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long track record of managing Global Small Cap Equity portfolios. Since early on, Global Alpha started integrating environmental, social and governance (ESG) into the investment process, before formally committing to the Principles for Responsible Investment (PRI) in 2012.

Global Alpha Capital Management at-a-glance

Global Alpha's approach involves constructing portfolios through a fundamental investing approach of bottomup stock-selection, ensuring a focus on identifying high-quality investment opportunities. Central to this process is the "one team, one view, one portfolio" ideology, which fosters collaboration across all team members, including sustainability analysts and investment analysts collaborating closely together. This integrated approach ensures that sustainability is not an isolated consideration, but a core element embedded within the firm's decision-making framework and operational processes. By integrating sustainability into the investment process, Global Alpha ensures effective risk mitigation and enhances long-term value creation for clients. Furthermore, the quality of research being produced is constantly being monitored and reviewed by all members of the team, as any investment idea put forward for potential inclusion in a portfolio is scrutinized by all members of the team.

The key to generating added value for clients over time with bottom-up portfolios is to use global thematic perspectives and a risk-controlled, low turnover approach.

In addition, it is a strong belief that diversity of team and thought are key contributors to successful investing. As such, it has been a deliberate practice at the firm to build a team of investment professionals with different backgrounds and experiences. Global Alpha strives to promote a diverse and inclusive culture to retain talent in the long term.

Key highlights from the year

Global Alpha is pleased to share its Annual Responsible Investing Report, which highlights some of the firm's initiatives with respect to addressing ESG risks and opportunities in the investment process and in its operations.

Global Alpha's 2024 initiatives include:

- Holding the first official ESG Committee meeting
- Reinforcing its engagement ambitions and ESG focus list
- Successfully implementing ESG assessment and monitoring enhancements

20

TEAM MEMBERS

2023: 17 MEMBERS

25%

FEMALE REPRESENTATION FIRM WIDE

2023: 29% FEMALE REPRESENTATION

25%

FEMALE REPRESENTATION ON THE BOARD

2023: 25% FEMALE ON THE BOARD

7

TEAM MEMBERS WERE BORN
OUTSIDE OF CANADA

2023: 6 TEAM MEMBERS

1

EMPLOYEE PART OF THE LGBTQ+ COMMUNITY

Global Alpha's Commitment to Responsible Investment



*The TCFD disbanded in 2023 having been incorporated into the IFRS's ISSB standards, however its climate disclosure recommendations are still widely reported against.

Commitment Highlight: Finance Montreal Declaration

In 2022, Global Alpha signed the <u>Statement</u> proposed by the Quebec Financial Center in advocating for the establishment of Quebec as a leader in sustainable finance in North America.

Signatories were encouraged to undertake actions in sustainable finance by developing local expertise, supporting the creation of sustainable finance products, and promoting the growth of funds managed by local experts. They were also urged to enhance transparency and integrate ESG factors into their operations and collaborations.

In 2023 and 2024 Global Alpha undertook various actions to promote its commitment to establishing Quebec as a leader in sustainable finance, such as launching the Sustainable Global Small Cap Strategy, hiring a new sustainability analyst, and enhancing ESG reporting.

Going forward under this statement, Global Alpha has committed to the following actions:

- Promote and grow AUM in its Sustainable Global Small Cap Strategy
- Enhance transparency and improve ESG disclosure as a firm
- Strengthen the internal processes and controls with respect to ESG practices

For other industry collaborations, see section on Industry Collaborations on page 24.

Building ESG Governance and Awareness Within the Firm

As highlighted in the 2023 Responsible Investing report, in 2023, Global Alpha made key changes to increase oversight of sustainability within the firm, with the implementation of an ESG Committee that is responsible for the oversight of sustainability initiatives across the firm, as well as the implementation of the responsible investment strategy. This new committee comprises eight key members from a range of functions and who bring diverse perspectives, including two of the founders of Global Alpha, portfolio managers, chief compliance office, a representative from the client relations team, the stewardship and engagement team, as well as sustainability analysts. In 2024, the Committee met twice to discuss sustainability-related projects and trends. Discussions included internal ESG assessment methods and their proposed enhancements, as well as an overview of current climate transition trends and initiatives. More information on the ESG Committee is available upon request.

To further strengthen the firm's ESG risks and opportunities management, Global Alpha has implemented initiatives designed to heighten awareness of potential ESG risks and emerging opportunities. In 2024, sustainability analysts delivered four quarterly ESG updates to all team members, outlining evolving trends, regulatory shifts, ESG engagements held with holding companies, and potential risk areas while highlighting new opportunities in the ESG space. Additionally, an internal bi-weekly sustainability newsletter was launched in 2024 to ensure continuous communication and to keep the team informed about key ESG risks and opportunities.

Another key initiative in 2024 was the implementation of a mandatory onehour sustainability training session. For the year 2024, this training was led by Æquo, a shareholder engagement and responsible investment firm, and focused on the motivations and sustainability framework supporting the recently launched Sustainable Global Small Cap Strategy. At the end of the one-hour training, team members had to answer a short quiz testing their understanding of the differences between Global Alpha's cross-strategy ESG integration process and the newly launched Sustainable strategy, as well as their understanding of key topics such as "double materiality". This new mandatory training emphasizes the "one team, one view, one portfolio" ideology, by making sure all team members understand the strategy.

Global Alpha believes these initiatives are instrumental in creating a culture of shared responsibility, where all employees understand the critical role ESG risk management plays in the firm's long-term success. By actively engaging with the team, Global Alpha ensures a unified approach to ESG integration that strengthens its ability to deliver long-term value creation.

"At Global Alpha, ESG considerations have been embedded in our investment process since the early days of the firm, reflecting our belief that integrating material ESG factors strengthens risk management and enhances long-term value creation. With the launch of our ESG Committee, we are further formalizing this commitment and ensuring continuous dialogues on ESG-related risks and opportunities. We also recognize the importance of fostering a culture of knowledge-sharing—through regular updates, internal discussions, and our ESG newsletter—to keep our team informed and strengthen our investment decisions."

 Robert Beauregard, Co-Founder and Chief Investment Officer

100%

TEAM MEMBERS RECEIVED TRAINING ON SUSTAINABILITY

4

INTERACTIVE ESG UPDATES GIVEN TO THE TEAM

13

INTERNAL SUSTAINABILITY
NEWSLETTERS SHARED WITH THE TEAM

2

ESG COMMITTEE MEETINGS HELD

ESG Integration Process and Investment Philosophy

Global Alpha's ESG integration approach stems from the belief that ESG issues are risk factors that can have a material impact on investment performance and supports the concepts that the companies can enhance value and long-term profitability by managing ESG risks within their organizations.

