

Part 2A of Form ADV Firm Brochure

Item 1 – Cover Page

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This brochure provides information about the qualifications and business practices of Fayez Sarofim & Co. If you have any questions about the contents of this brochure, please contact us at 713-654-4484 or contact@sarofim.com. The information in this brochure has not been approved or verified by the United States Securities and Exchange Commission (SEC) or by any state securities authority.

Additional information about Fayez Sarofim & Co. is also available on the SEC's website at www.adviserinfo.sec.gov.

Fayez Sarofim & Co. is an investment adviser that is registered with the SEC in compliance with the Investment Advisers Act of 1940, as amended. Such registration does not imply a certain level of skill or training.

Item 2 – Material Changes

This brochure serves as an annual update to the previous brochure Fayeze Sarofim & Co., which was dated as of March 25, 2024. This brochure reflects updated information related to our assets under management. In connection with the periodic update of this brochure, we routinely make changes in an effort to improve and clarify the descriptions of our business practices and compliance policies and procedures or in response to evolving industry and firm practices.

We encourage all recipients to carefully review this Form ADV Part 2A in its entirety.

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Item 4 – Advisory Business

Our History and Organization

Fayez Sarofim & Co., also referred to herein as “the firm”, was founded in August 1958. Since our founding, we have focused on the investment counseling business. The firm is located in one office in Houston, Texas.

Fayez Sarofim & Co. is registered under the Investment Advisers Act of 1940, as amended, and regulated by the Securities and Exchange Commission. The firm’s registration as an investment adviser is required by law and does not imply a certain level of skill or training.

Fayez Sarofim & Co. is a wholly-owned subsidiary of The Sarofim Group, LLC, which is 100 percent owned by current, active employees of Fayez Sarofim & Co. and members of the Sarofim family. Fayez Sarofim & Co. is principally owned by the Sarofim SGI Voting Trust, which is the majority shareholder of The Sarofim Group. The Sarofim SGI Voting Trust is controlled by Christopher Sarofim, the Chairman of the firm. The Sarofim Group is the ultimate corporate parent of a group of affiliated companies that generally operates as a single advisory business and includes the firm, two other registered investment advisers, and other business entities. The other registered adviser affiliates are:

- Sarofim International Management Company, LLC
- Sarofim Trust Co., LTA

The firm is also affiliated with Sarofim Realty Advisors, LLC which is a separately registered real estate investment adviser. In our more than six decades of operations, Fayez Sarofim & Co. has served a broad range of clients through numerous business cycles. As of December 31, 2024, the firm’s assets under management totaled approximately \$26.9 billion. The firm’s other registered investment adviser affiliates had assets under management of approximately \$11.1 billion. Thus, the total client assets under management by the investment professionals of the firm and the registered investment adviser affiliates were approximately \$38.0 billion as of December 31, 2024. Please refer to “Our Advisory Services” below for a discussion of the client assets managed by Fayez Sarofim & Co. on a discretionary and non-discretionary basis.

Our Advisory Services

Fayez Sarofim & Co. provides investment supervisory services and other investment advisory services to a broad range of clients. Portfolio managers at the firm operate within the guidelines set by our Investment Committee. The Committee, chaired by Mr. Sarofim, is comprised of six senior investment professionals and five sector leaders that serve in a non-voting capacity. The Investment Committee is responsible for the firm’s portfolio structures and all investment decisions. The firm’s advisory services are detailed in the applicable governing documents, separate account agreements and other offering documents. The firm has and may in the future enter into side letters or other similar agreements with certain investors that have the effect of establishing rights (including economic or other terms) under, or altering or supplementing the

terms of, the relevant governing documents or separate account agreements with respect to such investors.

