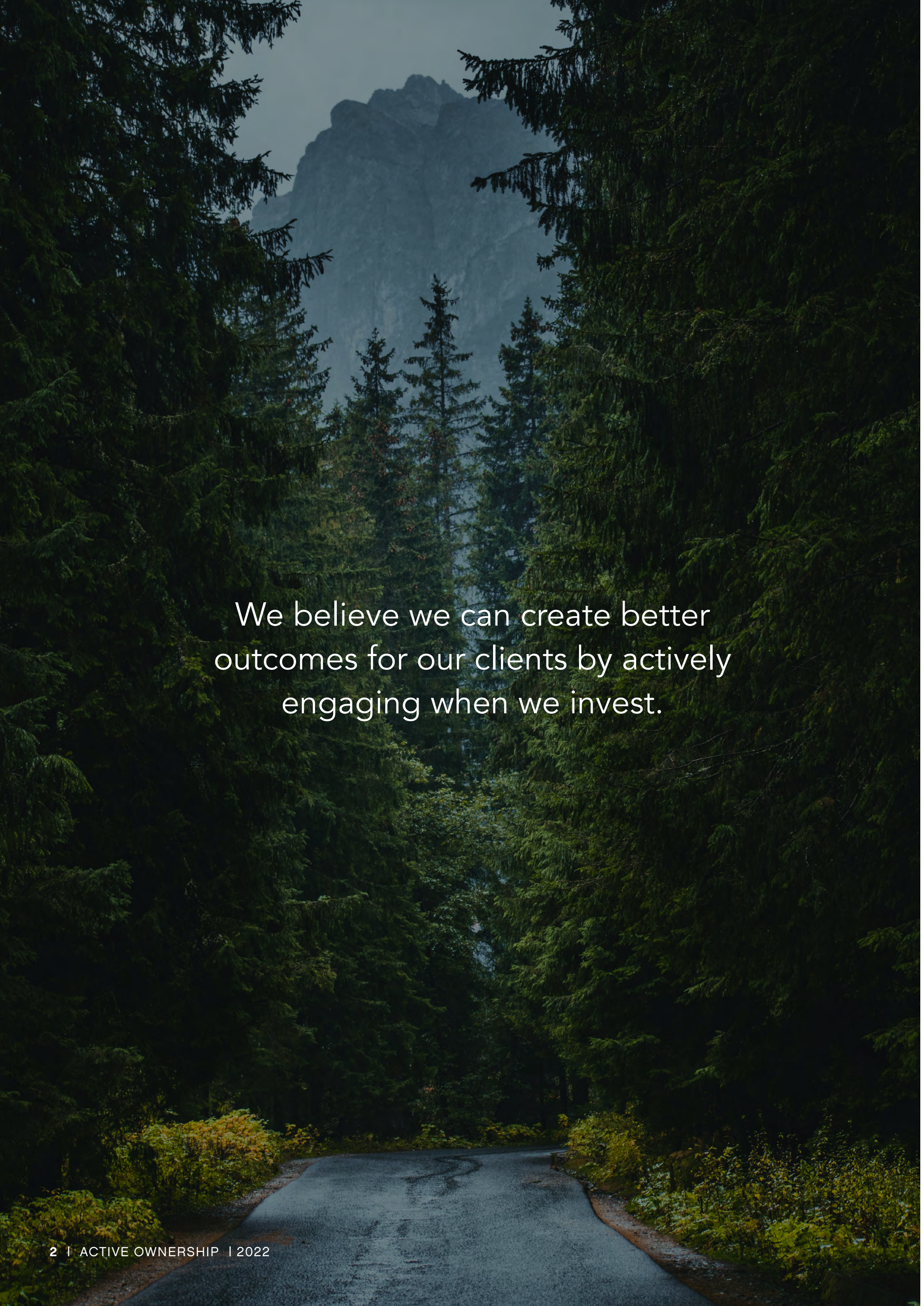
BROWN SHIPLEY
A QUINTET PRIVATE BANK

2022 ACTIVE OWNERSHIP REPORT

CHANGE WHAT YOU DON'T LIKE, INVEST IN WHAT YOU DO



Active Ownership

To Help Activate Change

At Brown Shipley, we have sought to put environmental, social and governance factors at the heart of our business and as a driver of our clients' investments. We engage as active owners because we are convinced that when companies adopt environmental and social practices they become better businesses, which benefits investors, society and the planet.

We believe we can create better outcomes for our clients by actively engaging when we invest. Our investment policy emphasises our ability to create positive change by being active owners, which we believe to be vital to improving the potential for long-term investment returns for our clients. Actively exercising the influence we have as an investor and investment manager is consistent with both the fiduciary duties we have for our clients and our objective to be a catalyst for the transition towards a more sustainable future.

Investors can use their voice to press for positive changes through a combination of dialogue with companies and voting at shareholder meetings. That is what is meant by "active ownership", which constitutes a key part of our investment strategy.

In 2022, Brown Shipley voted on over 1,072 proposals at more than 82 shareholder meetings across the world.

Environmental and social matters were front of mind, as demonstrated by our support of more than 89% of shareholder proposals on these topics, which is more than triple the industry average[1].

Over the same period, our partner EOS at Federated Hermes (EOS) engaged with 306 companies on our behalf on a range of 2151 issues and objectives. Engagement addressed key risks, challenges and opportunities faced by companies. Since Brown Shipley invests client assets with other asset managers, we also directly engaged with them.

We undertook additional engagement activities. Our parent company, Quintet, is a member of the Climate Action 100+ initiative, a leading collaborative investor engagement on climate change. Our parent company is also a signatory of the Principles for Responsible Investment (PRI), the world's leading proponent of responsible and sustainable investing.

At Brown Shipley, we understand the power of investment to impact the world. By changing the way we invest, we can change it for the better.

Change what you don't like. Invest in what you do. That's what we believe.

Contents

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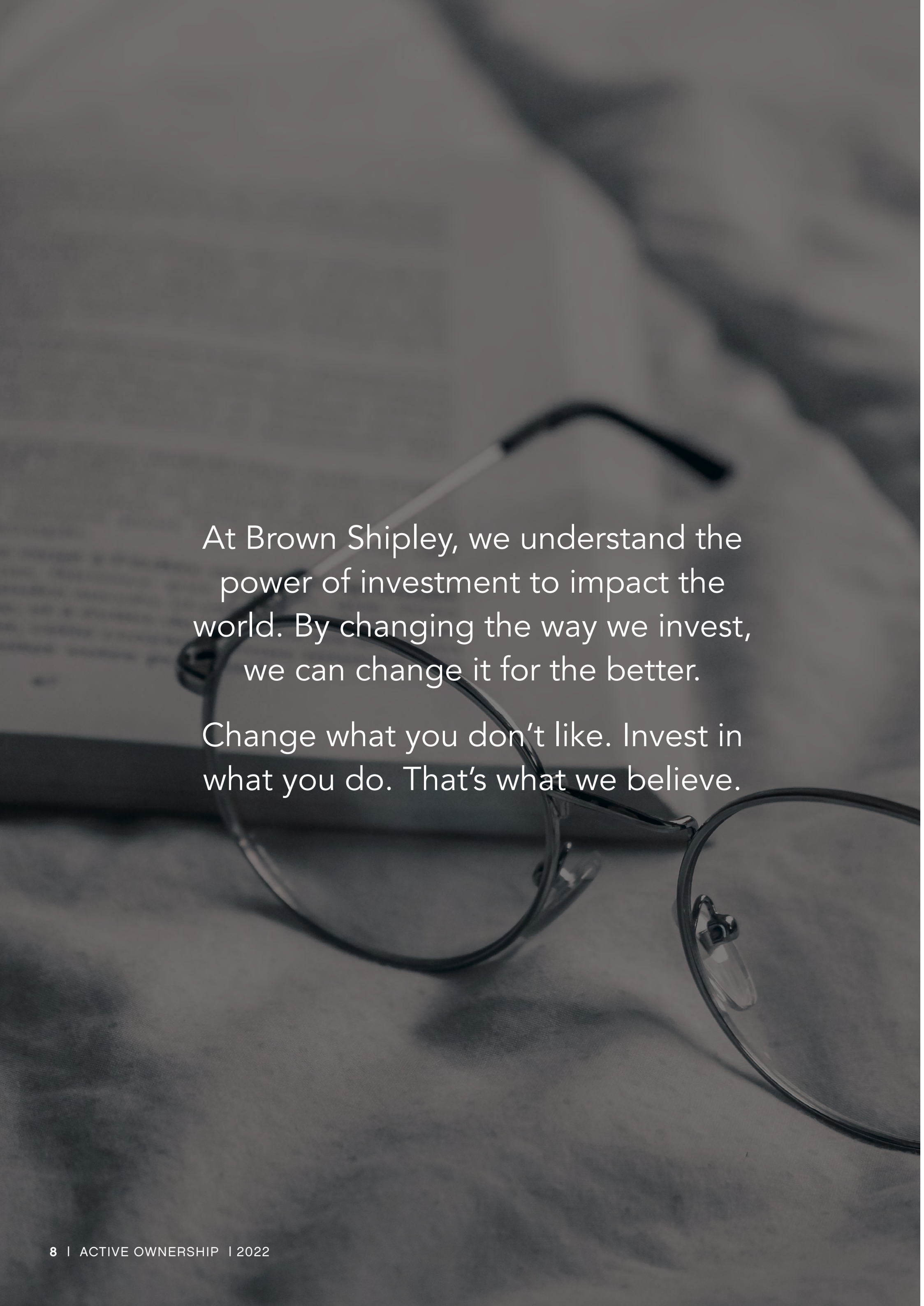
ACTIVE OWNERSHIP

