

NEI

» DEMAND MORE. WE DO.

Q1 2023

ACTIVE OWNERSHIP REPORT

Tracking the progress of our corporate engagement and policy activity

In this issue

2 Summary of activities

4 Focus theme spotlight: net-zero alignment

Engagement activity through Climate Engagement Canada continues apace

5 Engagement highlights

Finding solutions for high CEO pay at **Analog Devices**; a conversation with **Tencent** about disclosure; catching up with grocery retailer **Metro**

6 Progress reports

Updates on collaborative engagements with **GFL Environmental** and **AltaGas**

8 Sub-advisor engagement highlights

Impax Asset Management shares engagement milestones for software firm **Trimble**

9 Policy advocacy

Encouraging more investment in the country's energy transition

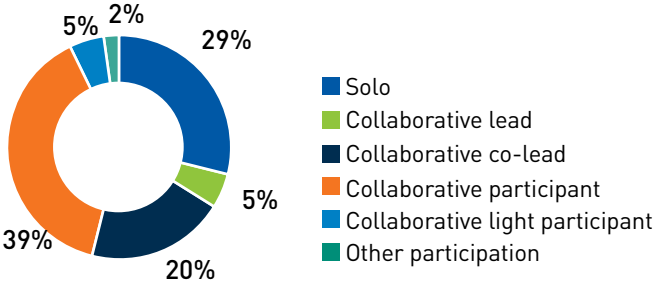
10 Policy highlights

11 Company engagement list

SUMMARY OF ACTIVITIES

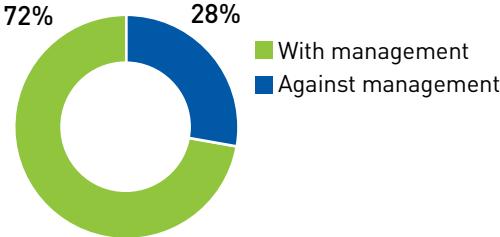
NEI engagement role

We led 54% of our engagements, meaning that we either conducted the engagement ourselves, or led or co-led a collaboration with other investors. Leads are responsible for setting the agenda, strategizing on the direction of the engagement, and chairing and organizing the investor group’s correspondence and meetings with a company. Two of our most active collaborative engagements in Q1 were Climate Engagement Canada and the Finance Sector for Deforestation Action. NEI led or co-led some of these dialogues, and participated in dialogues led by other investors. In addition to our collaborations, we also regularly initiate solo engagements.



Vote instruction

We voted 83 meetings ahead of the peak proxy season. We supported management on 72% of the ballot items. The votes against management on 28% of the items related primarily to director elections and compensation matters. Twenty-five shareholder proposals were on the ballot of 11 companies. We supported 72% of these proposals on such topics as science-based GHG emissions reduction targets, the need for an independent chair, commitments to freedom of association and collective bargaining rights, and pay disparities in executive compensation.

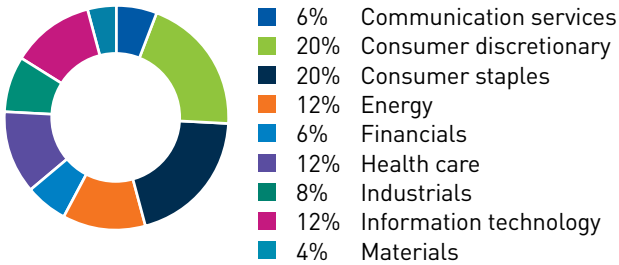


What is active ownership?

Our RI team actively engages the companies in our funds to protect and grow value for investors while influencing accountability to all stakeholders. We talk directly with companies to alert them to environmental, social and governance risks, and we propose solutions that may help them improve. We also vote at annual general meetings on matters such as board appointments, good governance, and shareholder proposals.