Global Alpha's approach uses a combination of ESG integration strategies including quality screening, investment theme selection, qualitative and quantitative analysis, engagement, and proxy voting.

PRE-INVESTMENT ANALYSIS

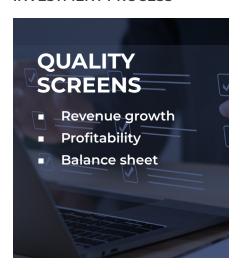
ESG Integration: As part of the ongoing bottom-up research, Global Alpha uses an internally designed methodology to integrate consideration of ESG factors into the investment process to evaluate and manage risk. ESG factors are identified using an internal financial materiality tool. ensuring the analysis is focused on those risks that are deemed financially material to a company. By focusing on financially material risks, the ESG analysis supports investment decision-making, prioritizing factors that can influence value creation and risk mitigation. The financial materiality tool is integrated within a proprietary ESG scoring and analysis template, which is used to provide a comprehensive assessment of ESG risks

and opportunities, combining quantitative scoring with a qualitative analysis to ensure a thorough understanding of each company's ESG performance.

Data Collection: The team collects raw ESG data on a company's activities and products through company websites, reports, and meetings with management. For all portfolio holdings, such information is held on a centralized database and accessible by the investment team.

The findings from the ESG analysis are systematically integrated into various aspects of the investment analysis, serve as a basis for engagement, and impact the valuation of companies.

INVESTMENT PROCESS









ONGOING RISK MANAGEMENT

The team at Global Alpha also monitors news and controversies, which allows the firm to capture financial material risks in a timely manner. Global Alpha does not utilize exclusionary screens when incorporating ESG factors into the investment process and instead addresses ESG risks through in-house research, engagement and proxy voting activity. As active shareholders, Global Alpha engages regularly with holdings, voting at Annual General Meetings (AGMs) and sharing its views on best practices with respect to material ESG issues through direct dialogue.

This approach underscores the firm's dedication to driving long-term value for clients while managing ESG risks.

More information on Global Alpha's proxy voting and engagement activities is available below or on its website.





MELIÃ

Case Study: Melia Hotels International

Melia Hotels International (MEL SM) is a Spanish hotel chain with over 350 hotels in more than 35 countries, including strong exposure to the leisure segment in the Mediterranean, Canary Islands and Caribbean. As the third largest hotel group in Europe and the second largest in Latin America, Melia is recognized as one of the most prestigious hotel brands worldwide, one of the top companies with best reputations in Spain, and a driver of sustainable tourism and eco-friendly hotels.

MELIA HOTELS INTERNATIONAL (MEL SQ) | ESG SCORE: 4.2

ESG Reporting	 Comprehensive and reliable Aligned with reporting frameworks (GRI, TCFD, SASB, EU Taxonomy) Complete materiality assessment done in collaboration with stakeholders
Environmental	 SBTi approved emission reduction targets on all 3 scopes Energy efficiency certification process; Renewable energy (40% of total) Sustainable use of resources; Protection of biodiversity initiatives Reduction circular ecosystem; Integration of sustainable criteria in buildings
Social	 Promotion of sustainable tourism practices and local economic development Robust internal training and development plan for employees; DEI initiatives Increasing health and safety of employees across all value chain Robust quality assurance program to optimize guest experience
Governance	 55% directors are independent 36% directors are women CSR Board Committee; Portion of variable compensation linked to material risks
Business Model and Leadership	 Participation in the Circular Hotels initiative; Top 100 companies with best corporate reputation in Spain Included in ESG Indices

Sustainable Global Small Cap Strategy

The Sustainable Global Small Cap (SGSC) Strategy was launched in late 2023. This strategy leverages the team's current investment process with a primary focus on identifying companies that are expected to contribute to positive outcomes on the environment and society while also seeking to maximize long-term total returns. This strategy therefore goes beyond the identification and management of financially material ESG risks, by seeking to invest in companies that generate positive outcomes.

In 2024, the total revenue alignment of the strategy with the targeted SDGs was 90.46%*.

For more metrics and information on the strategy, please refer to the SGSC Annual Report.

*Data as of December 3]st 2024 - alignment calculated by Aequo using a propriety revenue alignment methodology based on publicly reported company data. Excluding cash (0.59%). Companies: % of the fund * revenue aligned per SDG.

Strategy Overview

The sustainable objective of the fund is to contribute positively to the SDGs through investments in companies that offer products and services aligned with these goals.

SUSTAINABLE DEVELOPMENT GOALS: ALIGNED THEMES



- Mental health and wellbeing
- Chemical, toxin and contamination elimination
 Health care services and
- accessibilityStaffing, recruiting, training,
- Staffing, recruiting, training development



- Quality early childhood education and care services
- Teachers and educational staff
- Modern, safe school infrastructure



- Water treatment and accessibility
- Water quality
- Water use efficiency
- Water infrastructure



- Renewable energy
- Energy efficiency
- Sustainable energy services
- Energy infrastructure



Industry, Innovation & Infrastructure

- Resilient and sustainable infrastructure
- Transborder infrastructure
- Affordable internet access
- Retrofitting technology

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Sustainable Cities & Communities

- Ouality housing
- Sustainable transportation
- Air quality
- Waste management

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Responsible Consumption & Production

- Efficient natural resources
- Food waste reduction
- Sustainable chemicals
- Reduce, recycle, reuse

