

PROXY SUMMARY

<b>ISSUER</b> Empire Company Ltd (EMPA)	<b>MEETING DATE</b> 2024-09-12,
<b>COUNTRY</b> Canada	<b>RECORD DATE</b> 2024-08-16
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 291843407

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**POLICY: Share - United Church Treasury**

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**ACCOUNT NUMBER**

**ACCOUNT NAME**

**STOCK COUNT**

000805121

United Church Treasury - 000805121

13949

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ITEM	PROPOSAL	BOARD	POLICY
01	Advisory Vote on Executive Compensation.	✓	✗

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Advisory Vote on Executive Compensation.	✓	✗

**Proposer :** Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. Compensation includes a share-option plan that does not meet all of the policy criteria. The vesting schedule is not in line with the 3 years stipulated in the policy. We note that the Compensation Committee is not exclusively made up of independent members. A vote against the proposal was recorded.

**Vote recorded**

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