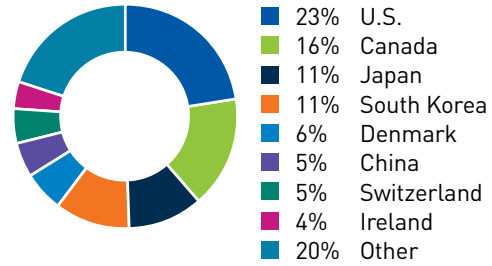
Engagement by sector

We continued to speak with companies across a number of sectors where we initiated solo engagements, or led or co-led the engagements, including in the consumer staples, consumer discretionary, energy, health care and information technology sectors. The topic of net-zero alignment featured prominently in our engagements with companies in the energy sector, and extended to companies in other sectors as well. Deforestation issues were most frequently raised with companies in the consumer staples and consumer discretionary sectors. Engagements with information technology and communication services companies were focused on human rights issues, while equitable access was a key theme for engagements with health care companies.



Votes by country

Thirty-nine percent of meetings voted in the first quarter occurred in North America, followed by 22% in Japan and South Korea combined, and the majority of the rest in Europe. Of the 25 shareholder resolutions voted, 18 (72%) were filed at eight U.S. companies, six of them were filed at two companies based in Canada, and one in Denmark.



FOCUS THEME SPOTLIGHT: NET-ZERO ALIGNMENT

Engagement activity through Climate Engagement Canada continues apace

NEI Responsible Investing & ESG Services team

The first quarter was a busy time for NEI as we continued our active participation in the Climate Engagement Canada initiative, with five related engagements in the period, building on two engagements that took place in late 2022.

Established in October, 2021, Climate Engagement Canada (CEC), as described on [the organization's website](#), is a "finance-led initiative that drives dialogue between finance and industry to promote a just transition to a net zero economy." Thirty-six participants with roughly \$4T in assets are engaging 40 companies on the CEC "Focus List." (Not to be confused with NEI's own Focus List, published March 23 and available on our website [here](#).) NEI also has a role on the CEC's Technical Committee, the group that "defines focus companies and conducts engagement work."

What CEC investor participants ultimately want to see from companies on the list is a credible transition plan that spells out their pathway to net zero. To this end, investors expect companies to outline interim emissions reduction targets, and to provide investors with the confidence that these commitments are likely to be met. Investors are also looking for companies to share detailed decarbonization strategies and capital spending alignment with those strategies, as well as changes to executive compensation structures to incentivize leadership.

Even at this early stage, we can see various themes rising to the surface. For example, a notable challenge among the food retailers, as well as dairy company Saputo, is the measurement and reduction of scope 3 emissions. Scope 3 emissions are all indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions. Think of activities such as transportation and distribution, and the processing, use, and end-of-life treatment of all the products lining the shelves at a grocery store. We can say that from what we've seen so far, these companies are on more sound footing with their plans to reduce scope 1 and 2 emissions.

For companies in emissions-intensive sectors, such as energy and industrials, capturing the alignment of their planned capital expenditures with their net-zero pathways is a clear challenge. As there is no standardized guidance on what constitutes a net-zero aligned expenditure and what constitutes a business-as-usual investment, companies are looking to investors to provide guidance on how they can show that their business strategy, transition plan and capital expenditures are all pointing in the same direction.

We are proud to be supporting these companies in their journey through our work with Climate Engagement Canada, and we look forward to discussing progress in future conversations.

NEI participation with Climate Engagement Canada (bold = companies engaged in Q1)

AltaGas

ARC Resources
Canadian National Railway
GFL Environmental

Metro

Loblaw Companies
Magna International
Saputo

ENGAGEMENT HIGHLIGHTS

Analog Devices open to discussing solutions for high executive pay

Meeting objective(s): Explain why we voted against their executive compensation package and encourage steps toward closing the pay gap.

Analog Devices asked to meet with us in response to a letter we sent by email as part of our 2022 feedback-on-proxy campaign. We continued to vote against their say-on-pay vote this year because CEO pay and pay for one additional named executive officer exceeded our threshold. We were encouraged by their openness to dialogue, as it was clear from our conversation that attracting and retaining talent in the technology sector is highly competitive. We highlighted three things we would like them to consider: setting a cap on executive compensation; assessing pay equity using vertical pay metrics (that is, up and down the organization as opposed to across peers); and, publicly disclosing how compensation is assessed and monitored.