13

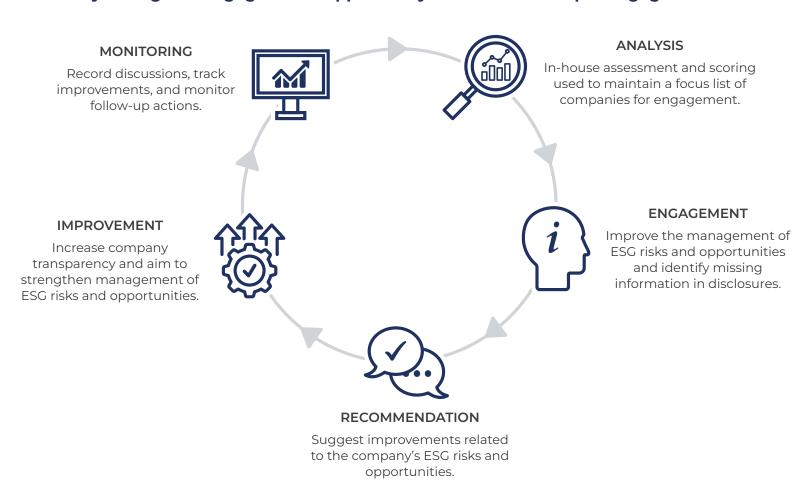
Climate Action

- Climate change management
- Climate impact reduction
- Climate planning

The Role of ESG Stewardship and Engagement

Global Alpha is an active shareholder and believes that shareholder engagement and proxy voting are effective ways to encourage companies to increase transparency, enhance long term shareholder value and mitigate risks. ESG engagements occur through two distinct approaches:

Direct ESG engagement by Global Alpha's Sustainability Analysts Proxy Voting and engagement supported by CC&L Stewardship & Engagement Team



Direct ESG Engagement

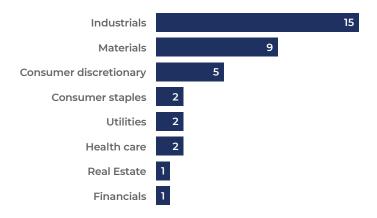
The Global Alpha sustainability analysts actively engage with the management of companies in which the firm invests or considers investing on behalf of its clients. ESG-focused engagement plays a key role in the firm's investment research process, aiming to enhance transparency, mitigate risks, and drive improvements in ESG disclosure and corporate practices. Global Alpha prioritizes engagement with holdings that exhibit higher financial ESG risks, and where proactive dialogue can have the most impact on ESG risks mitigation and opportunities management.

A robust engagement on a material ESG issue involves multiple, substantive discussions with company management—via meetings, calls, and written communications—over an extended period, ensuring a continuous and constructive dialogue. Each engagement is guided by clearly defined topics, with discussions and progress tracked over time.

Engagement Themes in Focus:

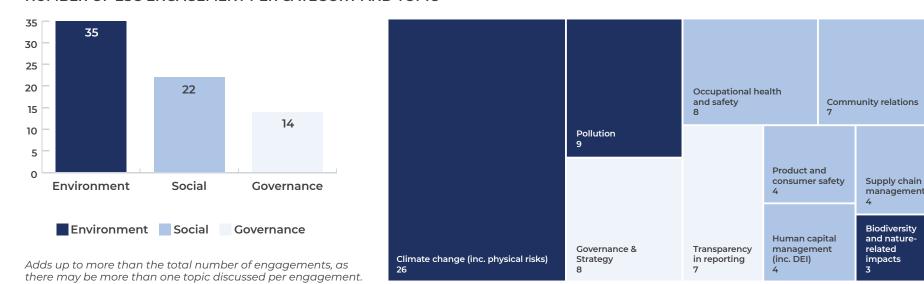
- Climate change mitigation and adaptation
- Employee relations and occupational safety
- Nature-related impacts
- Human rights and supply chain management
- Governance and transparency

ENGAGEMENTS BY SECTOR





NUMBER OF ESG ENGAGEMENT PER CATEGORY AND TOPIC



Supply chain management

Biodiversity and nature-

related

impacts



ESG Focus List

An internal ESG focus list of companies with whom the sustainability analysts actively engage with on ESG topics is kept to monitor engagements and progress made. This list is continuously updated as the team initiates and exits positions. The ESG focus list is developed using Global Alpha's internal ESG scoring system (rated out of 5 points), qualitative analysis, the company's openness to engaging on ESG topics, its potential for improving ESG risks and opportunities, and its sustainability disclosures. The largest contributors to portfolio emissions are also targeted for engagement on the ESG focus list.

Through this approach, the team aims to drive meaningful dialogue and encourage companies to enhance their ESG practices and disclosures.

MONITORING OF ESG ENGAGEMENTS

Company	Sector	Country	Internal ESG Score	Internal ESG sentiment	Themes	
Ormat	Utilities	USA	4.3	Neutral Community relations, Governance		
SalMar	Consumer Staples	NOR	3.6	Neutral	Product safety, Governance, Biodiversity & nature-related impacts	
Casella	Industrials	USA	3.5	Positive Climate change & adaptation, Occupational health & saf		
Advantage	Industrials	CAD	2.95	Positive	Climate change, Transparency in reporting	
Aurubis	Materials	GR	2.9	Neutral	Governance, Occupational health & safety	



DIRECT ESG ENGAGEMENT - CASE STUDIES

Salmar ASA

Country: Norway

Internal ESG Score 3.6 **Sector:** Consumer Staples

Themes: Product safety, Governance, Biodiversity & nature-related impacts

Issues: Improve internal controls, reputation, and regulatory compliance

BACKGROUND

Salmar ASA is a Norwegian aquaculture company and the second largest salmon farmer in the world, with production in Norway, Offshore, Iceland and Scotland. In 2024, the company's consolidated harvest volume was 231,800 tons. Salmar has committed to reducing absolute scope 1, 2 and 3 emissions by 42% by 2030 from a 2020 baseline, which was validated by the Science-based Targets initiative (SBTi).

ACTION

Global Alpha engaged with Salmar in May 2024 to discuss ESG risk management. The company highlighted the launch of the Salmon Living Lab, a NOK 500 million initiative aimed at driving industry innovation. With a 6% fish mortality rate in 2023, partly due to handling errors and diseases, questions were raised regarding biological

risks. To address this, SalMar is enhancing vaccine use and genetic improvements while strengthening internal monitoring systems. Company reputation was also discussed, following a poor rating in the Norwegian Seafood Council's annual survey, allegations of fjord pollution, and anti-competition allegations. The company explained it is actively engaging with regulators and the media to strengthen trust. Additionally, SalMar is linking executive compensation KPIs to ESG performance, advancing circular economy efforts through waste reuse and exploring sustainable packaging solutions in response to potential plastics regulation and evolving customer demands.

This engagement underscores the importance of proactive ESG risk management to safeguard reputation, ensure regulatory compliance, and enhance long-term value creation.