USING OUR INFLUENCE TO MAKE A DIFFERENCE



At Brown Shipley, we understand the power of investment to impact the world. By changing the way we invest, we can change it for the better.

Change what you don't like. Invest in what you do. That's what we believe.

Key voting facts 2022

1,072
Proposals voted at

82
Meetings

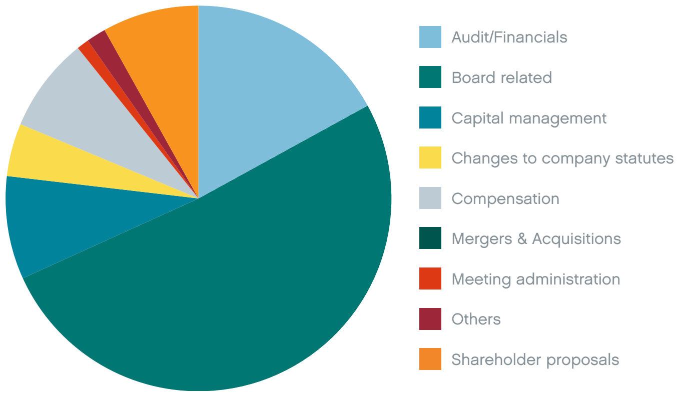
Breakdown of meetings by region

Europe
61

North America
18

Others
3

Proposals voted by category



985
Management proposals voted

13% votes against management

87
Shareholders proposals voted

80% votes against management

Our **voting group** comprises representatives of diverse investment teams overseeing voting decisions.

Support **for environmental proposals: 92%**[1]. This is almost triple the industry average[2].

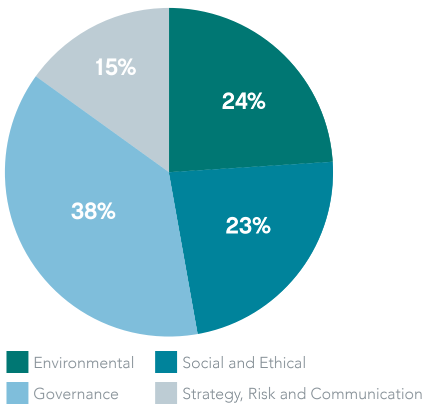
Support at **social proposals: 89%**[1]. This is more than triple the industry average[2].

Period: 2022
1. Statistics provided by Brown Shipley's voting service provider, Glass Lewis, based on proposals voted in 2022.
2. Glass Lewis reported in 2022 that average shareholder support for environmental and social proposals was respectively 35% and 25%.

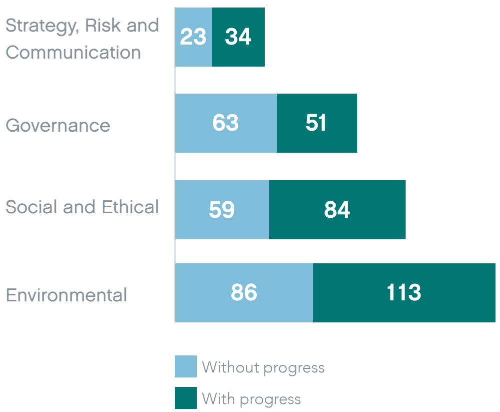
Key engagement facts 2022

306 Companies engaged on **456** environmental, social and governance issues and objectives

Companies engaged: breakdown of issues and objectives by theme



Over half of our engagements saw progress, with at least one milestone achieved



Source: EOS, period: 2022

Our engagement with third-party funds

82 Environmental, Social & Governance (ESG) funds selected

120 questions used to asses ESG funds

100% of active fund managers have been interviewed alongside engagement where appropriate

5 experts dedicated to (ESG) fund selection

100% of ESG funds signed the PRI, an endorsement of sustainable practices

Date: as of December 2022.
Scope: third party funds selected by Fund selection Team for our core products.

ACTIVE OWNERSHIP

THE VOTING PROCESS

The voting process

How we vote from an active ownership perspective:

- We vote as one group with our parent company Quintet and Kredietrust Luxembourg (KTL). All the votes we as a group have cast over the past 12 months are publicly disclosed after each company's shareholder meetings, and are published on this webpage.
- We produce regular updates about our active ownership activities during the year and a full-year report to provide more context and information about our decisions to our clients.

How we vote

Where possible and feasible, we seek to vote at all shareholder meetings of the companies in which we invest for our clients. Currently we vote for direct line equities on in-house funds managed by Brown Shipley.

We do not vote where additional costs and/or barriers (such as share-blocking, share registration or in-person attendance) are deemed prohibitive or where our holdings are limited.

Voting by Brown Shipley is centralised through the active ownership voting group, composed of representatives of the asset and investment management, equity and sustainable investing teams. The actual votes require ongoing oversight by people who have experience of voting and are given the responsibility to take decisions in line with Brown Shipley's policies. The voting group monitors the recommendations of our proxy voting provider Glass Lewis to ensure consistency with Brown Shipley's voting policy. This centralised organisation ensures we make consistent decisions for all our holdings, with the aim of being more impactful.

How we engage

Since Brown Shipley represents a diverse group of clients with diverse holdings across the investment universe, we invest in a wide range of companies. As many of these companies are large, our direct investments may be small relative to the size of the firm. To be effective in engaging with these companies, we believe that collaborative engagement is likely to achieve better results than efforts we might undertake on our own. We have therefore hired a specialised external service provider, EOS Hermes, to conduct engagement on our behalf. In cases where collaborative engagement is not practical, we may undertake direct engagement ourselves with the companies we invest in.

Brown Shipley has instructed its engagement partner to give special attention to companies that violate the principles of the UN Global Compact, or that are involved in significant Environmental, Social or Governance (ESG) controversies. The engagement priorities continue to be focused on the most material drivers of long-term value, with four priority themes: climate change, human and labour rights, human capital management and board effectiveness and ethical culture.