Next steps: We hope to see how the company integrates equitable pay considerations into their compensation framework by their next AGM.

Areas for disclosure improvement at Tencent

Meeting objective(s): Encourage Tencent to improve disclosure and consider the decision-useful recommendations put forward by the Ranking Digital Rights (RDR) program.

Our first engagement with China-based Tencent was as co-lead of an investor collaboration facilitated by the Investor Alliance for Human Rights. We met to discuss RDR's recommendations for the company. RDR is a research program that benchmarks global tech giants on how they manage human rights issues in our digital world. One of the areas we focused on was Tencent's policies on digital rights issues

such as privacy and content moderation across their many lines of business, which they told us they were working on centralizing. We also discussed board visibility of those issues.

Next steps: We will review their forthcoming ESG report for improved disclosure.

Kicking off CEC engagement with Metro + migrant workers in the supply chain

Meeting objective(s): Two meetings in Q1—one to kick off Climate Engagement Canada (CEC) engagement, the other to discuss supplier accountability regarding temporary migrant workers.

We met with Metro as part of our collaborative engagement through CEC. The grocery retailer is assessing how to account for scope 3 greenhouse-gas emissions as part of their transition strategy, and said we could expect more information in their forthcoming corporate responsibility report. We had a separate meeting (with one other investor) on the topic of temporary migrant workers employed within the company's supply chain. Metro conducted a pilot project last year to help develop an approach for monitoring supplier compliance with working conditions using a code of conduct, and they said the learnings from that project will feed into their approach.

Next steps: We look forward to reviewing Metro's upcoming corporate responsibility report.

PROGRESS REPORT: GFL ENVIRONMENTAL

Sector

Industrials

Focus theme; sub-theme(s)

Net-zero alignment; net-zero commitments and transition plans

Related UN Sustainable Development Goal(s)



Engagement activity

Climate Engagement Canada (first meeting)

Responsiveness

Responsive

Holding status (subject to change without notice)

NEI Canadian Equity Fund, NEI ESG Canadian Enhanced Index Fund, NEI Growth & Income Fund

GFL progressing on climate disclosures

Objective: Kick off collaborative engagement as part of Climate Engagement Canada (CEC) initiative, ensure company understanding of CEC objectives.

Waste management company GFL Environmental is maturing nicely with its climate-related disclosures, given the company has only been public since 2020. They have produced a second iteration of their sustainability report, and have said they intend to publish their first report aligned to the Task Force on Climate-related Financial Disclosures (TCFD) in 2024. We met with them in January as part of a CEC investor collaboration, though NEI had been engaging the company on its own prior to the group meeting, and on the same topics of net-zero commitments and transition plans.

Headquartered in Toronto, GFL provides diversified environmental services across North America in the areas of solid waste management, liquid waste management, and soil remediation. Their “sustainability action plan” includes commitments such as increasing resource recovery and recycling solutions, the capture and use of landfill gas, use of low-carbon fuels in their vehicles, and investing in innovation. What we liked about what we heard in our meeting is that GFL has a clear strategic intention not just to reduce emissions, but to capitalize on the energy transition for the long-term success of their business.

The company is and has been very receptive to our conversations about net-zero strategy, targets, and disclosure. They told us that TCFD is a focus for them, and that they are currently taking steps to prepare for their first report next year. They also said they are revisiting their climate scenario analysis. Overall, we are impressed by GFL’s commitments and progress given their short time as a public company.

Next steps: Organize next touchpoint with the aim of agreeing on priority actions in accordance with CEC guidance, and to review the company’s targets and scenario analysis for alignment with a net-zero pathway.

PROGRESS REPORT: ALTAGAS

Sector

Utilities

Focus theme; sub-theme(s)

Net-zero alignment; net-zero commitments and transition plans

Related UN Sustainable Development Goal(s)



Engagement activity

Climate Engagement Canada (second meeting)

Responsiveness

Highly responsive

Holding status (subject to change without notice)

NEI Canadian Equity RS Fund, NEI Canadian Small Cap Equity RS Fund, NEI Canadian Bond Fund, NEI ESG Canadian Enhanced Index Fund, NEI Fixed Income Pool

AltaGas working to balance its businesses in context of energy transition

Objective: Obtain a deeper understanding of where the company sees itself in the context of the energy transition; press forward on objectives set out by Climate Engagement Canada (CEC).