Large Capitalization Equity Product

Fayez Sarofim & Co.'s primary investment product is our Large Capitalization Equity Product, which is available to both institutions and individuals. You can access this product directly by opening an account at Fayez Sarofim & Co. You can also access this product by opening a wrap fee account through a sponsoring financial services firm, by investing in certain of the mutual funds that we sub-advise for BNY Mellon Investment Adviser, Inc., a subsidiary of Bank of New York Mellon Corp, or by investing in the Sarofim Equity Fund (an SEI Advisors' Inner Circle Fund). The firm also has advisory and sub-advisory arrangements with banks and trust companies.

Our equity strategy is focused on domestically traded common stocks with large market capitalizations and high daily trading volumes. American Depositary Receipts, preferred stocks, and foreign stocks may also be included if permitted by client guidelines. We seek to invest in the stocks of high quality, financially sound industry leaders that have an expanding global presence. We seek to maintain an investment perspective of at least three to five years, which generally results in low portfolio turnover and is typically tax efficient for taxable investors. Our strategy does not use derivatives, options, short-selling, leverage, or initial public offerings. We do not attempt to time the market.

Global Equity Product

Institutions and individuals seeking greater international equity exposure may wish to invest in Fayez Sarofim & Co.'s Global Equity Product. While the investment approach is similar to that of our Large Capitalization Equity Product, the Global Equity Product has a larger concentration in foreign-based companies and may include shares that are not traded on domestic exchanges.

Global Equity Product portfolios primarily have their assets in common stock, ordinary shares, or American Depositary Receipts. We focus on high quality multinational companies with large market capitalizations. Generally, at least 25 percent of assets are invested in companies organized in the United States and at least 25 percent of assets are invested in companies organized in other countries. We maintain an investment perspective of at least three to five years, which generally results in low portfolio turnover and is typically tax efficient for taxable investors.

You can access this product by opening a separate account with the firm; by investing in the BNY Mellon Worldwide Growth Fund, which we sub-advise; or by opening a wrap fee account through a sponsoring financial services firm. Additionally, non-US investors may access this product by investing in the Sarofim Global Equity Fund.

International Equity Product

Institutions and individuals seeking discrete international equity exposure may wish to invest in Fayez Sarofim & Co.'s International Equity Product. The International Equity Product shares an

investment approach consistent with our other products, with the key point of differentiation being its exclusive focus on internationally domiciled companies.

International Equity Product portfolios primarily have their assets in common stock, ordinary shares, or American Depositary Receipts. The International Equity Product invests in the stocks of high-quality international companies with large market capitalizations and does not seek specific geographic exposures. Stock selection is primarily driven by the assessment of a company's total return potential over a three-to-five-year investment horizon, which results in low portfolio turnover and is typically tax efficient for taxable investors.

You can access this product by opening a separate account with the firm.

Concentrated Equity Product

Institutions and individuals seeking a concentrated portfolio composition may wish to invest in Faye Sarofim & Co.'s Concentrated Equity Product. While the investment approach is similar to that of our Large Capitalization Equity Product, the Concentrated Equity Product owns more concentrated positions in our highest conviction holdings. You can access this product by opening a separate account with the firm.

Concentrated Equity Product portfolios are primarily invested in domestically traded common shares with large market capitalizations and high daily trading volumes. American Depositary Receipts, preferred stocks, and foreign stocks may also be included if permitted by client guidelines. Concentrated Equity Product portfolios will typically be comprised of 15-30 stocks with a maximum weighting of 20% of the portfolio in a single security. Stock selection is primarily driven by the Investment Manager's assessment of the stock's total return potential relative to downside risk and not by adherence to a singular "growth" or "value" strategy. As such, the composition of the portfolio will vary depending upon market conditions and the opportunities available in the market at any given time. As a result, the portfolio is likely to experience a higher level of turnover and volatility than the Large Capitalization Equity Product and is not managed for tax efficiency.

You can access this product by opening a separate account with the firm. You can also access this strategy by investing in the BNY Mellon Concentrated Growth ETF.

Equity Income Product

The Sarofim Equity Income Product seeks income and long-term capital appreciation by primarily investing in large capitalization domestic equities and other income-producing securities. Over periods of three-to-five years or longer, we strive to achieve a growing stream of income and total returns in excess of the income generated.