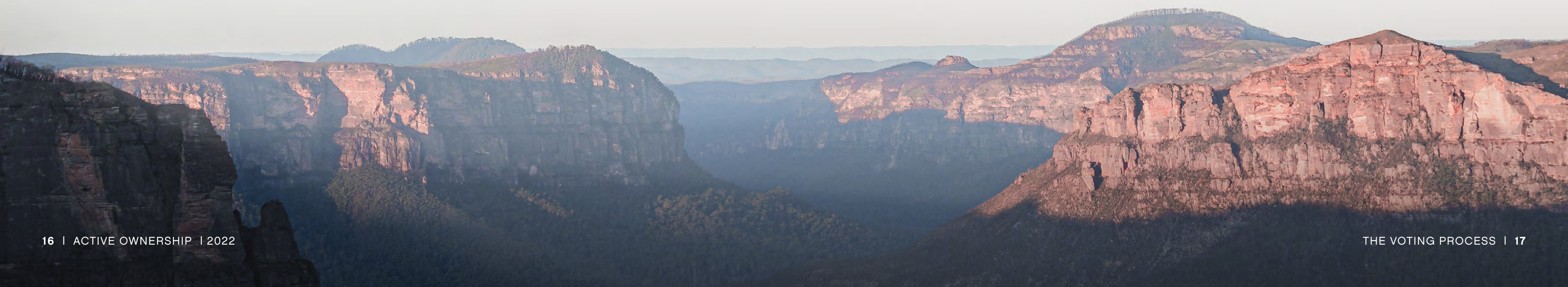
Memberships and partnerships

Brown Shipley's parent company, Quintet, is a member of the Climate Action 100+ (CA 100+) initiative. This leading collaborative investor engagement initiative seeks to ensure the world's largest corporate greenhouse gas (GHG) emitters take the necessary action on climate change.

Investors participating in Climate Action 100+ engage the world's largest "systemically important emitters" and other key companies in the transition to a net zero emissions economy. The 166 companies engaged through the initiative are collectively responsible for up to 80% of global industrial emissions[3].

Our parent company, Quintet, is a signatory of the Principles for Responsible Investment (PRI), the world's leading proponent of responsible and sustainable investing. Principle 2 of UNPRI states that "We will be active owners and incorporate ESG issues into our ownership policies and practices", a principle which is fully endorsed by Brown Shipley.

3. Companies I Climate Action 100+



ACTIVE OWNERSHIP

OUR VOTES IN ACTION

Our votes in action

One of the key rights of shareholders is to vote on important matters that affect the companies they own. Each year, public companies are required to hold an annual general meeting (AGM) and can also organise special or extraordinary general meetings (EGM).

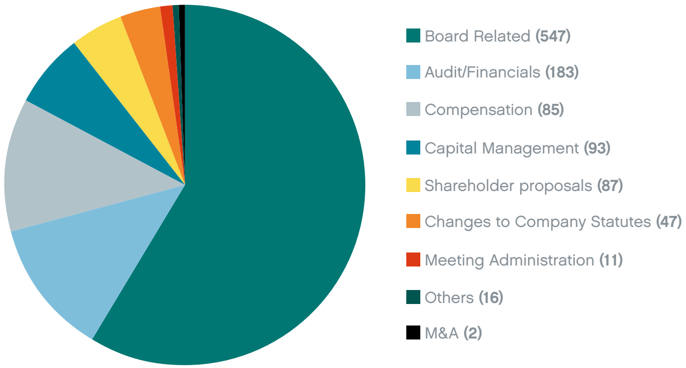
We believe voting at AGMs allows us to press for positive change at the companies, supporting long-term value creation and benefitting investors, society and the environment.

The year 2022 was marked by increased awareness about social equality and climate change. The end of the year was marked by expectations around the 27th UN Climate Change Conference, commonly referred to as "COP27". These topics were front of mind for Brown Shipley as well.

Brown Shipley voted on 985 management proposals in 2022 across a broad variety of topics. The most voted categories were board-related proposals, followed by audit /financial matters and then compensation.

Management proposals tend to address important issues associated with running a company. While we supported most of them, sometimes we believed it was in the best interest of investors to disagree with such proposals and we voted against management for 13% of the time. We have explained the reasons why below.

Proposals voted by categories

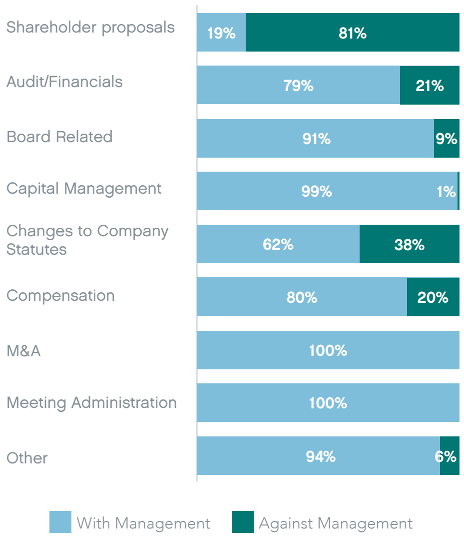


Our votes by category

Compensation

We voted against 8 remuneration reports and policies and 5 advisory votes on executive compensation. These represent the majority of our votes against management in this category. We believe compensation should be fair, competitive and create appropriate incentives to promote long-term shareholder value. We opposed compensation resolutions when we believed they inadequately linked executive compensation and performance.

Votes compared to management



Period: 2022

Audit/financials

When voting on audit/financial proposals, an overwhelming majority (20%) of our votes against management were due to excessive auditor tenure ship. We believe excessive tenure ship limits the independence of the auditor and audit, both of which are essential to give a non-biased view of financial statements.

Board related

Around 41% of our votes against management on board-related proposals were due to failure to address gender diversity. We believe diversity is essential for a stable and efficient board, therefore our policy is to oppose the election of male members of the nominating committee when there is insufficient female representation on the board.

In addition, 18% of all our votes against management on board-related proposals were related to opposing the election of directors because of director overboarding. Effectively exercising the role of director requires significant time and commitment, which we believe is not possible if a director sits on too many boards.

Lastly, 18% of all our votes against the election of directors was when we believed they failed to act in the interests of shareholders. An example of this is Brown Shipley's voting record at the AGMs of Alphabet and Meta platforms, both of whom have multiple class share structures with unequal voting rights. We believe that all shareholders should have voting rights equal to their capital of shares, thus, we voted against directors who are part of the responsible committee.

Climate action/transition proposals

"Climate action/transition" proposals request that companies provide shareholders with the opportunity to approve (or disapprove) the company's actions on transitioning to a greener economy as well as their climate-related risks.

We voted with management climate strategies when they were clear and achievable, such as at the AGM of RIO Tinto and London Stock Exchange Group. We believed that RIO Tinto's net-zero ambition was achievable and had set appropriate targets for reduction of emissions from owned or controlled sources (scope 1) , indirect emissions from the generation of purchased energy (scope 2) and emissions down it's value chain which they are indirectly responsible for (scope 3). The company had also received third-party assurances on its emission targets as well as reliable scenario testing analysis.

Shareholder proposals

In most jurisdictions, shareholders have a right to file resolutions at general meetings. This right is a tool for investors to achieve meaningful change to corporate policies and practices across a range of sustainability matters.

Shareholder proposals are particularly common in the US and can be numerous, especially at large companies. This trend is growing in Europe too.

Last year, we voted on 86 shareholder proposals. They often address important sustainability issues and management teams tend to reject shareholder proposals on principle. We found that many of the proposals had merit and voted against management at 80% of them.

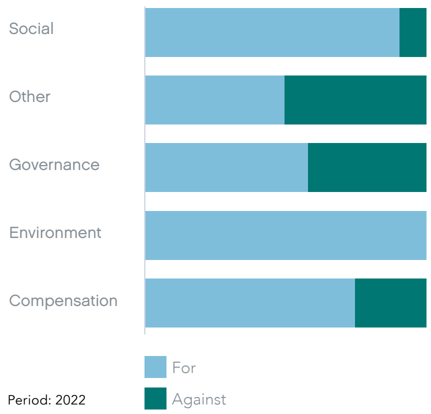
Environmental and social matters were front of mind for Brown Shipley, as demonstrated by our support at more than 93% of shareholder proposals on these topics, which is more than triple the industry average.

Our votes at shareholder proposals

When voting on environmental proposals, we consider the impact companies have on the environment, as well as the risks they may face by not adopting environmentally responsible policies. We believe companies that manage their environmental-related matters effectively can mitigate their regulatory and reputational risks – and in some circumstances key operational risks too – in addition to having a positive impact on the environment. We also believe adopting more sustainable practices is in line with changing consumer preferences for more environmentally sustainable products and services, and therefore helps companies maintain and increase their market share.