We are heartened to see that Calgary-based AltaGas has ramped up its ambitions around the energy transition. We met with the company in February for the second time as part of our investor collaboration through the CEC. The collaboration builds on our previous solo engagements with the company, and we are happy to have more voices at the table.

AltaGas's midstream business includes global export facilities and processing and logistics infrastructure, as well as hydrocarbon storage and handling services. Its utilities business provides natural gas to customers in the U.S. This dual-nature, and the different emissions profiles of each business, is one of the challenges AltaGas says they are facing in solidifying a company-wide emissions reduction target (a key ask of the CEC engagement). They have set an absolute target for their utilities business whereas their midstream business has an intensity target, as they work to understand their corporate-wide emissions reduction opportunities.

We discussed the importance of seeing disclosure around capital spending at the strategy level versus spending on "business as usual" activities. The company was receptive to the idea and agreed to look into it further. We also discussed the challenges of customer affordability in a high inflation environment, and how the company is striving to balance customer need with transition goals that require greater investment. Yet another topic was methane. The company agreed to consider our suggestion to pursue membership in the Oil & Gas Methane Partnership 2.0, a measurement-based international reporting framework established by the United Nations Environment Programme.

Next steps: We will continue to work with AltaGas as part of our CEC investor collaboration to advance the goals of the CEC.

SUB-ADVISOR ENGAGEMENT HIGHLIGHTS

Impax Asset Management

The following case study was provided to NEI by Impax Asset Management, sub-advisor to NEI Environmental Leaders Fund and NEI Global Sustainable Balanced Fund.

Trimble

Trimble provides advanced location-based software solutions. The company contributes to resource efficiency, climate change and digital infrastructure.

Topic: Sustainability processes, governance and disclosures

Objectives

1. Initial education: topics of materiality, reporting frameworks, investor useful data (achieved)
2. Governance of sustainability: appointed Head of Sustainability (achieved) and sustainability based performance goals (ongoing)
3. First Sustainability Report published (achieved)
4. Reporting sustainability data (operational efficiency and material data) (partially achieved)
5. Target setting (partially achieved)

Milestones achieved and ongoing

In 2021 Trimble appointed its first Head of Sustainability who directly reports to the CEO and the Board. The company made a public commitment to an emission reduction target and is working to continuously improve its key performance indicators and performance monitoring on sustainability-based performance goals. Furthermore, Trimble formed an internal team looking into science-based targets and is exploring alignment to the Taskforce on Climate-related Financial Disclosures.

POLICY ADVOCACY

Encouraging more investment in the country's energy transition

Responsible Investing & ESG Services team

"Today, the world's major economies are moving at an unprecedented pace to fight climate change, retool their economies, and build the net-zero industries of tomorrow. At the same time, our closest allies are looking to shift their economic dependence away from dictatorships and towards stable, reliable democracies like our own. Together, these two shifts represent a significant economic opportunity for Canada."

[Those words are taken from the latest federal budget.](#) And they're not wrong. But it's more than a significant economic opportunity for Canada—it could be a significant opportunity for *investors* too. A [Globe and Mail article](#) notes the budget "shifts the Trudeau government's focus from climate change mitigation to the economic incentives required to meet emissions reduction targets." This indicates that companies committed to enabling the country's transition to a low-carbon economy are likely to find favour with Ottawa.

In its [analysis of the budget's clean energy initiatives](#), the Canadian Climate Institute said the federal government is "making smart choices to catalyze investment," and we agree.

The proposed initiatives are largely centred around tax credits, with a welcome focus on clean electricity and improvements to the grid—an area that we feel has been somewhat overlooked to date. The initiatives are designed to spur companies to invest in power generation projects related to clean hydrogen, nuclear, electricity transmission, and the extraction, processing, and recycling of critical minerals, among other initiatives. Areas that received expanded tax credit eligibility include adoption of clean technology and carbon capture, utilization, and storage. The government also committed to support Indigenous communities in taking equity stakes in these new opportunities, a critical element of economic reconciliation.