Advantage Energy

Country: Canada Internal ESG Score: 2.95 Sector: Industrials

Themes: Climate change, Transparency in reporting

Issues: Strengthening internal commitments, Regulatory changes and Bill C-59

BACKGROUND

Advantage Energy is a Canadian oil and gas company based in Calgary, AB, that focuses on the development of its position in the Montney natural gas and liquids resources. As of Q4 2024, the company had increased total production by 52% over the previous three years. For 2025, the company projects 84-85% of its production to be from natural gas. To decarbonize its operations, Advantage's subsidiary Entropy Inc. is pursuing a carbon capture and storage business plan that will result in negative carbon emissions in excess of Advantage's emissions. Entropy designs, builts, and operates natural gas post-combustion carbon capture and storage (CCS) facilities, which are used to decarbonize operations.

ACTION

In 2024, Global Alpha engaged with the company during three ESG-focused calls. The first call focused on understanding the robustness of their climate strategy, including how they validate GHG emissions data and align objectives with Entropy's carbon

capture capabilities, as well as how they mitigate risks related to community relations. Subsequent calls addressed the company's response to amendments to Canada's Bill C-59, particularly their decision to delay publishing their ESG report due to regulatory uncertainties and their efforts to enhance data controls and regulatory verifications. The team at Advantage provided valuable details and information on how it was enhancing its internal controls and processes for capturing ESG-related data, reassuring Global Alpha about the robustness of its internal processes. Other subjects discussed also included their supply chain due diligence under Modern Slavery reporting, and environmental initiatives, including emissions reductions from Entropy's Glacier CCS project and increased spending on site reclamation.

The engagement highlighted the company's cautious approach to regulatory changes, progress in climate strategy implementation, and continued efforts to improve transparency and documentation.





Champion Iron

Country: Australia Internal ESG Score: 3.65 Sector: Materials

Themes: Climate change, Community Relations

Issues: Capturing opportunities and achieving net zero, Engaging with Indigenous communities

BACKGROUND

Champion Iron is an Australian company that explores, develops and produces iron ore. Champion, through its subsidiary Quebec Iron Ore Inc., owns and operates the Bloom Lake Mining Complex, located 13 km north of Fermont, Ouebec, Bloom Lake is an openpit operation with two concentrators that primarily source energy from renewable hydroelectric power, and that produce a low contaminant high-grade 66.2% Fe iron ore concentrate with proven ability to produce a 67.5% Fe direct reduction quality concentrate, which enables steelmakers to significantly reduce energy consumption in steelmaking. The company has a target of reducing GHG intensity by 40%, aligned with Canada's reduction targets, and of reaching carbon neutrality by 2050.

ACTION

Engagement with Champion in 2024 underscored the importance of proactive dialogue in managing portfolio risks while capturing opportunities in clean iron ore. The team detailed the progress made in

decarbonization, completing Stage 1 of its roadmap and investing in electrification, energy efficiency, and emissions reduction projects. While it maintains confidence in achieving its 40% emissions reduction target by 2030 and net zero by 2050, nearly half of these reductions depend on future initiatives. Engagement also focused on mapping Scope 3 emissions, where Champion is assessing its value chain and investing \$470M to enhance iron ore quality, positioning itself as a key supplier for low-carbon steel, particularly in response to evolving regulatory frameworks like the Carbon Border Adjustment Mechanism (CBAM) in Europe. Additionally, discussions explored Indigenous engagement efforts and how the company is helping in the local economic development in Northern Quebec.

The key takeaway is that Champion's high-purity iron ore presents a major opportunity as demand for green steel rises, reinforcing the importance of engagement to ensure they remain well-positioned for this transition, while mitigating financial ESG risks.

Balchem

Country: United States Internal ESG Score: 3.5 Sector: Materials

Themes: Transparency in reporting, Occupational health & safety

Issues: Proving more transparent reporting, improving health and safety practices

BACKGROUND

Balchem is a leading specialty performance ingredients provider based in the United States. The company develops, manufactures and distributes ingredients for a variety of end markets such as nutrition, food, animal health as well as industrial applications. The company's product portfolio includes multiple functional ingredients that improve the delivery of key nutrients in addition to minimizing nutritional waste that would typically end up in the environment. Balchem has also been working on its own sustainability goals and has been able to achieve a 32% reduction in GHG emissions mainly by switching over to green energy sources and will continue to evaluate other alternatives to further reduce its footprint. Additionally, it has been in the process of improving the efficiency of its water usage by installing water saving seal pots and controls on pumps which results in over 2.4MM gallons of water saved annually.

ACTION

Global Alpha engaged with Balchem in August 2024. This was the second year in a row that the firm has engaged

with the company. As a result of the first engagement, Balchem began reporting its revenue alignment with the SDGs. The company mentioned that Global Alpha along with other investors had requested this information and so it took action to publish it. Global Alpha was very happy with the outcome and applauded the company for their improved reporting. One of the subjects that was discussed during this year's call was health and safety. In the last couple of years Global Alpha noticed an increase in safety violation fines, so they wanted to know what the company was doing to improve internal controls. They mentioned that they invested in additional training programs as well as more automation within their facilities to minimize future incidents. Additionally, every quarter at employee town hall meetings, the company provides highlights of safety statistics. Global Alpha will continue to monitor these statistics and further discuss additional safety initiatives.

These engagements highlight how investor engagement can help companies improve their sustainability disclosures.



Source: Balchem 2023 Sustainability Report

Proxy Voting Highlights

Global Alpha votes proxies to exercise its fiduciary duty to clients and as an integral part of its broader engagement process to ensure good corporate governance and enhance long-term shareholder value. Global Alpha utilizes the global proxy voting research and voting services of Institutional Shareholder Services (ISS) to help assess and vote proxies in accordance with its custom voting policy. The table below provides a summary of Global Alpha's proxy voting activity in 2024 across all proposals on which it was eligible to vote.

Revised Proposal Code Category	Votes Against Management	% of Votes Against Management	Votes Against ISS*	% Votes Against ISS	Total No. of Proposals
Corporate Governance Related	0	0%	0	0%	152
Capitalization	18	10%	4	2%	176
Company Articles	6	8%	0	0%	76
Compensation	220	59%	148	40%	374
Director Related	357	26%	311	22%	1389
Environmental and Social Related	0	0%	0	0%	5
Miscellaneous	2	6%	0	0%	36
Non Routine/Business	7	2%	0	0%	411
Reorganizations and Mergers	7	21%	0	0%	33
Antitakeover Related	1	5%	0	0%	22
Grand Total	618	23%	463	17%	2,674

^{*}Votes against ISS indicate where Global Alpha's custom voting policy deviated from ISS's benchmark voting policy as of December 31st, 2024.