The environmental proposals we supported included resolutions calling to align the business strategy to the Paris Agreement (e.g. Berkshire Hathaway), reports on managing climate risk (e.g. Microsoft and Alphabet) and requesting reports on fossil fuel financing (e.g. J.P. Morgan & Chase).

We supported more than 93% of environmental and social resolutions



Period: 2022

Environmental matters

Key environmental proposals at the annual general meetings of the largest companies in the most greenhouse gas intensive industries. They have been in the spotlight as growing numbers of shareholders demand stronger commitments to address the threat of climate change. We supported those demands.

Managing and mitigating climate-related risks is hugely important, and GHG emissions are among our greatest concerns. That is why, since early 2020, our parent company has been an active member of Climate Action 100+.

We were encouraged to see that our convictions are shared increasingly by shareholders. Before 2021, only three climate-related shareholder proposals received majority support at US oil majors. In 2021, that number tripled, however the energy crisis has somewhat overridden climate concerns, with investor support for climate proposals at the AGM of Shell observably lower than the previous year[4].

4. The 2022 AGM season: Which ESG issues have shareholders targeted? I Blog post I PRI (unpri.org)

Reduction of fossil fuel financing

At the AGM of JP Morgan Chase & Co we voted in favour of shareholder resolutions calling for the company to introduce policy which would limit financing of fossil fuels consistent with the IEA's (International Environmental Agency's) 1.5°C scenario.

We believe that the transition and physical risk from fossil fuels present increased credit, market reputation, and operational risks to banks.

Although, companies which operate in the finance sector do not often have large operational environmental footprints, they are exposed to risks from climate change due to their financing transactions and risks faced from companies in which they hold investments.

Whilst these proposals did not receive majority shareholder support, in part due to concerns over the energy crisis, this is certain to remain on next year's agenda.

Continued support for reduction of GHG emissions

At the AGM of Royal Dutch Shell, we voted in favour of shareholder resolutions calling for clear Paris aligned targets to reduce greenhouse gas (GHG) emissions.

We believe setting absolute emissions reduction objectives over the short, medium and long term aligns with the Paris goals, will strengthen the company's strategies and will benefit the business, shareholders and the planet.

GHG reduction targets can help mitigate environmental impact and attendant risks, as well as reduce regulatory risk and associated costs, such as carbon taxes. They also help to reduce the impact of prematurely writing off assets to which oil and gas companies are exposed – typically resulting from tighter regulations. Lastly, this approach can help put the companies in a better position to take advantage of the growing demand for renewable and greener energy.

Social matters

Whilst the AGM season of 2021 was known for the environmental proposals, 2022 was very much the year of social proposals, with various proposals on human rights, racial audits, concealment clauses and freedom of association.

When analysing social proposals, we consider the communities and broader stakeholders in the areas in which companies conduct business. We supported proposals requesting that companies provide greater disclosure about their impact on local stakeholders, as well as employee and human rights. Healthy relationships with stakeholders ensure a company can continue operating smoothly.

We believe enhanced social disclosure will help investors understand how companies manage social matters and assess the risks they face.

We voted in favour of proposals seeking increased disclosure on public health and safety issues, including those related to product responsibility. We supported diversity and equity-related proposals. They include proposals that urged companies to oversee a racial equity audit by analysing the adverse impact on non-white stakeholders and communities of colour (e.g. Alphabet); others asking for investigations on alleged racism in company culture (e.g. Intel); focused on creating a median gender and racial pay equity report (e.g. Walmart and Amazon) and asking for investigations on alleged workplace sexual harassment (e.g. Activision and Tesla).

Human rights and responsible product practices

At Alphabet's AGM, we supported a shareholder proposal asking the company to commission a report which assesses the impact of potential data centres in countries with serious human right concerns.

Although Alphabet does have human rights related disclosure, there is particular concern over plans to locate a data centre in Saudi Arabia – a country which the U.S. State department details as having highly restrictive control on all internet activities and notes pervasive government surveillance, unrest and prosecution of online activity.

As such, we supported the proposal because we believe the adoption of this resolution will go some way to providing shareholders with important transparency and reduce reputational risks. The UN Global compact principles declare that companies must perform effective due diligence on human rights, such a proposal would address this.

Transparency on lobbying

We voted in several AGM's in favour of enhanced disclosure on company's political lobbying activities, specifically when their lobbying activities contradicted the company's public position.

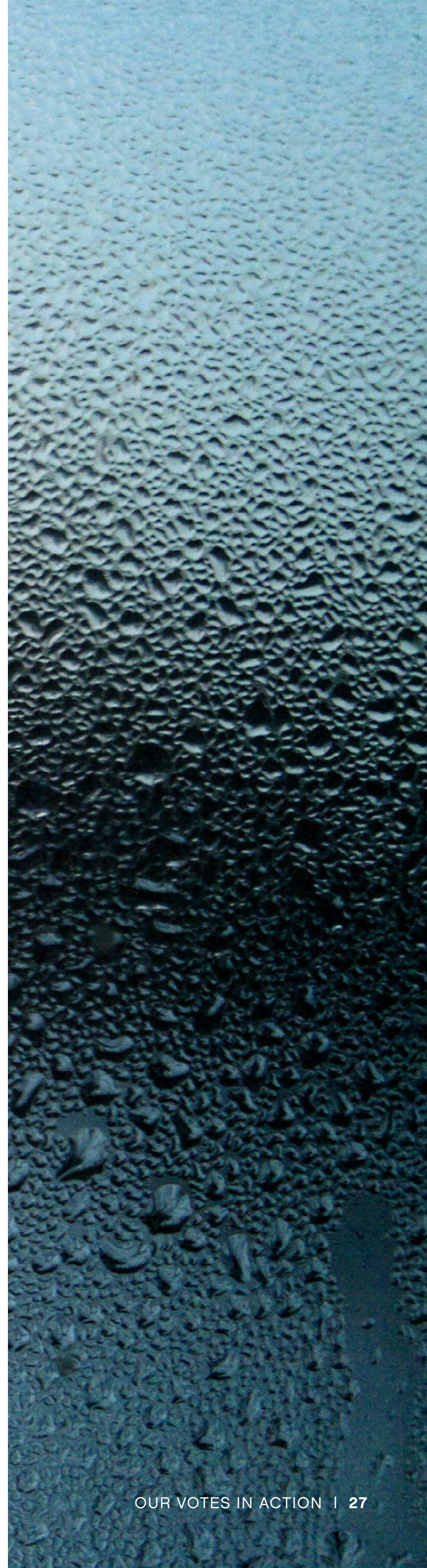
Enhanced Transparency on political lobbying activities

At the AGMs of Alphabet, Amazon and Meta, as well as various other companies, we supported proposals requesting that the companies report on the effect of lobbying efforts at the local, state and federal levels.

The proponents asked the companies to provide investors with comprehensive disclosure on their lobbying activities including itemised lists of recipients of its lobbying contributions and payments made to trade associations for political purposes.

A key risk facing the companies is a public backlash against their potential political donations, especially when those donations contradict the company's public positions.

Public outrage over lobbying has especially evident at Meta platforms, where leaked internal documents indicated the company had intentionally misled the US congress, public and securities regulators about its risks to users. Consequently, we voted in favour of greater lobbying transparency at the Meta Platforms AGM.



ACTIVE OWNERSHIP

HOW ENGAGEMENT ON YOUR BEHALF IS MAKING A POSITIVE IMPACT

Engagement with other asset managers

Since we invest client assets with other asset managers, we also engage with them to express our beliefs and understand theirs.

Before we approve an ESG fund for investors, we assess its investment process against a range of factors to make sure it meets our requirements. We use a three-step approach to assess each fund, comprising interviews, questionnaires and holdings analysis. We believe that for a fund to be considered as having environmental or social characteristics, it has to commit to invest in a way of creating a more sustainable future. However, good intentions alone are not enough.