We feel that one of the more important and progressive developments is the focus on carbon contracts for difference. A contract for difference is a way to provide more predictability in the future price of carbon that would help incentivize companies to invest in projects that require a high price on carbon in order to make sense economically. By establishing a guaranteed future price, backstopped by the government, the contracts would shield against the possibility that later governments would alter the pricing regime. We look forward to seeing this work progress.

The support for mining infrastructure projects tied to the critical minerals required for clean energy is another area we applaud, underscoring the parallel need to elevate mining practices. Responsible mining has been a focus for NEI, demonstrated by our work with IRMA, the Initiative for Responsible Mining Assurance. We believe responsible mining practices are foundational to the entire energy transition. If communities facing the adverse impacts of proposed mining projects block development, all the tax incentives in the world will not get these badly needed projects off the ground.

One of the major impediments to efficient progress toward net zero is the complex and lengthy permitting process around large-scale building projects. We are happy to see the government is taking steps to reduce inefficiencies in the process, while giving Indigenous communities a larger role. We support the notion of improved speed, while recognizing that thorough environmental and community impact assessments remain as important as ever.



POLICY HIGHLIGHTS

Focus theme: Human rights

- Signed the Investor Statement in Support of Digital Rights Regulations in the European Union Artificial Intelligence Act, urging the European Parliament, European Commission and the Council of the European Union to consider incorporating additional recommendations to protect the rights of all people

Focus theme: Inequality

- Met with the Ontario Securities Commission to provide feedback and share our perspective on the regulator's priorities regarding diversity, equity and inclusion and Indigenous engagement

Focus theme: Net-zero alignment

- Submitted comments to the Environmental Protection Agency's consultation on its proposed rules for reducing methane emissions from the oil and gas sector, supporting the development of robust emission reduction standards for the industry
- Responded to a survey from the Taskforce on Climate-related Financial Disclosures (TCFD) on our experience reporting against the TCFD framework

Focus theme: Nature

- Provided comments to the Global Reporting Initiative's consultation on its draft biodiversity disclosure requirements
- Submitted comments in response to the Business Benchmark for Farm Animal Welfare's consultation on its revised benchmark, indicating areas where the benchmark could be improved for investor use

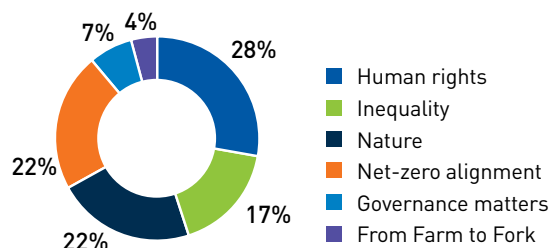


Other

- Responded to the Principles for Responsible Investment (PRI) consultation, “PRI in a Changing World,” to provide our perspective on how the PRI can best evolve to support the growth of responsible investment
- Took part in a research project from the University of Brighton looking at the role of mining assurance programs in driving responsible mining practices
- Spoke with the Mining Association of Canada on the proposal to create a single industry-driven responsible mining standard to replace the separate frameworks currently in place

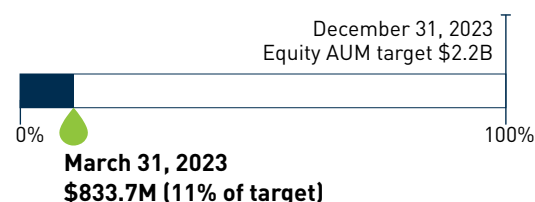
COMPANY ENGAGEMENT LIST

Engagements by focus theme



Progress toward 2023 engagement target

NEI has a goal of engaging companies representing at least 30% of equity assets under management by the end of 2023. As of March 31, 2023, NEI equity AUM was \$7.4B with an engagement target of \$2.2B.



Alphabetical list of companies engaged between January 1 and March 31, 2023

List may not be exhaustive. Holding status is subject to change without notice.