Our Equity Income investment strategy primarily utilizes common stock, ordinary shares, and American Depositary Receipts of high-quality companies based either in the United States or in other countries. Companies represented in the portfolio typically have market capitalizations of at least \$5 billion. Using fundamental analysis, we seek to identify companies in business

segments that have demonstrated the ability to maintain and grow earnings with a desire to return increasing amounts of cash to shareholders.

You can access this product by opening a separate account with the firm.

Core Fixed Income Product

Fayez Sarofim & Co. also offers a Core Fixed Income Product, which is available directly to both institutions and individuals when they open an account with the firm. Our fixed income strategy emphasizes risk-averse management, current income and low cash reserves. Portfolio holdings may include United States Treasury securities, United States government agency securities, high quality corporate and municipal bonds, high quality commercial paper, and shares of money market funds. We select specific sectors and securities that we believe offer the best combination of quality, liquidity, income generation, and relative value consistent with our risk parameters. Foreign government and foreign corporate bonds are generally not part of our strategy.

Municipal Bond Portfolios

The firm also manages tax-free income portfolios, consisting of high quality municipal bonds rated AA or higher. Portfolios are customized relative to the client's state of residence.

Balanced Portfolios

Fayez Sarofim & Co. will also construct balanced portfolios for our institutional and individual clients. These balanced portfolios combine the firm's equity and fixed income strategies in proportions tailored to client requirements.

Private Placements

From time to time, Fayez Sarofim & Co. provides certain firm clients with greater than \$20 million invested with the firm, as well as certain third-party investors or other persons, including the firm's principals, personnel and certain other persons associated with Fayez Sarofim & Co., investment opportunities to directly or indirectly invest in certain privately-held companies and/or pooled investment vehicles, in each case via a private placement.

In connection with any such private placement, Fayez Sarofim & Co. will endeavor to negotiate investment terms for participating clients as part of the firm's collective negotiations for its other client accounts and proprietary accounts participating in the investment.

Meeting Individual Client Needs

The firm manages its separate portfolios for institutions and individuals on an account by account basis, taking into consideration a client's financial resources, investment objectives, and needs. The firm addresses individual requirements for such items as current income, cash flow, and taxes. The firm will also vote the proxies related to securities held in a client's account if

requested to do so by the client. Proxies are voted in accordance with the firm's Proxy Voting policy and established procedures. Please refer to Item 17—Voting Client Securities.

Fayez Sarofim & Co. prefers not to be constrained by client instructions that prohibit holding certain securities. We believe that the ability to select from the widest range of investments that are consistent with our strategy results in higher returns over time. However, the firm does manage a number of accounts subject to instructions that specify various exclusions or that limit weightings in individual sectors, industries, or securities. We will accept new accounts subject to these types of instructions as long as we do not view the proposed directives as overly restrictive or too difficult or impossible to implement and monitor.

Discretionary and Non-Discretionary Accounts

Fayez Sarofim & Co. manages clients' assets on either a fully discretionary basis or a non-discretionary basis. Most of our clients have granted us full discretionary authority to manage the investment of assets in their accounts. With full discretionary authority for an account, we are able to do the following without obtaining the client's consent:

- Determine which securities to buy or sell and when to execute the transactions
- Determine the total amount of securities to buy or sell, subject to available funds
- Determine the broker or dealer through which securities are bought or sold
- Negotiate with the selected broker regarding commission rates for securities transactions

Item 12 of this brochure provides more information on the firm's brokerage practices, and Item 16 discusses investment discretion.

When we provide services on a non-discretionary basis, we give the client investment advice, but we do not have the authority to implement our recommendations in the client's portfolio without the client's approval. In certain non-discretionary arrangements, the client's portfolio is not managed by Fayez Sarofim & Co., and the firm provides advice only.

The information provided above about the investment advisory services provided by Fayez Sarofim & Co. is qualified in its entirety by reference to the applicable governing documents, separate account agreements and other offering documents.