Key statistics

82 ESG funds selected

100% of active fund managers have been interviewed alongside engagement where appropriate

100% of ESG funds signed the PRI, an endorsement of sustainable practices

120 questions used to asses ESG funds

5 experts dedicated to (sustainable) fund selection

Date: as of December 2022.
Scope: third-party funds selected by Brown Shipley for our core products.

The fund's holdings and its portfolio construction methods have to demonstrate clearly that environmental and social characteristics align with the manager's intentions.

To achieve environmental and social portfolio characteristics and fulfil intent, the manager has to have adequate resources and methods in place to make sure that ESG can be fully embedded.

Furthermore, ESG doesn't stop when a security is purchased. We believe engagement and proxy voting for equity funds are crucial elements to assess and influence the behaviour of investee entities. In addition, we urge funds with environmental and social characteristics to be transparent about the way they have implemented ESG factors into their portfolios and how they have executed their ESG fiduciary responsibilities.

If a fund does not meet our minimum requirements or we do not support its approach to sustainability, we communicate our beliefs through engagement.

As demonstrated in the examples below, through active ownership we press for positive change, supporting long-term value creation for investments while benefitting society and the planet.

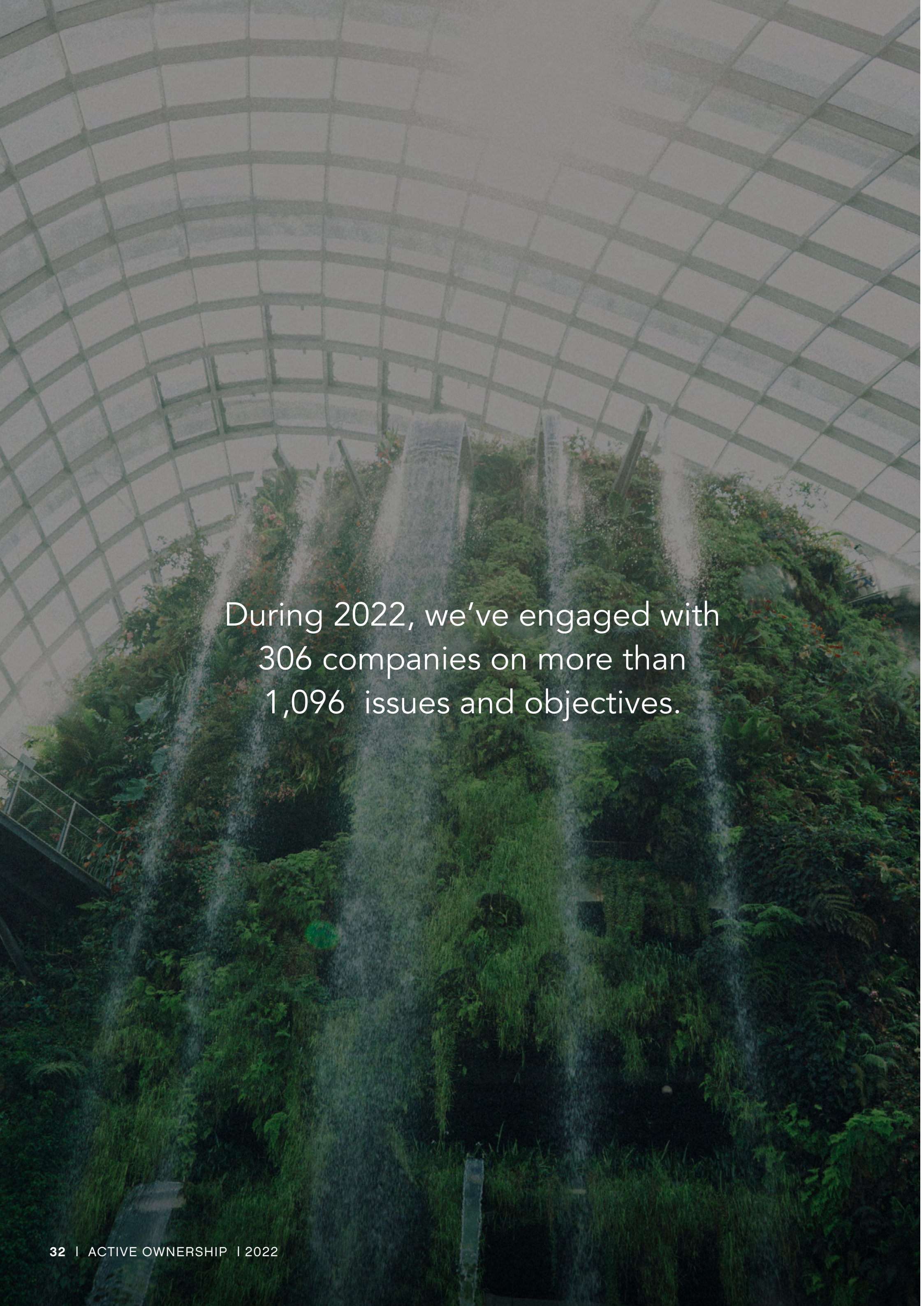
Encouraging adoption of transparent sustainability

Our fund solutions team engaged with various asset managers in the course of 2022. The process focused on asset managers disclosing and striving towards realistic sustainable investment percentages. As Brown Shipley aims to offer its clients solutions with a minimum sustainability percentage, we require funds invested in to do the same. The tendency of asset managers was to take a conservative stance and scale the sustainability commitments downward to be on the safe side. A higher sustainability percentage indicates not only a higher ambition, it also forces asset managers to have a clear underlying process in place to support these numbers.

Our funds solution team has also engaged with asset managers on potentially reclassifying their conventional products to those labelled as ESG products. This only occurred where the team believed that there was a sufficiently robust framework in place which would warrant reclassification.

Encouraging the adoption of responsible practice

At Brown Shipley we believe active ownership is essential for responsible investment, therefore we encourage third-party fund managers to do the same. In 2022, the fund solutions team engaged with a large US equity fund manager regarding its security lending policies. As a result the asset manager put in place a policy to recall the securities which had been lent out to ensure they could exercise their proxy voting rights. This allows them to maximise the effect of the proxy voting which we consider an important instrument in encouraging companies to improve their sustainable behaviour.



Engagement with companies

We collaborate with a leading stewardship service provider, EOS at Federated Hermes (EOS), to engage with companies in which we hold shares and bonds on behalf of our clients through our in-house managed funds as well as advisory and discretionary mandates.

During 2022, we've engaged with 306 companies on more than 1,096 issues and objectives.

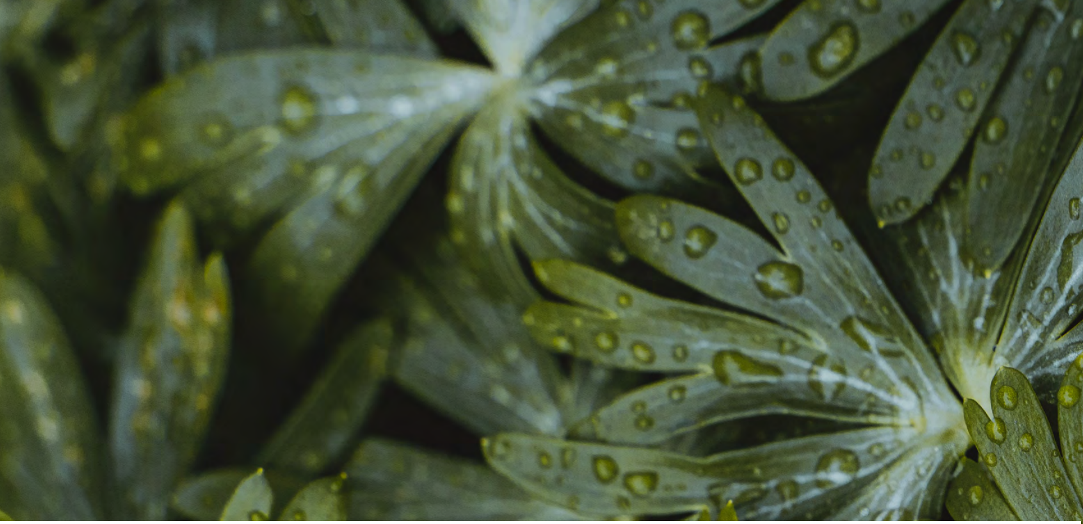
To measure our progress and the achievement of engagement objectives, we use a four-stage strategy. When setting an objective at the start of an engagement, we set milestones that we want to achieve:

- Milestone 1: concern raised with the company at the appropriate level.
- Milestone 2: the company acknowledges the issue as a serious investor concern.
- Milestone 3: development of a credible strategy/stretching targets set to address the concern.
- Milestone 4: implementation of a strategy or measures to address the concern.

