



Karen Clarke-Whistler

Principal
ESG Global Advisors, Inc.

Karen is a Principal at ESG Global Advisors, Inc. She is a leading business voice in environmental and related social aspects of ESG. Karen has in-depth knowledge of current environmental risks and opportunities, ratings, best practice in environmental disclosures and reporting. She has advised Boards and Senior Management and engaged with investors, environmental and community stakeholders.

Trained as an environmental scientist, Karen has spent the past 10 years as Chief Environment Officer at TD Bank Group where she developed an industry-leading environmental business strategy that achieved business transformation bringing new products to market, growing the investor base, and enhancing brand value. Prior to joining TD she had a distinguished career as an environmental consultant, providing strategic advice to global companies and governments in the Americas, Europe and Africa. Karen currently sits on the Boards of Enerplus, a leading North American oil and gas company based in Calgary; Evergreen Brickworks, and Plug N'Drive. She is an Advisor to Canada's Ecofiscal Commission. Karen has twice been awarded the Clean 16 for her leadership in clean capitalism in the financial sector.



Judy Cotte LL.M.

CEO

ESG Global Advisors, Inc.

Judy Cotte is CEO of ESG Global Advisors, Inc., a new firm she has formed to assist boards of directors in understanding how shareholders view the ESG-related risks and opportunities of their business, how they could be managed to generate superior long-term value, and to better communicate their approach to shareholders through disclosure and engagement. The firm will also assist institutional investors and other capital markets participants who want to improve their approach to ESG-related issues and opportunities.

Prior to forming ESG Global Advisors, Judy was V.P. & Head of Corporate Governance & Responsible Investment for RBC Global Asset Management ("RBC GAM") and was a member of the firm's Executive Committee. Previously, Judy was the Director of Policy Development & Chief Operating Officer for the Canadian Coalition for Good Governance ("CCGG"), a coalition of most of Canada's largest institutional investors. Judy has a Masters degree in securities law and practiced law in various capacities, including as enforcement counsel with the OSC, litigation counsel with a large broker/dealer and as a partner in a Bay Street law firm.

Judy is a member of the TSX Listings Advisory Committee and the UN PRI's Global Policy Reference Group. She has been designated the Country Correspondent for Canada by the International Corporate Governance Network. She is a past member of the CCGG's Public Policy Committee, the OSC's Securities Advisory Committee, Continuous Disclosure Advisory Committee, Environmental Reporting Advisory Committee and Enforcement Committee. She was previously the Canada Correspondent for the Council of Institutional Investors.



Michelle de Cordova MSc

Principal
ESG Global Advisors, Inc.

Michelle has played a prominent role in Canadian responsible investment for over ten years, and has more than twenty years of global experience in environmental and social sustainability. As a leading corporate engagement practitioner with deep expertise in sustainability issues, Michelle is a sought-after speaker who has played a key role in ESG investor collaborations in Canada and globally.

Prior to joining ESG Global Advisors in 2019, for eight years she was Director of Corporate Engagement & Public Policy at NEI Investments, the pioneer of ESG within the Canadian mutual fund industry, leading the firm's well-regarded Corporate Engagement Program of dialogue with portfolio companies, engaged proxy voting, and public policy work on corporate regulations and standards. Before moving to Canada she worked for ten years as a staff member and consultant for environment and social development non-profit organizations in Europe, Asia, and Africa, including Oxfam and WWF, and earlier she served for six years in the U.K. Diplomatic Service. She holds a Master of Science degree in Protected Landscape Management (management of integrated conservation and social development).

Michelle's many industry leading collaborations include co-chairing the Canadian Coalition for Good Governance ("CCGG") Environmental and Social Committee and serving as a founding steering committee member of the international Investor Alliance for Human Rights, and numerous initiatives at the Canadian Responsible Investment Association ("RIA"), the U.S. Interfaith Center for Corporate Responsibility ("ICCR"), and the global Principles for Responsible Investment ("PRI").



Sarah Keyes CPA, CA

Principal
ESG Global Advisors, Inc.

Sarah Keyes is a Principal at ESG Global Advisors, Inc. With a decade of diverse experience as a thought leader, consultant and auditor, Sarah is a recognized voice on the financial impacts of ESG issues for the Canadian business community. She is a speaker, author and facilitator on the impacts of climate change risks and opportunities on governance, strategy, risk management and performance.

In her previous role at CPA Canada, she developed research and guidance on climate change issues and implications for business decision-making, reporting and oversight. Sarah received the 2018 Emerging Leader Award from CPA Ontario for her innovative work in climate change and sustainability for the accounting profession.