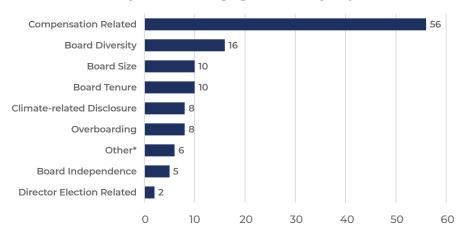
Proxy Voting Engagement Highlights

As active shareholders, Global Alpha considers direct engagement with holdings to be instrumental to its stewardship program. Global Alpha takes a proactive approach to proxy voting by engaging with companies where it is considering voting against management's recommendations. To do so, Global Alpha receives support from the centralized CC&L Financial Group Stewardship & Engagement team, who works with the investment team to facilitate proxy voting and conducts engagements on proxy voting matters.

Global Alpha is pleased to share the highlights of its annual proxy voting engagement activity. In 2024, Global Alpha engaged with 63 companies prior to voting to discuss ESG related concerns, increasing by 50% since 2023. Following these discussions, Global Alpha proceeded to support management on 32% of the proposals reviewed, while proceeded to vote against management on 68% of the proposals reviewed throughout 2024. Decisions to vote contrary to Global Alpha's customized proxy voting policy resulted from a consideration of extenuating circumstances discussed during engagements, including, Global Alpha's voting history at the company, the company's commitments to mitigate ESG risks, and its overall financial and non-financial performance.

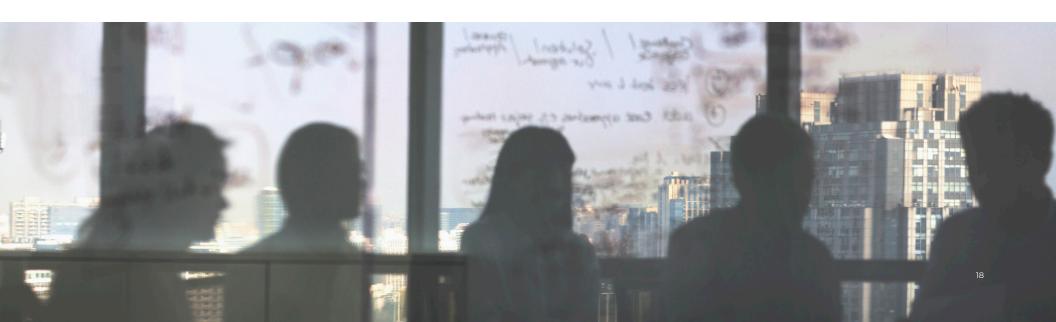
In 2024, Global Alpha conducted 63 proxy voting engagements with holding companies prior to casting its votes.

Proxy-related engagements by topic



* Other includes Capitalization and Statutory Auditor Independence items

Adds up to more than the total number of proxy voting engagements, as there may be more than one topic discussed per engagement.



PROXY VOTING ENGAGEMENT EXAMPLES



Global Alpha engaged with Loomis AB (LOOMIS) in May 2024, a Swedish cash handling company. The key topics covered during engagement include the overboarding of their Chair, CEO and director pay, and ESG controversies surrounding the company's lawsuit with a trade union in Turkey. Global Alpha highlighted the importance of good governance practices, outlining overboarding implications and excessive discretionary payments. Specifically, Global Alpha inquired into the 56% increase in base salary of the company's new CEO compared to their predecessor. The company provided a detailed explanation of this increase and mentioned that their CEO remuneration package follows guidelines approved in their 2021 AGM, and their LTIP approved by shareholders in 2023. Additionally, Global Alpha inquired about the allegations surrounding the unlawful dismissal of workers attempts to unionize in Turkey in 2019. Despite winning the case in the highest court in Turkey and being resolved, LOOMIS emphasized their continued commitment on the rights of their employees. After further consideration, Global Alpha decided to remain with its policy and vote against management on these topics discussed at the AGM.



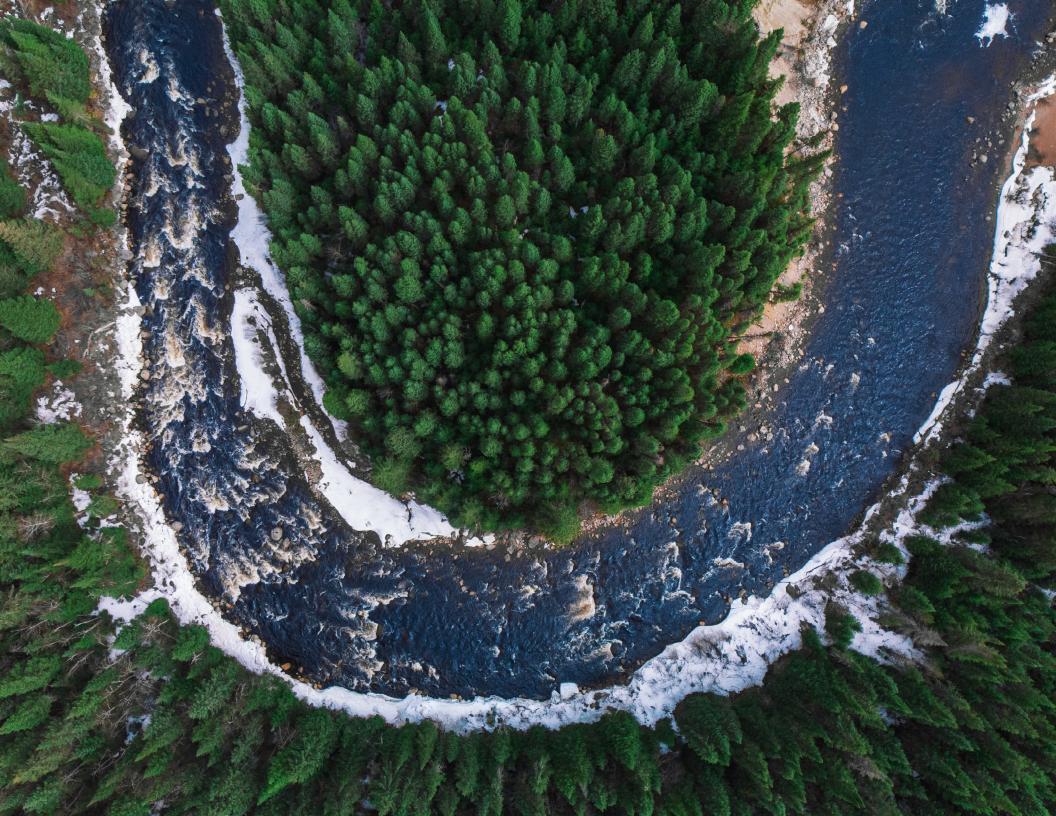
In December 2024 Global Alpha met with ACI Worldwide, Inc. (ACIW), a US-based software company, following up on a previous engagement to continue discussions on compensation and overboarding. Global Alpha shared their custom voting policy guidelines including updates to their non-executive director pay guideline based on market feedback. ACIW outlined their approach to executive and non-executive director compensation, highlighting the robustness of their program and the need to remain competitive when setting director pay levels. In addition, on the topic of overboarding, ACIW expressed their objective of exceeding the requirements of widely accepted proxy guidelines and noted that their Chair of the board has stepped down from one of their outside board commitments since the AGM.