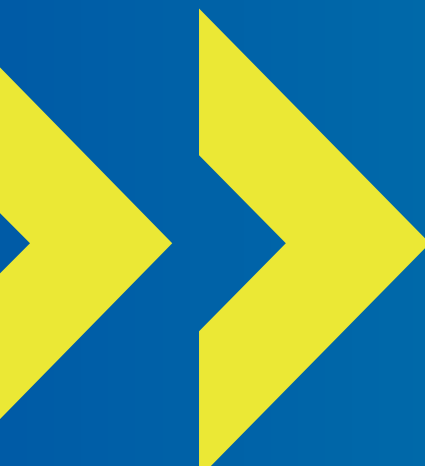
Company	Sector	Focus theme	Sub-theme/topic	NEI holdings
AbbVie	Health care	Inequality	Equitable access	NEI Global Dividend RS Fund; NEI Global Equity Pool; NEI Global Sustainable Balanced Fund; NEI U.S. Equity RS Fund; NEI U.S. Dividend Fund
Adidas	Consumer discretionary	Human rights	Supply chain risks	NEI Global Growth Fund; NEI International Equity RS Fund
Alphabet	Communication Services	Human rights	Human rights due diligence	NEI Canadian Equity RS Fund; NEI Canadian Dividend Fund; NEI Canadian Equity Fund; NEI Global Equity Pool; NEI Global Equity RS Fund; NEI Global Growth Fund; NEI Global Sustainable Balanced Fund; NEI Global Value Fund; NEI U.S. Equity RS Fund
AltaGas	Energy	Net-zero alignment	Net-zero commitments and transition plans	NEI Canadian Equity RS Fund; NEI Canadian Small Cap Equity RS Fund; NEI Canadian Bond Fund; NEI ESG Canadian Enhanced Index Fund; NEI Fixed Income Pool
Amazon	Consumer discretionary	Human rights	Supply chain risks; digital rights	NEI Global Equity Pool; NEI Global Equity RS Fund; NEI Global Growth Fund; NEI Global Sustainable Balanced Fund; NEI U.S. Equity RS Fund

Company	Sector	Focus theme	Sub-theme/topic	NEI holdings
Analog Devices	Information technology	Inequality	Equitable compensation	NEI Global Equity RS Fund; NEI Global Sustainable Balanced Fund
Apple	Information technology	Inequality	Equitable compensation	NEI Global Equity Pool; NEI Global Equity RS Fund; NEI Global Sustainable Balanced Fund; NEI U.S. Equity RS Fund
Bristol-Myers Squibb	Health care	Inequality	Equitable access	NEI Global Dividend RS Fund; NEI Global Equity RS Fund; NEI U.S. Equity RS Fund; NEI U.S. Dividend Fund
Calian Group	Health care	Governance matters	ESG management and disclosure; governance of significant holdings	NEI Canadian Small Cap Equity Fund; NEI Canadian Small Cap Equity RS Fund
Canadian Imperial Bank of Commerce	Financials	Governance matters	ESG-ready boards	NEI Canadian Bond Fund; NEI Canadian Dividend Fund; NEI Canadian Equity Fund; NEI ESG Canadian Enhanced Index Fund; NEI Fixed Income Pool; NEI Growth & Income Fund; NEI Money Market Fund
Canadian Natural Resources	Energy	Net-zero alignment	Net-zero commitments and transition plans	NEI Canadian Equity RS Fund; NEI ESG Canadian Enhanced Index Fund
Cenovus Energy	Energy	Net-zero alignment	Net-zero commitments and transition plans	NEI Canadian Equity Fund; NEI ESG Canadian Enhanced Index Fund; NEI Fixed Income Pool; NEI Growth & Income Fund
Cisco Systems	Information technology	Human rights	Supply chain risks	NEI Canadian Dividend Fund; NEI Global Dividend RS Fund;
Credit Agricole	Financials	Nature	Deforestation; impact and dependency assessment	NEI Global Impact Bond Fund
Dassault Systemes	Information technology	Human rights	Human rights due diligence	NEI Global Growth Fund
Empire Co.	Consumer staples	Human rights	Supply chain risks	NEI Canadian Equity RS Fund; NEI Canadian Dividend Fund; NEI Canadian Equity Fund; NEI Canadian Equity Pool; NEI ESG Canadian Enhanced Index Fund; NEI Growth & Income Fund
Enbridge	Energy	Net-zero alignment	Net-zero commitments and transition plans	NEI Canadian Equity RS Fund; NEI Canadian Bond Fund; NEI Canadian Equity Fund; NEI ESG Canadian Enhanced Index Fund; NEI Fixed Income Pool; NEI Global Total Return Bond Fund; NEI Growth & Income Fund