As of December 31, 2024, the firm managed approximately \$26.7 billion in client assets on a discretionary basis and approximately \$200 million on a non-discretionary basis.

Wrap Fee Programs

The firm also provides advisory services for equity portfolios under various agreements related to wrap fee programs. Wrap fee programs are sponsored by third-party financial services firms, in most cases brokerage firms. Program sponsors make the advisory services of a registered investment adviser such as Fayez Sarofim & Co. available to their clients. Fayez Sarofim & Co. manages most portfolios of wrap fee program clients with a strategy that is similar to its Large Capitalization Equity Product.

Fayez Sarofim & Co. has been introduced to wrap fee program sponsors primarily through the efforts of BNY Mellon Securities Corporation (BNYMSC). In our wrap fee programs, BNYMSC acts as the account administrator and serves as the liaison between Fayez Sarofim & Co. and the sponsors and the sponsors' clients in accordance with our agreement with BNYMSC. Each wrap fee program sponsor establishes the fees to be paid by program clients. BNYMSC receives a fee for its account administration services and calculates the fee to be paid to Fayez Sarofim & Co. in accordance with our agreement with them. Currently, the firm participates directly or indirectly in wrap fee programs sponsored by:

- Charles Schwab & Co. Inc.
- Investnet, Inc.
- Lockwood Advisors, Inc.
- UBS Financial Services, Inc.
- Wells Fargo Bank, National Association
- JP Morgan

Each sponsor is paid a fee based on the amount of assets under management. The sponsor then pays BNYMSC a fee ranging from 25 to 55 basis points annually for BNYMSC's account administration services and the investment advisory services of Fayez Sarofim & Co. In accordance with an agreement between BNYMSC and Fayez Sarofim & Co., BNYMSC in turn pays Fayez Sarofim & Co. a fee of 21.75 basis points annually based on the amount of assets under management.

Client suitability for participation in a wrap fee program is generally determined by the client and program sponsor. Fayez Sarofim & Co. may accept or reject a wrap fee program client, but the information received from a wrap program sponsor with respect to a potential client may not be sufficient for Fayez Sarofim & Co. to make an investment suitability determination.

Fayez Sarofim & Co. recognizes that certain conflicts of interest may arise with respect to trading for clients in wrap fee programs. Wrap arrangements generally require or encourage trading through the sponsoring broker-dealer. Such arrangements can result in "breaking up" trades across several brokers that might otherwise be sent to a single broker, and there is a potential for wrap program clients to trade after non-wrap clients, possibly on less favorable terms. In an effort to mitigate these potential conflicts, wrap clients and UMA clients (discussed below) trade at specific times throughout the day as determined by a randomly generated number run daily. Fayez Sarofim and Co.'s equity trading desk is responsible for developing and maintaining a record of the rotation schedule for wrap program clients.

ERISA Plans in Wrap Fee Programs

For ERISA plans that participate in wrap fee programs, Fayez Sarofim & Co. acts not only as a registered investment adviser under the Investment Advisers Act of 1940 as amended but also as a plan fiduciary within the meaning of the Employee Retirement Security Act of 1974 as amended (ERISA). Fayez Sarofim & Co. does not receive direct compensation from ERISA plans for the services we provide through wrap fee programs. As discussed above, the program

sponsor or an affiliate makes a payment to BNYMSC for Fayeze Sarofim & Co.'s services. For information about the direct compensation the program sponsor receives in conjunction with these programs, please see your client agreement with the sponsor and the sponsor's fee disclosure notice as required by section 408(b)(2) of ERISA (408(b)(2) disclosure notice).

Fayeze Sarofim & Co. does not receive soft dollar benefits related to wrap fee accounts. We do not pay compensation to other parties in conjunction with wrap fee accounts, and we do not receive compensation when an account in a wrap fee program terminates.

