

Voting and Engagement Record (Top Underlying Holdings) - Stantec PBA - as at March 2022

Holding	Approx. Exposure	Exposure Breakdown	Significant Voting Record	Engagement Issues
Apple Inc.	1.3%	BlackRock/iShares Vanguard Invesco	BlackRock/iShares: 3/4/22 Voted against management recommendations; For Shareholder Proposal "Report on Civil Rights Audit". Notes: A third-party audit would strengthen the company's actions on this topic Voted For all other resolutions Vanguard: No significant voting activity reported	BlackRock/iShares - Business Oversight/Risk Management, Governance Structure, Corporate Structure, Climate Risk Management, Environmental Impact Management, Human Capital Management, Social Risks and Opportunities
Microsoft Corporation	1.1%	BlackRock/iShares Vanguard Invesco	BlackRock/iShares: No reported activity during period. Vanguard: No significant voting activity reported	BlackRock/iShares - Executive Management
Greencoat UK Wind	1.4%	Charles Stanley (Direct Holding)	Charles Stanley: No reported activity during period.	None Reported
International Public Partnerships Ltd.	2.4%	Charles Stanley (Direct Holding)	Charles Stanley: No reported activity during period.	None Reported
HICL Infrastructure PLC	1.0%	Charles Stanley (Direct Holding)	Charles Stanley: 30/7/2021 – CS Voted For all resolutions	None Reported
Samsung Electronics	0.5%	SPDR/State Street Global Advisors BlackRock/iShares Vanguard	BlackRock/iShares: 16/3/22 - Voted For all Resolutions SSGA - 16/3/22 - Voted For all Resolutions	Vanguard - Board composition, Oversight of Strategy BlackRock/iShares - Board Composition & Effectiveness, Business Oversight and Management, Executive Management

Holding	Approx. Exposure	Exposure Breakdown	Significant Voting Record	Engagement Issues
Amazon	0.7%	BlackRock/iShares Vanguard Baillie Gifford	BlackRock/iShares: 31/3/22 - Voted against 'Elect Director Judith A. McGrath'. Notes: Nominee has not demonstrated ability to effectively represent shareholders' best interests. Voted for 'Report on Efforts to Reduce Plastic Use'. Notes: The company does not meet our aspirations for disclosure of natural capital policies and/or risk Voted for Report on Lobbying Payments and Policy. Notes: Client directed Voted With Management on all Other Resolutions	Vanguard - Board composition, Oversight of Strategy BlackRock/iShares - Executive Management, Corporate Strategy, Governance Structure, Remuneration, Environmental Impact Management, Operational Sustainability, Human Capital Management, Social Risks and Opportunities
Tesla	0.8%	BlackRock/iShares Vanguard Baillie Gifford	BlackRock/iShares: No reported activity during period. Vanguard: No significant reporting activity reported.	BlackRock/iShares - Board Composition & Effectiveness, Governance Structure, Human Capital Management, Social Risks and Opportunities
Renewables Infrastructure Group	2.6%	Charles Stanley (Direct Holding)	Charles Stanley: No reported activity during period.	None Reported
Taiwan Semiconductors Manufacturing Co Ltd	0.9%	SPDR/State Street Global Advisors BlackRock/iShares	BlackRock/iShares: No reported activity during period.	BlackRock/iShares - Board Composition & Effectiveness, Governance Structure, Corporate Strategy