In April 2024, Global Alpha engaged with Farmland Partners Inc. (FPI), an American REIT, to discuss concerns related to board diversity, alignment with climate disclosure standards, and the restriction of shareholder rights to amend company by-laws ahead of the company's AGM. On the topic of climate, FPI highlighted their progress towards climate goals, and mentioned that 2024 was the first year that they reported scope 1 and 2 GHG emissions. The company also addressed governance and diversity matters, noting that restricting by-law amendments to the board of directors is common practice among REIT's and highlighted their increasing female representation on the board going into 2024. Global Alpha acknowledged FPI's openness to feedback and efforts both in measuring their emissions and enhancing their ESG disclosures and elected to support management at the AGM as a result.



In May 2024, Global Alpha had an engagement call with Osisko Gold Royalties (OR), a Canadian precious metals royalty company, and discussed concerns related to board diversity, overboarding and excessive director pay prior to company's AGM. Regarding board diversity, OR noted that it had revised its board diversity policy in 2023 formalizing its commitment to include at least one racially diverse director to the board at or in advance of its 2025 AGM. On the topic of overboarded directors, OR explained that the outside companies its directors serve on are typically smaller companies, and therefore had no concerns over directors' commitment to and attendance on its own board. The company further highlighted the quality and experience of its board members. Finally, on director compensation, OR noted its removal of the joining award for new directors, and reiterated the challenges cited in previous engagements that it faces in attracting top candidates as a rationale for the level of non-executive director pay. After consideration, Global Alpha voted with management in relation to diversity and overboarding given the mitigating factors, but against management on director pay levels which it still considered to be excessive at more than three times its quideline threshold.

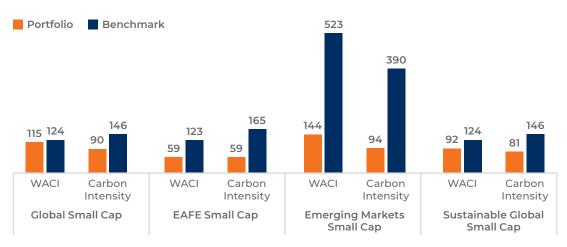


Portfolio Carbon Footprint

As supporters of the TCFD*, Global Alpha is committed to measuring and disclosing the carbon footprint of all strategies on a quarterly basis. Global Alpha's portfolios outperformed the benchmark in terms of carbon intensity. This information is being presented for informational purpose only. The carbon footprint of Global Alpha's portfolios is a result of the investment process and is not specifically targeted.

*The TCFD disbanded in 2023 having been incorporated into the IFRS's ISSB standards, however its climate disclosure recommendations are still widely reported against.

PORTFOLIO CARBON EXPOSURE OVERVIEW



Source: ISS Climate Impact Reports as of 12/31/2024. WACI refers to Weighted Average Carbon Intensity. (tCO2 e/Revenue)



CLIMATE ALIGNMENT ANALYSIS

The following scenario alignment analysis displays the estimated temperature performance of the portfolio by 2050 using the IEA Sustainable Development Scenario (SDS). Scenario analysis provides possible future states that allow investors to understand and quantify long-term risks associated with climate change.

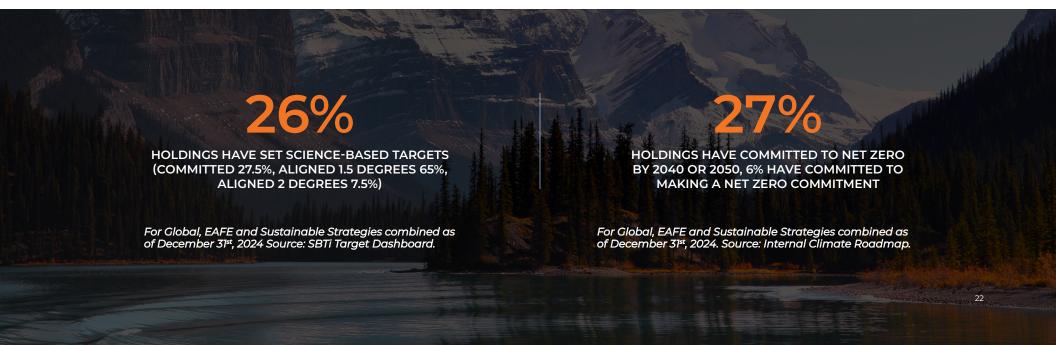
As of the end of 2024, all of Global Alpha's strategies had a potential temperature increase below the benchmark. This information is monitored on a quarterly basis, and the information is available for all funds on the Global Alpha website.

Furthermore, the results of the climate alignment analysis is a result of the investment process and is not specifically targeted by Global Alpha.

	Strategy 2050 alignment	Benchmark 2050 alignment
Global Small Cap	2.1°C	2.3°C
EAFE Small Cap	1.7°C	2°C
Emerging Markets Small Cap	2.2°C	2.9°C
Sustainable Global Small Cap	1.5°C	2.3°C

Source: ISS Climate Impact Assessment Reports as of 12/31/2024.

Note: scenario analysis is not a prediction but a likely future based on a set of plausible hypothetical future scenarios. Global Alpha does not specifically target any portfolio temperature alignment and recognizes such modeling is an approximation and estimation of the complexities of the real world.