UMA Programs

Fayeze Sarofim & Co. also participates in various model-based programs, which are often referred to as unified managed account (UMA) programs. Under its UMA agreements, the firm provides the sponsoring broker our model portfolio and position weightings. The firm continuously updates the model portfolio with specific instructions to buy or sell certain securities. The model portfolio furnished by the firm under these agreements is substantially similar to the portfolios of institutional and individual clients who are invested in the firm's Large Capitalization Equity Product.

UMA programs may be either active or passive. When the firm participates in an active program, an overlay portfolio manager at the sponsor is responsible for model level and individual account level trades and has the discretion to deviate from the model portfolio and instructions provided by Fayeze Sarofim & Co. In passive programs, the sponsor executes trades strictly in accordance with our model portfolio and instructions. Deviations are not permitted in passive programs except to accommodate specific client restrictions.

The firm's UMA agreements differ by program sponsor, but the role played by BNYMSC in the UMA programs in which the firm participates is similar to its role in the wrap fee programs. BNYMSC is the primary administrative contact with plan sponsors and acts as account administrator. The plan sponsor establishes the fees to be paid by program clients. The division of the fee between Fayeze Sarofim & Co. and BNYMSC is determined by an agreement between them (Please refer to the discussion in the next paragraph). Currently, the firm participates in UMA programs sponsored by:

- Adhesion Wealth (Atria Investments, Inc.)
- Edward D. Jones & Co. L.P.
- Investnet Asset Management, Inc.
- FolioDynamix, Inc.
- LPL Financial Corporation
- Merrill, Lynch, Pierce, Fenner & Smith Incorporated
- Morgan Stanley Smith Barney Consulting Group
- PNC Financial Services Group, Inc.
- Stifel, Nicolaus & Company, Incorporated
- Vestmark Advisory Solutions, Inc.
- Wells Fargo Advisors

Each sponsor is paid a fee based on the amount of assets under management. The sponsor then pays BNYMSC a fee ranging from 25 to 55 basis points for BNYMSC's account administration services and the investment advisory services of Faye Sarofim & Co. In accordance with an agreement between BNYMSC and Faye Sarofim & Co., BNYMSC in turn pays Faye Sarofim & Co. a fee of 21.75 basis points based on the amount of assets under management.

ERISA Plans in UMA Programs

For ERISA plans in certain UMA programs, Faye Sarofim & Co. acts as a registered investment adviser under the Investment Advisors Act of 1940 as amended and, in some instances, as a plan fiduciary within the meaning of the Employee Retirement Security Act of 1974 as amended (ERISA). Faye Sarofim & Co. does not receive direct compensation from ERISA plans for the services we provide through UMA programs. As discussed above, the program sponsor or an affiliate pays a fee to BNYMSC for Faye Sarofim & Co.'s services. For information about the direct compensation the program sponsor receives in conjunction with these programs, please see your client agreement with the sponsor and the sponsor's fee disclosure notice as required by section 408(b)(2) of ERISA (408(b)(2) disclosure notice).

Faye Sarofim & Co. does not receive soft dollar benefits related to UMA program accounts. We do not pay compensation to other parties in conjunction with UMA program accounts, and we do not receive compensation when an account in a UMA program terminates.

Sub-Advised Mutual Funds

Faye Sarofim & Co. is the sub-adviser for four mutual funds established by BNY Mellon Investment Adviser, Inc. BNY Mellon Investment Adviser, Inc. serves as the investment adviser for the funds. These mutual funds are:

- BNY Mellon Appreciation Fund, Inc.
- BNY Mellon Worldwide Growth Fund
- BNY Mellon Concentrated Growth ETF
- BNY Mellon Variable Investment Fund, Appreciation Portfolio, a separate diversified portfolio of BNY Mellon Variable Investment Fund

Our role as sub-adviser is subject to the approval of BNY Mellon Investment Adviser, Inc. and the boards of directors of the mutual funds. Currently, we provide investment advisory assistance and day-to-day management of the funds, including placing orders to execute trades. We also provide investment research and statistical information. For our services as a sub-adviser, Faye Sarofim & Co. is paid monthly fees by either the mutual fund or BNY Mellon Investment Adviser, Inc., according to the contract for each fund.

