# Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Amend Certificate of Incorporation	Mgmt	For	For	For
7	Oversee and Report on a Racial Equity Audit	SH	Against	Refer	Against
8	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Against	Refer	Against