Monitoring climate risks and opportunities of holding companies

Through the assessment of portfolio carbon footprint, Global Alpha actively tracks the carbon performance of holding companies, including their climate commitments, GHG disclosures, and reduction targets. By monitoring this, Global Alpha is able to identify climate-related risks and opportunities, engage with the highest emitters, as well as promote transparency and accountability in corporate carbon management. An example of our monitoring tool is provided below.

Company	Country	Sector	Share of portfolio emissions	GHG disclosures	SBTi target	Net zero commitment	GHG reduction objective	Action
Alcoa Corporation	US	Materials	34.40%	Complete (all 3 scopes)	No	Scope 1 and 2 across global refining and smelting operations by 2050	Interim 2025 and 2030 targets	Sustainability analysts met with the company twice in 2024, to discuss new ESG governance post-acquisition. Engagement will continue in 2025 and focus on climate.
Melia Hotels International SA	ES	Consumer Discretionary	11.26%	Complete (all 3 scopes)	Aligned 1.5C	No	Interim 2025 and 2035 targets	The company is part of the Aequo Small Cap Engagement Pool, where one of the subject to be discussed is climate.
Eagle Materials Inc.	US	Materials	9.27%	Partial (scope 1 & 2)	No	Net zero on scope 1 by 2050	Interim 2030 target on scope 1	The company is on the 2025 ESG engagement focus list, to engage on emissions reporting and reduction.
Helmerich & Payne, Inc.	US	Energy	5.85%	Partial (scope 1 & 2)	No	No	Intensity target on scope 1 and 2 by 2030	Sustainability analysts met with the company twice in 2024, to discuss emissions reporting, targets and roadmap. Engagement will continue in 2025.
Daiei Kankyo Co. Ltd.	JP	Industrials	3.34%	Complete (all 3 scopes)	No	Net zero from electricity use across the group by 2030	Aim for carbon neutrality across the group by 2050	No planned engagement.

Source: Share of portfolio emissions comes from the Global Small Cap ISS Climate Impact Assessment Reports as of 12/31/2024. 1. Alcoa 2023 Sustainability Report. 2. Melia Hotels 2023 Consolidated Financial Statements. 3. Eagle Materials 2023 Sustainability Report. 4. Helmerich & Payne 2024 Sustainability Report. 5. Daiei Kankyo 2023 Sustainability Report. 6. Science-based Targets initiatives, target dashboard: Companies taking action - Science Based Targets Initiative

Policy Advocacy and Industry Collaborations

During 2024, Global Alpha supported initiatives that aimed to develop industry best practices and advance sustainable finance.

Global Alpha is a supporter of the International Corporate Governance Network's (ICGN) through its affiliation with CC&L Financial Group, which engages with global policy makers and regulators on behalf of its members. A full list of the ICGN's policy engagement can be found on its website, here.

Other policy and consultation initiatives include:



Co-signed the ICGN Statement raising concerns from investors globally on regulatory proposals which could weaken UK corporate governance standards and shareholder protections.



Submitted comments on Global Alpha's views regarding the PRI's consultation on its new strategic plan and voted at the PRI's AGM.



Participated in the Canadian Bill C-59 public consultation regarding the new provisions that target greenwashing in the Competition Act.



Signed the Global Investor Statement to Governments on the Climate Crisis to advocate for the acceleration of climate action and increased corporate disclosure on climate.



PRI Assessment Results

Global Alpha is pleased to share its 2024 PRI Assessment Summary Scorecard. From 2023 to 2024, the assessment score increased in all three categories assessed, namely Policy Governance and Strategy (+6%), Direct – Listed equity – Active fundamentals (+4%), and Confidence building measures (+5%). These improvements are due to enhancements to various policies and processes, such as Global Alpha's stewardship and engagement efforts, internal control audits of selected processes conducted by an independent third-party, among others. For these past two years, Global Alpha's scores were also above the PRI median in all assessed categories.

	2023	2024	Change
Policy Governance and Strategy	74	80	+6% 🛧
Direct - Listed equity - Active fundamental	92	96	+4% 🔨
Confidence building measures	80	85	+5% ↑

Note that the scorecard is calculated according to the PRI's Assessment methodology, which converts the indicator scores to an aggregate module score using a points-based system ranging from 0-100. Scores from before 2023 cannot be compared to the previous year, as the PRI has since amalgamated and restructured some of the modules.



Responsible Investment Events Participation in 2024

Global Alpha's sustainability analysts actively participate in ESG and responsible investment webinars, conferences and events to stay ahead of emerging trends, evolving risks, and new opportunities. These events enable the team to deepen its expertise, exchange insights with industry leaders, and refine the firm's approach to responsible investment.

In 2024, Global Alpha participated in several key events that shaped industry discussions and reinforced the firm's approach to ESG and financial risk management. Some of these events are highlighted below.

SOMMET DE LA FINANCE DURABLE - MONTREAL

In May 2024, Global Alpha participated in the Sustainable Finance Summit organized by Finance Montreal, reinforcing its commitment to responsible investment within the local financial community. While engaging with industry experts and peers, Global Alpha explored emerging trends in sustainable finance, including evolving regulatory frameworks, impact measurement methodologies, and the role of capital in driving the transition to a lowcarbon economy. The firm's participation underscored its commitment to staying abreast of local and international trends. ensuring strategies continue to align with best practices while delivering long-term value for its clients.

NEW YORK CLIMATE WEEK

Global Alpha participated in the New York Climate Week (NYCW) in September 2024, a key event bringing together investors, policymakers, and business leaders to drive climate action. As part of a Canadian delegation organized by Finance Montreal, Global Alpha engaged in high-level discussions, attended expert-led panels, and met with local investors and third-party providers. A key highlight was the visit to Bloomberg Headquarters to meet with the sustainable investment team and gain insights into emerging tools and trends shaping climate-related investments.

Discussions underscored that climate risk is increasingly influencing global regulations, presenting both compliance challenges and investment opportunities. At the same time, demand for energy storage and system efficiency continues to grow, while infrastructure modernization—especially in water management and grid resilience—is becoming essential, with AI and electrification playing a transformative role in energy transitions.

For Global Alpha, NYCW reaffirmed its belief that as investors, the climate transition is not just about managing risks—it's about seizing opportunities.