Company	Sector	Focus theme	Sub-theme/topic	NEI holdings
GFL Environmental	Industrials	Net-zero alignment	Net-zero commitments and transition plans	NEI Canadian Equity Fund; NEI ESG Canadian Enhanced Index Fund; NEI Growth & Income Fund
Gildan Activewear	Consumer discretionary	Human rights	Human rights due diligence	NEI Canadian Equity Pool; NEI ESG Canadian Enhanced Index Fund
Home Depot	Consumer discretionary	Nature	Deforestation	NEI Canadian Dividend Fund; NEI Global Sustainable Bal Fund
Imperial Oil	Energy	Governance matters	ESG management and disclosure	NEI ESG Canadian Enhanced Index Fund
Johnson & Johnson	Health care	Inequality	Equitable access	NEI Global Equity Pool; NEI U.S. Equity RS Fund
Kimberly-Clark	Consumer staples	Nature	Deforestation	NEI Global Dividend RS Fund; NEI Global Equity RS Fund; NEI U.S. Dividend Fund
Koninklijke	Materials	Nature	Impact and dependency assessment	NEI Environmental Leaders Fund; NEI International Equity RS Fund
Kroger Co	Consumer staples	Nature	Deforestation	NEI Canadian Dividend Fund; NEI Global Dividend RS Fund; NEI U.S. Dividend Fund
Lennar	Consumer discretionary	Inequality	Equitable compensation	Sold
Lowe's Cos	Consumer discretionary	Nature	Deforestation	NEI Global Sustainable Balanced Fund; NEI Global Value Fund
LVMH Moët Hennessy Louis Vuitton	Consumer discretionary	Nature; human rights	Deforestation; supply chain risks	NEI International Equity RS Fund
Madison Square Garden	Consumer discretionary	Human rights	Digital rights	NEI Canadian Equity Fund
Madison Square Garden Entertainment	Communication Services	Human rights	Digital rights	NEI Canadian Equity Fund
Magna International	Consumer discretionary	Net-zero alignment	Net-zero commitments and transition plans	NEI Canadian Equity RS Fund; NEI Canadian Dividend Fund; NEI Canadian Equity Fund; NEI Canadian Equity Pool; NEI ESG Canadian Enhanced Index Fund; NEI Growth & Income Fund
Meta Platforms	Information technology	Governance matters	ESG-ready boards	NEI Canadian Equity Fund; NEI Global Value Fund; NEI U.S. Equity RS Fund