Progress against these objectives is assessed regularly and evaluated against the original engagement proposal. In 2022 we made solid progress in delivering engagement objectives across regions and themes. For 55% of our engagements, at least one milestone was moved forward.

Companies engaged[3]: geographical breakdown

Source: EOS. period: 2022
3. On issues and objectives



Milestones: engagement progress

Source: EOS, period: 2022

Four engagement themes

Environmental topics comprised 39% of engagements in 2022, up from 27% the previous year. Governance accounted for 36% of engagements followed by social and ethical topics. Strategy, risk and communication accounted for 12% of our engagement themes.

The full range of issues that our partner EOS engages with on our behalf reflects the increasing breadth of sustainability issues that are important to companies.

On the following pages we will explain some of our successful engagements.

ACTIVE OWNERSHIP

CASE STUDIES

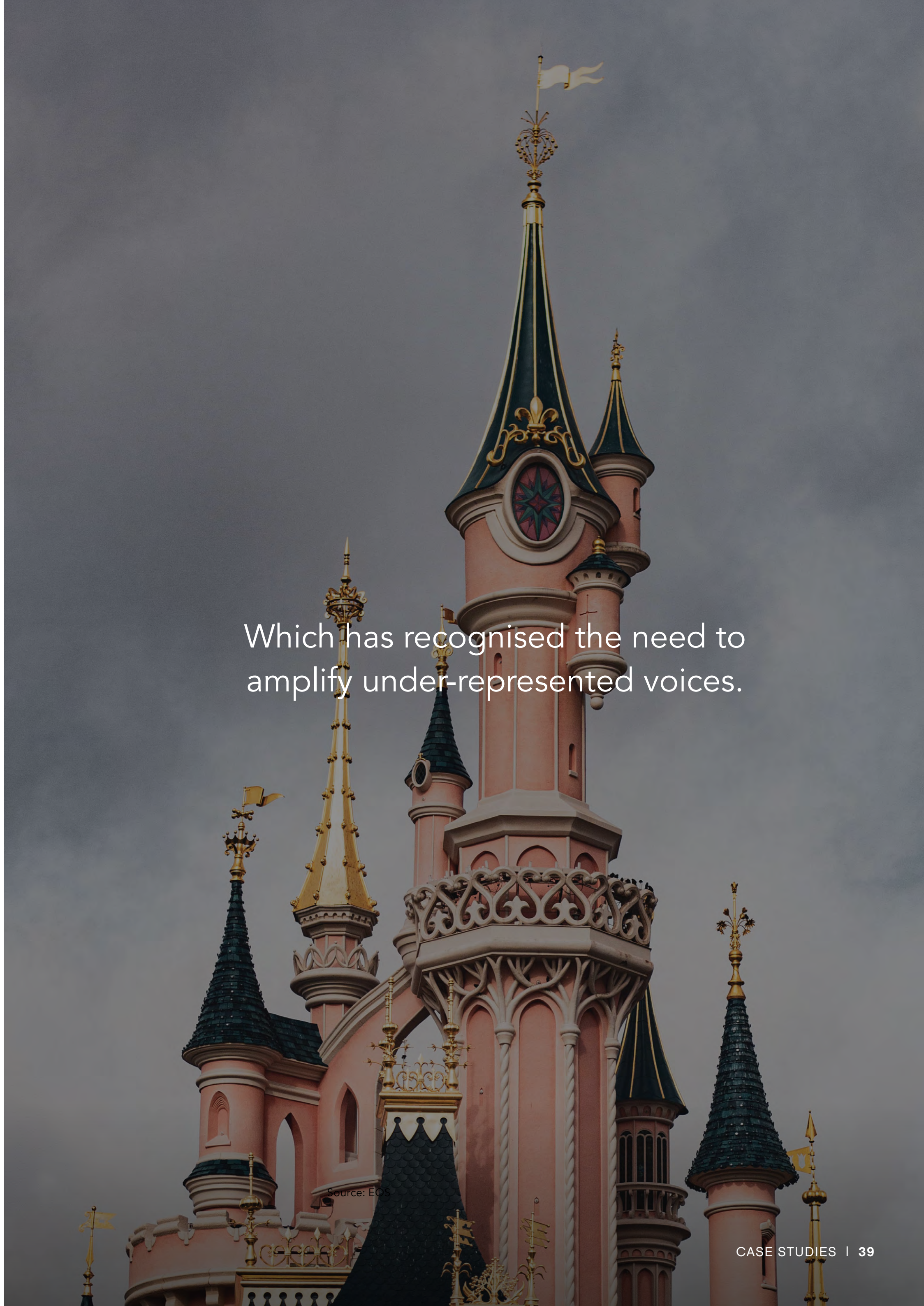
Walt Disney

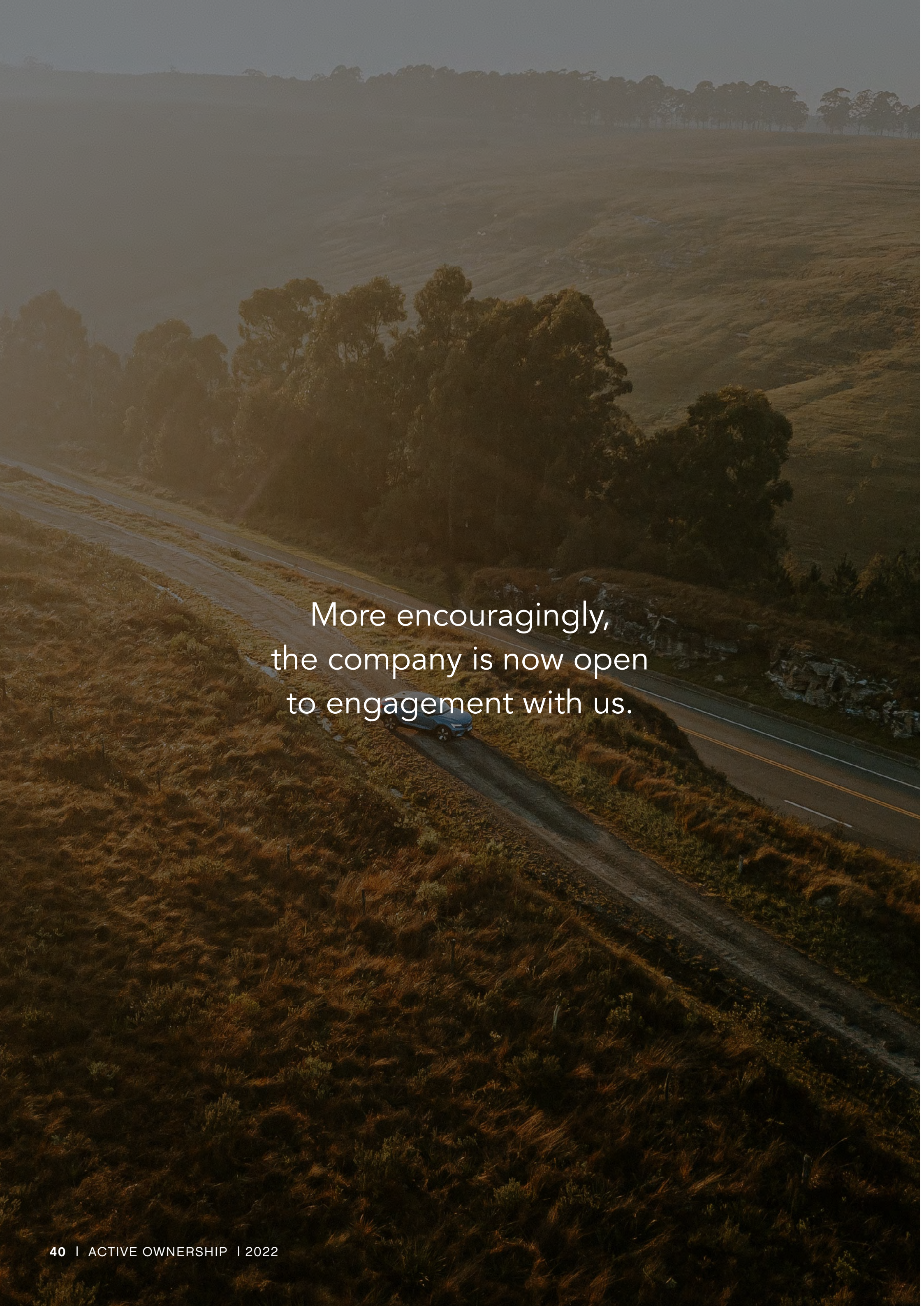
Our engagement partner, EOS, has engaged with the Walt Disney Company, which has recognised the need to amplify under-represented voices, and the importance of accurate representation in media and entertainment.