ANNUAL PRINCIPLES FOR RESPONSIBLE INVESTMENT (PRI) IN PERSON

In October 2024, Global Alpha attended the PRI In Person conference in Toronto, deepening its engagement with the evolving landscape of responsible investment. The event underscored a pivotal shift from traditional ESG metrics to a broader focus on sustainability value creation, emphasizing financial system resilience rather than just enterprise value. Key discussions highlighted the complexities of climate transition, the necessity of just transition frameworks, and the importance of scenario analysis in managing long-term systemic risks. The conference also reinforced the urgency of global interoperability in sustainability standards, the role of investors in policy advocacy, and the need to bridge the disclosure gap for more effective risk assessment.

Global Alpha's analyst participation allowed it to exchange insights with industry leaders, strengthening the firm's responsible investment approach and reinforcing its commitment to integrating sustainability into financial decision-making.



LUNCH & LEARN ON THE SUSTAINABLE GLOBAL SMALL CAP STRATEGY

In late 2024, the team organized two engaging Lunch and Learn events for clients and members of the financial community to introduce Global Alpha's newly launched Sustainable Global Small Cap Strategy. These sessions aimed not only to showcase its responsible investment approach and the strategy itself to both new and existing clients but also to foster meaningful discussions among attendees.

The discussions highlighted how, for the Sustainable Global Small Cap, Global Alpha integrates sustainability considerations into its investment process, emphasizing its commitment to investing through a sustainability lens while maintaining its focus on financial performance. By engaging with clients, consultants, and industry peers, these sessions reinforced the firm's dedication to transparency and thought leadership in sustainable investing.



Global Alpha Corporate Social Responsibility (CSR) activities

Global Alpha, as a firm, is committed to being a responsible corporate citizen. In partnership with Connor Clark & Lunn Financial Group (CC&LFG) and its Business Practices Working Group (BPWG), the firm recognizes that its business practices should consider the impact on the workplace, community and society. In addition, through the CC&L Foundation, Global Alpha focuses on philanthropic and volunteering initiatives.

The BPWG is focused on three areas:



Diversity, equity, inclusion and belonging (DEIB)



The health and wellness of people who work here



Environmentally sustainable business practices

To oversee the execution of initiatives aligned with these themes, CC&LFG has organized working groups and committees comprising members from a range of business functions, seniority levels, geographic locations and demographics. The firm has plans and policies in each of these areas.

Additionally, CC&LFG and Global Alpha aim to enrich the communities in which they operate and work by creating opportunities for both philanthropy and volunteerism through the CC&L Foundation. The Foundation has provided support to a broad range of organizations that focus on promoting a better environment; improving education; advancing science and medicine; creating stronger communities; and encouraging the arts.

Please consult the CC&L group wide <u>reporting</u> for more information about some of the initiatives undertaken in these areas over the last twelve months.

Global Alpha CSR Initiatives

Below are a few highlights of CSR initiatives in which the Global Alpha team was involved with in 2024.



LA DAUPHINELLE

Global Alpha supported the great work of La Dauphinelle - Maison d'hébergement pour femmes et enfants at their annual benefit event, la Soirée Dauphinelle. This organization offers essential services for women and children who are victims of domestic violence through safe housing and other services.

DEFI PIERRE LAVOIE

Again in 2024, Global Alpha participated in the Grand Défi Pierre Lavoie cycling fundraiser in 2024. They cycled 72 hours to raise funds to build an outdoor basketball court for Lafontaine elementary school in Saint-Hyacinthe. While presenting the school with the cheque, Robert Beauregard, the firm's CIO, encouraged the 220 students to follow their dreams and reminded them that they have the potential to become anything they aspire to be.

ACTION NOUVELLE VIE

The Global Alpha team volunteered with Action Nouvelle Vie at Paniers de Noël to help distribute gifts to underprivileged families during the holidays. Action Nouvelle Vie helps families and individuals affected by poverty and financial difficulties.

Corporate Flight Emissions Offset

Global Alpha is making considerable efforts to monitor and manage its flight carbon emissions, resulting in a steady emission trend despite the growth of the team and operational demands, with flights accounting for 85.15 tons in 2024. This achievement reflects Global Alpha's commitment to responsible corporate practices.

By implementing a range of initiatives aimed at actively managing its carbon footprint, including optimizing flight routes, traveling economy class, and grouping meetings by region, Global Alpha has been able to maintain a consistent level of carbon emissions from its flights for the past two years.

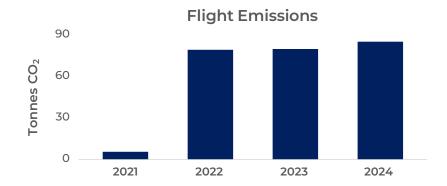
As Global Alpha continues to expand, it will remain vigilant in monitoring its carbon emissions and identifying areas for further improvement.

In 2024, Global Alpha offset its flight emissions by purchasing credits from

the <u>Great Bear Forest Carbon Project</u>, for the third year in a row. The Great Bear Rainforest is home to the largest intact coastal temperate rainforest in the world. Its rich resources are vital to First Nations, environmental groups, forestry companies, and governments. Without offset funds, protected areas and reduced harvest levels wouldn't have been achieved. This project stands out as the only Improved Forest Management initiative of its scale with equal collaboration between First Nations and the BC Government.

GLOBAL ALPHA PROMOTION OF PUBLIC COMMUTES

As part of Global Alpha's ongoing commitment to support the team and contribute to a greener environment, in 2024 the firm re-initiated coverage of expenses for public transportation for everyone. This initiative aims to promote sustainable transportation options. By utilizing public transportation, all members of the team can collectively contribute to a reduction of the firm's carbon footprint and contribute to a cleaner, healthier planet.





2025 Responsible Investment Outlook

As we turn the page on another year, the investment landscape is poised for transformative shifts. Despite the evolving regulatory and political environment anticipated throughout 2025, management of material ESG risks and opportunities remain at the forefront of corporate and investor agendas. These factors are not just influencing how businesses operate but are also reshaping how capital flows, decisions are made, and risks are assessed globally.

In 2025, ESG integration will be shaped by a rapidly evolving regulatory environment, shifting political landscapes, and growing investor scrutiny. From new disclosure requirements to the increasing complexity of ESG discussions, asset managers must remain agile to navigate these changes effectively.

As part of Global Alpha's commitment to responsible investing, the ESG Committee has identified four key priorities for the year ahead:



Increase the quality of our sustainability reporting and positioning



Strengthen client relationships through value-added ESG services



Monitor ESG and anti-ESG trends and regulations to manage risks and capture opportunities



Increase portfolio resilience by integrating ESG analysis, including controversies and climate