Company	Sector	Focus theme	Sub-theme/topic	NEI holdings
Metro	Consumer staples	Human rights; Net-zero alignment	Supply chain risks; net-zero commitments and transition plans	NEI Canadian Equity RS Fund; NEI Canadian Dividend Fund; NEI Canadian Equity Pool; NEI ESG Canadian Enhanced Index Fund; NEI Global Dividend RS Fund
Nestlé	Consumer staples	Farm to Fork; nature	Access to Nutrition Index; deforestation	NEI Global Dividend RS Fund; NEI Global Equity Pool; NEI Global Equity RS Fund; NEI International Equity RS Fund
Novartis	Health care	Inequality	Equitable access	NEI Global Dividend RS Fund
Orkla	Consumer staples	Nature	Deforestation	NEI Global Dividend RS Fund
PepsiCo	Consumer staples	Farm to Fork	Access to Nutrition Index	NEI Global Dividend RS Fund; NEI U.S. Dividend Fund
Royal Bank of Canada	Financials	Net-zero alignment	Net-zero commitments and transition plans	NEI Canadian Equity RS Fund; NEI Canadian Bond Fund; NEI Canadian Dividend Fund; NEI Canadian Equity Fund; NEI ESG Canadian Enhanced Index Fund; NEI Fixed Income Pool; NEI Global Equity Pool; NEI Growth & Income Fund; NEI Money Market Fund
Saputo	Consumer staples	Net-zero alignment	Net-zero commitments and transition plans	NEI Canadian Equity RS Fund; NEI Canadian Bond Fund; NEI Canadian Equity Pool; NEI ESG Canadian Enhanced Index Fund; NEI Fixed Income Pool
SNC-Lavalin Group	Industrials	Net-zero alignment	Net-zero commitments and transition plans	NEI Canadian Equity Pool
Suncor Energy	Energy	Net-zero alignment	Net-zero commitments and transition plans	NEI Canadian Equity RS Fund; NEI Canadian Bond Fund; NEI Canadian Dividend Fund; NEI ESG Canadian Enhanced Index Fund; NEI Fixed Income Pool
Teck Resources	Materials	Net-zero alignment	Net-zero commitments and transition plans	NEI ESG Canadian Enhanced Index Fund
Tencent Holdings	Information technology	Human rights	Digital rights	NEI Emerging Markets Fund
Tesla	Consumer discretionary	Human rights; inequality	Human rights due diligence; human capital	NEI Global Growth Fund
Unilever	Consumer staples	Nature	Deforestation	NEI U.S. Dividend Fund

Company	Sector	Focus theme	Sub-theme/topic	NEI holdings
Vertex Pharmaceuticals	Health care	Inequality	Equitable access	NEI Global Dividend RS Fund; NEI U.S. Equity RS Fund
Vodafone Group	Communication Services	Human rights	Digital rights	NEI Canadian Dividend Fund; NEI Global Total Return Bond Fund; NEI Global Dividend RS Fund
Wal-Mart	Consumer staples	Nature	Deforestation	NEI Global Equity Pool; NEI U.S. Equity RS Fund
WSP Global	Industrials	Nature; net-zero alignment	Deforestation; net-zero commitments and transition plans	NEI Canadian Bond Fund; NEI Canadian Dividend Fund; NEI Canadian Equity Pool; NEI ESG Canadian Enhanced Index Fund
Xylem	Industrials	Human rights	Russia sanctions alignment	NEI Global Sustainable Balanced Fund



Talk to your advisor today about how responsible investment solutions from NEI can help you achieve your goals.

NEI

This report is based on NEI records, research and impressions gathered during company engagements. Unless otherwise indicated, no company identified in this report reviewed its contents before publication.

This material is for informational and educational purposes and it is not intended to provide specific advice including, without limitation, investment, financial, tax or similar matters. The views expressed herein are subject to change without notice as markets change over time. Information herein is believed to be reliable but NEI does not warrant its completeness or accuracy. Views expressed regarding a particular security, industry or market sector should not be considered an indication of trading intent of any funds managed by NEI Investments. Forward-looking statements are not guaranteed of future performance and risks and uncertainties often cause actual results to differ materially from forward-looking information or expectations. Do not place undue reliance on forward-looking information.

Commissions, trailing commissions, management fees and expenses all may be associated with mutual fund investments. Please read the prospectus before investing. Mutual funds are not guaranteed, their values change frequently and past performance may not be repeated.

NEI Investments is a registered trademark of Northwest & Ethical Investments L.P. ("NEI LP"). Northwest & Ethical Investments Inc. is the general partner of NEI LP and a wholly-owned subsidiary of Aviso Wealth Inc. ("Aviso"). Aviso is the sole limited partner of NEI LP. Aviso is a wholly-owned subsidiary of Aviso Wealth LP, which in turn is owned 50% by Desjardins Financial Holding Inc. and 50% by a limited partnership owned by the five Provincial Credit Union Centrals and The CUMIS Group Limited.

"Demand more. We do."™ is a trademark of Northwest & Ethical Investments L.P.

2300237E 04/23 AODA