In obtaining her Chartered Professional Accountant, Chartered Accountant (CPA, CA) designation, Sarah was an auditor in the mining and extractives sector at PricewaterhouseCoopers and an energy sector consultant at MNP. Her clients included global mining companies, oil and gas producers, electric utilities, government agencies and provincial regulators.

Sarah holds a Bachelor of Commerce in Accounting with distinction from McGill University. She is certified in ISO 14064-3: Greenhouse Gas Verification and Validation. She also volunteers on the Board of Directors of Green Thumbs and the University of Toronto's Environmental Finance Advisory Committee.





Scott Margach CFA

Principal
ESG Global Advisors, Inc.

Scott has more than 25 years investment experience managing both Canadian and US Equities. During that time he has been responsible for managing assets for institutional clients, mutual funds and most recently for high net worth private client portfolios. As lead Portfolio Manager, Scott was involved in and responsible for the proxy voting for ESG related issues for all of these various mandates.

Prior to joining ESG Global Advisors, Scott was a Portfolio Manager at both TD Asset Management and Invesco; and most recently was a Partner at a Toronto based Private Client Investment firm. Scott is a CFA® charterholder since 1995 and graduated from Carleton University with a B.Comm (Finance).

Scott also volunteers as member of the Finance Committee at Crescent School and is a member of the Investment Committee at St. Clements School.





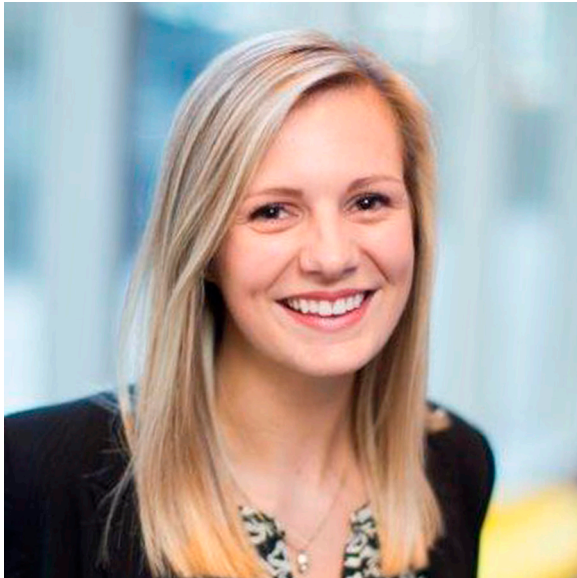
Jason Milne CFA

Principal
ESG Global Advisors, Inc.

Jason has more than 20 years' experience in the investment industry in Canada. Having specialized in Environmental, Social, and Governance (ESG) and responsible investment for over 15 years, Jason is a frequent speaker and well-regarded authority on all matters relating to ESG.

Before joining ESG Global Advisors, Jason was V.P. and a member of RBC Global Asset Management's ("RBC GAM") Corporate Governance and Responsible Investment Group, the team responsible for promoting the integration of ESG into the investment process, proxy voting and engagement with investee companies. He joined Phillips, Hager & North Investment Management in 2000, became the Corporate Governance Analyst soon after, and moved into the responsible investment role in 2008 when PH&N was acquired by RBC GAM. Prior to this, Jason had worked in the corporate finance department of a national brokerage firm and as a mutual fund accountant.

Jason was the Chair of the board of the Responsible Investment Association (RIA) for four years and a board member since 2011, prior to stepping down in 2019. Jason also currently sits on the board of Open Door Ventures, the for-profit subsidiary of the not-for-profit Open Door Group. Jason is a CFA® charterholder, holds a CPA, CGA designation and a BComm (Economics) from the University of Otago in New Zealand. In addition, Jason has his SASB, FSA Credential Level I and is a FSA Credential Level II candidate.



Rebecca Zentner-Barrett

Associate

ESG Global Advisors, Inc.

Rebecca Zentner-Barrett is an associate at ESG Global Advisors, Inc. Previously, she was a Proxy Voting Analyst with RBC Global Asset Management's ("RBC GAM") Corporate Governance and Responsible Investment group where she was responsible for making proxy voting recommendations for all of the firm's global funds. She also did extensive research and writing on ESG-related issues, in general and in advance of company-specific engagements.

Prior to joining RBC GAM, Rebecca also worked as a project manager at a social impact research centre. Rebecca is a member of Dress for Success Ottawa's All Women Empowered and Client Relations volunteer committees. She is also a member of St. Brigid's Summer Camp Advisory Board. Rebecca has a Bachelor of Commerce from the Smith School of Business at Queen's University.