Sarofim Equity Fund

Faye Sarofim & Co. serves as investment adviser to a mutual fund named the Advisor's Inner Circle Fund, also known as the Sarofim Equity Fund. The fund and Faye Sarofim & Co. have entered into an investment advisory agreement pursuant to which we serve as the investment adviser and make investment decisions for the fund and continuously review, supervise and

administer the investment program of the fund, subject to the supervision of and policies established by the trustees of the fund. For our services as investment adviser, Faye Sarofim & Co. is paid a monthly fee by the fund.

Sarofim Global Equity Fund

The Sarofim Global Equity Fund, is a sub-fund of the Sarofim ICAV, an Irish collective asset-management vehicle constituted as an umbrella fund and authorised by the Central Bank of Ireland pursuant to the European Communities Undertakings for Collective Investment in Transferable Securities Regulations 2011, as amended. The fund and Faye Sarofim & Co. have entered into an investment advisory agreement pursuant to which we serve as the investment adviser and make investment decisions for the fund and continuously review, supervise and administer the investment program of the fund, subject to the supervision of and policies established by Carne Global Fund Managers (Ireland) Limited, the fund's manager, and the fund's Board of Directors. For our services as investment adviser, Faye Sarofim & Co. is paid a monthly fee by the fund.

Amplify Global Equity Fund

Amplify Global Equity Fund is a sub-fund of the MLC Global Multi Strategy UCITS Funds plc, an umbrella type open-ended investment company with variable capital governed by the laws of Ireland and authorized by the Central Bank of Ireland. Faye Sarofim & Co. serves as the Fund Manager and receives an annual fee pursuant to an Investment Management Agreement. Amplify Asset Management Ireland Ltd. serves as the Manager of the fund. The Fund is not available to U.S. investors.

Other Services

In a few instances, Faye Sarofim & Co. has agreed to provide advisory services to clients who wish to invest in a portfolio of securities issued by the United States government or its agencies through margin transactions. The firm is not currently seeking new accounts of this type.

Item 5 – Fees and Compensation

Advisory Service Fees

If you open an account at Fayeze Sarofim & Co., the fee you will pay for our advisory services is calculated according to one or more of the schedules presented below. Fees are billed in three month rolling periods, after the end of each such period, and are based on the market value of the assets at the end of the last day of such period on which the New York Stock Exchange is open. Asset-based advisory fees charged for the provision of Fayeze Sarofim & Co.'s investment management services are based upon the valuation of securities and investments provided by Fayeze Sarofim & Co.'s pricing services, which are reflected on its internally generated portfolio appraisal statements. These statements may show different market values for particular investments than what is reflected on a client's custodial statement. Fayeze Sarofim & Co. maintains policies and procedures regarding the valuation of securities and investments held in client accounts.

Equity Fees: Large Capitalization Equity Product, Concentrated Equity Product, Equity Income Product, and the Equity Portfolios of Balanced Accounts

Market Value of Equities	Rate
First \$2,000,000 is billed at	0.75% (or 75 basis points) per year (i.e., 0.1875% per quarter)
Next \$18,000,000 is billed at	0.50% (or 50 basis points) per year (i.e., 0.1250% per quarter)
Next \$20,000,000 is billed at	0.40% (or 40 basis points) per year (i.e., 0.1000% per quarter)
Next \$20,000,000 is billed at	0.35% (or 35 basis points) per year (i.e., 0.0875% per quarter)
Amounts over \$60,000,000 are billed at	0.20% (or 20 basis points) per year (i.e., 0.0500% per quarter)

Equity Fees: Global Equity Product and International Equity Product

Market Value of Equities	Rate
First \$50,000,000 is billed at	0.60% (or 60 basis points) per year (i.e., 0.15% per quarter)
Next \$50,000,000 is billed at	0.40% (or 40 basis points) per year (i.e., 0.1% per quarter)
Amounts Over \$100,000,000 are billed at	0.30% (or 30 basis points) per year (i.e. 0.075% per quarter)

Fixed Income Fees

The fee for fixed income securities is 0.20% (20 basis points) per year or 0.05% (5 basis points) per quarter.