The company has created two senior leadership councils focused on DEI in the workforce and content. We also welcomed the company's intention to advance representation for people of colour and other diverse groups in front of and behind the camera. We see this in its film Encanto, which depicts a Colombian family.

We encouraged the company to set and disclose qualitative and quantitative DEI goals, and we expect its content representation dashboard to provide a baseline to support this.

Source: EOS





Berkshire Hathaway

For the second year running, EOS filed a climate change reporting shareholder proposal that called on Berkshire Hathaway to publish an annual assessment addressing how the company manages physical and transitional climate-related risks. The proposal was co-sponsored by Caisse de dépôt et placement du Québec (CDPQ), California Public Employees' Retirement System (CalPERS) and the State of New Jersey Common Pension Fund D.

EOS co-filed a similar proposal in 2021, which we believe attracted a majority of non-insider votes[2]. However, Berkshire Hathaway insiders, including CEO Warren Buffett, control about 35% of the company's voting power through a dual-class share structure. With Berkshire Hathaway opposing the shareholder proposal, it was defeated.

While Berkshire Hathaway publishes some information on the sustainability of its operating companies, the proposal called for climate-related financial disclosures at the parent company level in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), including:

- Climate-related financial reporting where material for subsidiaries and for the parent company
- How the board oversees climate-related risks for the combined enterprise
- The feasibility of the parent company, and its subsidiaries, establishing science-based, greenhouse gas reduction targets, consistent with limiting climate change to well-below two degrees.

We believe that the publication of such an assessment would enable shareholders to assess portfolio risks more effectively, and to engage with Berkshire Hathaway on its climate change risks and opportunities. Once again, proxy advisers ISS and Glass Lewis recommended that shareholders vote in favour of the proposal.

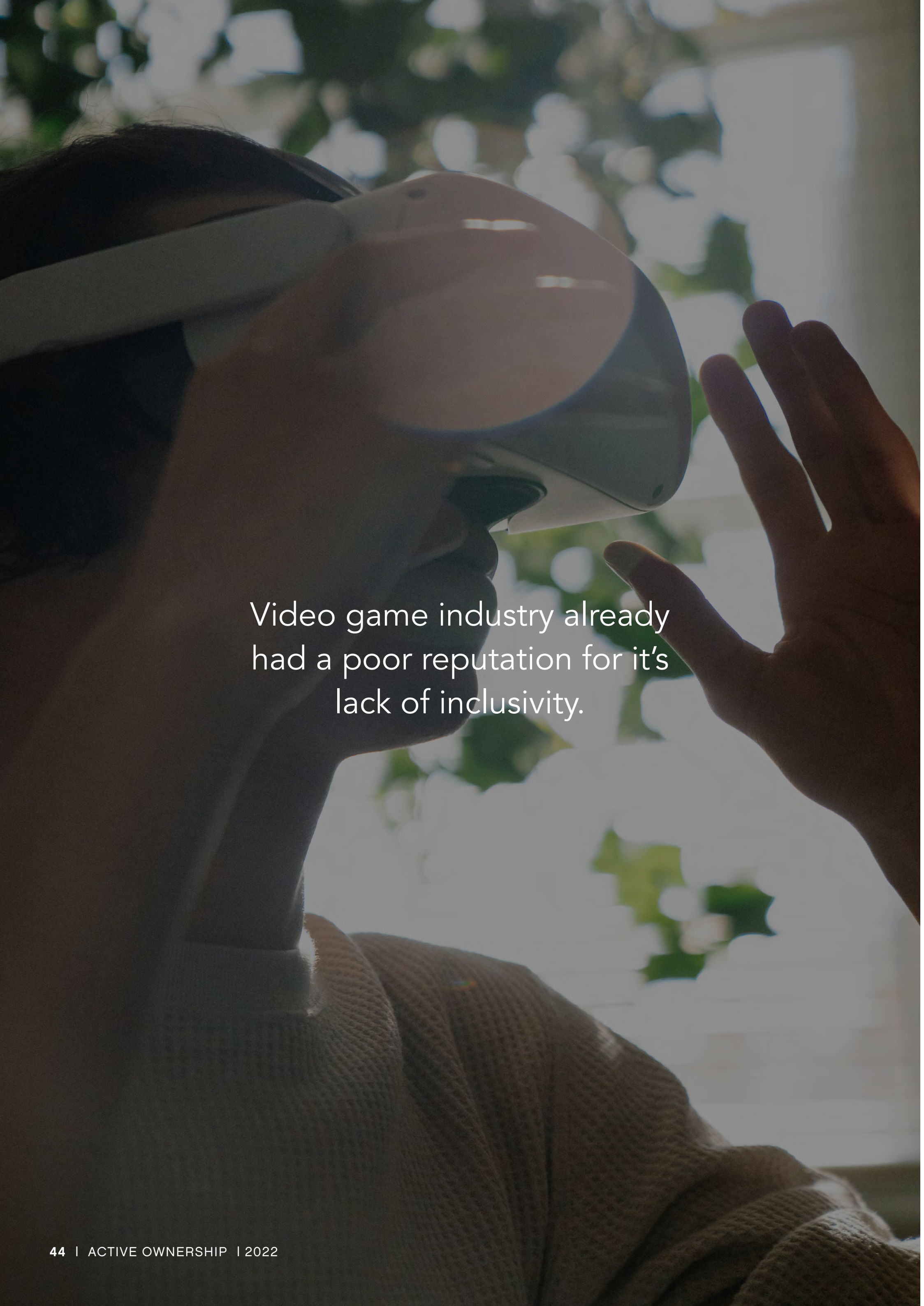
EOS also asked Berkshire Hathaway's audit committee to explain why climate change was not addressed again this year in the company's audit, when it was specifically outlined in the latest 10-K regulatory filing. Ahead of the shareholder meeting, EOS recommended voting against the chair of the governance, compensation and nominating committee and the entire audit committee.

Tim Youmans, EOS North America engagement lead, made a statement in support of the proposal at the company's annual meeting, held at an Omaha convention centre. "Climate financial risk may be significant, even material, at the parent company," he said. In the 2021 annual report, the company stated that climate-related risks could produce losses and significantly affect financial results. "The company audit, however, is silent on climate risk," he said.

Berkshire Hathaway was the only major US public company to score zero on the Climate Action 100+ Net Zero assessment of climate action progress, two years in a row. More encouragingly, the company is now open to engagement with us and has taken some steps following last year's vote. For example, it published a supplement to the chair's annual shareholder letter, from vice chair Greg Abel, discussing climate change matters at Berkshire Hathaway's energy and rail subsidiaries. Also, the parent company's audit committee has amended its charter to include climate risk oversight. However, more action is needed.

With the company once again opposing the shareholder proposal, it was rejected, although we calculate that non-insiders voted 61% in favour of the proposal. With the SEC's proposed climate disclosure rules asking for more disclosure than we requested, the company may want to consider getting a head start so that it is ready to meet these requirements.