Cash Fees

Our investment advisory agreements authorize Fayez Sarofim & Co. to bill cash positions in our portfolios at an annual rate of 0.20%, or 20 basis points. Cash assets may be held temporarily in money market funds or other short-term interest-bearing arrangements. If this is the case, such assets may also be subject to fees payable to the manager of these funds in addition to the fees charged by Fayez Sarofim & Co. Notwithstanding the above, we currently waive our fees on cash positions in our portfolios for all clients; however, this should not be interpreted as a permanent waiver, and we reserve the right to reinstitute the above-referenced cash position billing rate.

Private Placement Program Fees

Our fee for clients participating in private placement transactions is 0.50% (or 50 bps) of a participating client's capital contributions to each investment until such investment is fully liquidated or otherwise fully disposed of by client.

Our Billing Practices

For the purpose of computing fees, we may agree to treat managed assets in related accounts as if all the assets were in one account. After the fee is computed in this way, it is divided among the accounts involved, usually in proportion to the market value of each account. This grouping of related accounts must be approved in advance by the firm, and approval is not assured.

We generally do not regard our fees as negotiable because we believe our fees are in the low end of the range of fees in the industry for comparable services. However, in a few instances, the firm in its sole discretion has granted (and may in the future grant) exceptions to the application of our regular fee schedules when we believe there are highly unusual factors involved that justify exceptional treatment. The firm attempts to ensure that other clients having similar unusual factors are treated in a similar manner for fee purposes, but this cannot be assured. From

time to time, the firm will seek to determine if such unusual factors continue to justify deviations from our regular fee schedule.

As mentioned earlier, the firm's fees are billed quarterly, in arrears. Our clients may direct their custodians to deduct Fayeze Sarofim & Co.'s fees from the assets in their account. Alternatively, clients may choose not to have the fees deducted from their accounts and may arrange to pay the fees by check or wire transfer. The firm does not accept advance fee payments.

Third Party Fees You May Incur

Fayeze Sarofim & Co. does not provide custodial services, and we are not affiliated with a brokerage firm. The firm's brokerage practices are discussed in Item 12 of this brochure. The advisory service fee you pay to us does not include other fees or charges you may incur in connection with your account at Fayeze Sarofim & Co. The following is a non-exclusive list of the types of fees and charges that might be payable to third parties in connection with your account. This list is not meant to be exhaustive. There may be additional fees that are not included in this list.

Examples of Fees Paid to Third Parties

- Custodial fees
- Broker commissions
- Wire transfer or other transaction fees
- Exchange fees
- Odd lot differentials
- Fees charged by mutual funds, including money market funds
- Fees charged by private funds

Wrap Fee Programs and UMA Programs

If you are a client of one of the wrap fee programs or UMA programs that Fayeze Sarofim & Co. participates in, you do not pay any fees directly to our firm. As discussed in greater detail in Item 4, a portion of the fee you pay to the plan sponsor will compensate Fayeze Sarofim & Co. for our advisory services. Please consult with your plan sponsor regarding the fees you will pay, what is included in these fees, and what additional expenses you may incur.

Mutual Funds and UCITS Funds

If you invest in a mutual fund that Fayeze Sarofim & Co. sub-advises for BNY Mellon Investment Adviser, Inc.; the Sarofim Equity Fund; or the Sarofim Global Equity Fund, you do not pay any fees directly to our firm.

For our sub-advisory services to the BNY Mellon mutual funds, Fayeze Sarofim & Co. is paid monthly fees by either the applicable mutual fund or BNY Mellon Investment Adviser, Inc. according to the contract for each fund. Information about the mutual funds sub-advised for BNY Mellon Investment Adviser, Inc., including fees, can be obtained from BNY Mellon Investment Adviser, Inc., www.bnymellonim.com/us or 1-800-645-6561.