Source: EOS



Activision Blizzard

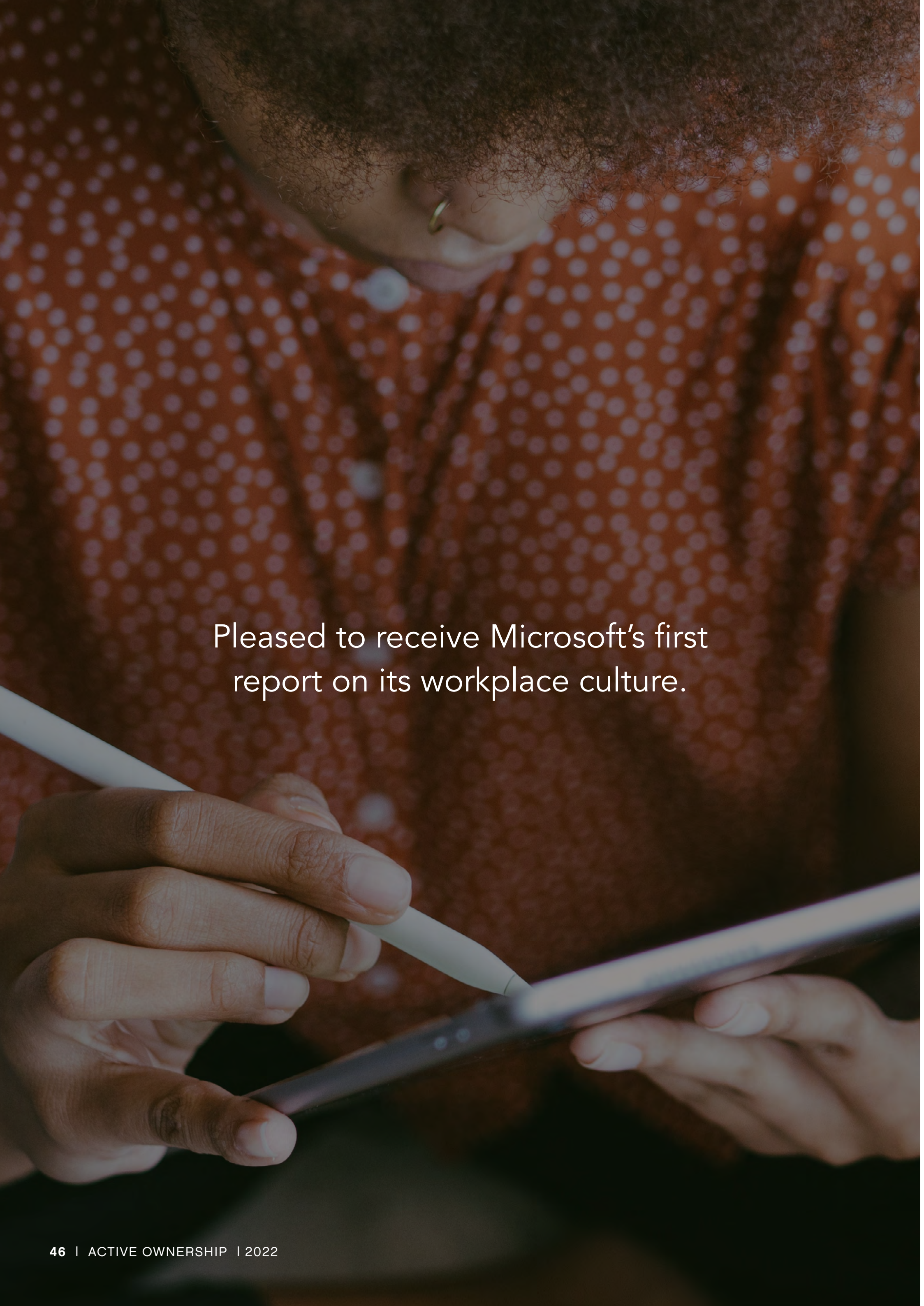
The video game industry already had a poor reputation for its lack of inclusivity but this was reinforced by lawsuits brought against US gaming company Activision Blizzard, which resulted in multi-million dollar settlements. EOS conveyed our concerns to the company after allegations of sexual harassment and discrimination, and expressed our disappointment in the response from its CEO and the board. In our view, the public communication and commitments made did not reflect the seriousness of the matter, nor did they address the various material short and long-term risks for the company and its shareholders.

EOS first raised these concerns in Q4 2021 with the head of investor relations who pointed to changes enacted by the company in the wake of media reports. These measures included increasing diversity, conducting an equity pay gap analysis, increasing hourly wages for part-time employees and instituting a workplace responsibility committee. They pointed out that most of these changes were target-related and while laudable, did not address the root cause of the problem, which appeared to be one of culture.

Source: EOS

EOS followed up this meeting with a formal letter to the board setting out our expectations around board governance of sexual harassment and discrimination issues. We also posed some detailed questions for the company to address in a subsequent meeting with the lead independent director or co-chairs of the workplace responsibility committee. Four months later, the vice president of ESG and shareholder outreach sent a reply, outlining the board's approach to some of the issues we had raised. We found this response to be insufficient, and our request for a meeting went unanswered.

At the company's 2022 annual meeting, we recommended support for two shareholder proposals that could help Activision Blizzard improve its management of human capital, human rights and the associated risks following the sexual harassment and discrimination allegations. The first proposal asked for a report on the company's efforts to prevent abuse, harassment and discrimination. The second urged the board to adopt a policy of nominating a director candidate selected by the company's non-management employees. We agreed with the latter's proponents that an employee representative on Activision's board would be particularly beneficial given the allegations and the lack of an appropriate response from the company.



Microsoft

Tech giant Microsoft found its own culture under scrutiny when it announced plans to buy Activision Blizzard in January 2022. In Q1 2022 we engaged with Microsoft on a 2021 shareholder proposal that had gained 78% support, asking the board to report on the effectiveness of its workplace sexual harassment policies.

The company said that its communications on these issues had improved. It also committed to annual public reporting on the implementation of its sexual harassment and gender discrimination policies, including the total number of reported concerns, the percentage substantiated and the types of corrective actions taken. We appreciated this transparency and encouraged it to integrate its policies and practices at Activision Blizzard if/when acquisition closes.

EOS forwarded to Microsoft our expectations for board oversight of sexual harassment and discrimination issues that we had sent to the Activision board. EOS were pleased to receive Microsoft's first report on its workplace culture with an independent review via email in late 2022.

Source: EOS

Appendix 1: Voting statistics breakdown

Voting is implemented for direct line equities held in-house funds managed by Brown Shipley.

The breakdown of the voting statistics in 2022 is indicated hereafter.

Brown Shipley

Proposal statistics

PROPOSAL CATEGORY TYPE	FOR	AGAINST	ABSTAIN	1 YEAR
Totals	**925**	**99**	**47**	**1**
Audit/Financials	144	17	22	0
Board Related	497	45	5	0
Capital management	92	1	0	0
Changes to company statutes	29	1	17	0
Compensation	68	17	0	0
Mergers and acquisition	2	0	0	0
Meeting administration	10	1	0	0
Other	15	1	0	0
Shareholder proposals: compensation related	3	1	0	0
Shareholder proposals: environment related	12	0	1	0
Shareholder proposals: governance related	11	8	1	0
Shareholder proposals: social related	39	4	1	0
Shareholder proposals: miscellaneous	3	3	0	0

Meeting statistics

REGION	COUNTRY OF ORIGIN	VOTED
Total		**82**
North America		18
	United States	17
	Canada	1
Europe		61
	France	2
	Germany	2
	Ireland	20
	Luxembourg	10
	Netherlands	3
	Switzerland	3
	United Kingdom	21
Other		3

Additional Information

Contact

Contact your Client Advisor to find out more about Brown Shipley's sustainability commitments and how we can help you manage your money for future generations.

You can also find news related to our ESG approach on our website https://brownshipley.com/en-gb/sustainability.

Brown Shipley's parent company, Quintet is a member of the Climate Action 100+ initiative.

Brown Shipley's parent company, Quintet is a signatory of the Principles for Responsible Investment.

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Non-Independent Research