For the Sarofim Equity Fund, Fayeze Sarofim & Co. is paid monthly fees by the mutual fund. Information about the Sarofim Equity Fund including fees, investment objectives, risk factors, charges, expenses and other information can be found in the Fund's prospectus which can be obtained by calling 1-855-SAROFIM or 1-855-727-6346. Please read it carefully before investing. The Sarofim Equity Fund is distributed by SEI Investments Distribution Co. (SIDCO). The Fund is managed by Fayeze Sarofim & Co. SIDCO is not affiliated with Fayeze Sarofim & Co.

For UCITS funds, Fayeze Sarofim & Co. is paid a management fee for serving as Investment Manager from the Fund Managers. UCITS funds are not available or marketed to US persons. For more information about the UCITS funds managed by Fayeze Sarofim & Co., contact Capital-B at Sarofim@capbp.com.

Fayeze Sarofim & Co. is not affiliated with a brokerage firm. Neither the firm nor any of our employees receives compensation for the sale of securities, mutual funds or other investment products.

Please refer to the applicable governing documents, separate account agreements and other offering documents for complete information with respect to fees and compensation.

Item 6 – Performance-Based Fees and Side-by-Side Management

Fayez Sarofim & Co. does not have fee structures that include performance-based fee arrangements, which generally refers to fees based on a share of capital gains on or capital appreciation of the assets of a client.

Since Fayez Sarofim & Co. does not manage accounts that are charged a performance-based fee, the firm does not manage any such accounts side-by-side with accounts that are charged another type of fee, such as an hourly or flat fee or an asset-based fee. Generally speaking, side-by-side management is a reference to the simultaneous management of mutual funds and hedge funds. Fayez Sarofim & Co. has not formed a hedge fund and is not a manager to hedge funds.

Item 7 – Types of Clients

Fayez Sarofim & Co. serves as an investment adviser for a broad range of clients, including but not limited to:

- Private employer pension and profit-sharing plans
- State and local government retirement systems
- Taft-Hartley union plans
- Employee savings and thrift plans
- Keogh plans
- Individuals—retirement accounts
- Individuals—taxable accounts
- Endowments, foundations, or other tax-exempt organizations
- Banks
- Trusts and estates
- Registered investment companies, i.e., mutual funds
- Insurance companies
- Insurance Company Separate Accounts
- Corporations and small businesses

We continue to seek new clients. Generally, the minimum dollar amount for new managed accounts is \$5 million, subject to the firm's discretion. However, the minimum dollar amount for new managed accounts in our Global Equity and International Products is \$10 million, subject to the firm's discretion. The firm may waive size requirements in its sole discretion if related accounts are currently under management and otherwise on a case-by-case basis.

Item 8 – Methods of Analysis, Investment Strategies and Risk of Loss

Fayez Sarofim & Co. provides day-to-day investment advisory services to the firm's clients. The following is a summary of the investment strategies and methods of analysis generally used by Fayez Sarofim & Co. on behalf of the firm's clients. More detailed descriptions of the investment strategies and methods of analysis are included in the applicable governing documents, separate account agreements and other offering documents. There can be no assurance that Fayez Sarofim & Co. will achieve the investment objectives of a particular client, and a loss of investment is possible.

Equity Products

Under most circumstances, our portfolios are fully invested with low cash balances. Our longer-term investment perspective generally results in low portfolio turnover and is typically tax-efficient for taxable investors. Our strategies do not use derivatives, options, short-selling, leverage, or initial public offerings. We do not attempt to time the market.

Central to our philosophy is the belief that earnings growth is the most important driver of long-term stock price appreciation. In our experience, companies with dominant franchises in structurally attractive industries are most likely to generate durable growth. Generally, we invest in the stocks of high quality industry leaders that have a market capitalization of \$5 billion or higher. These established companies have demonstrated sustained patterns of earnings and dividend increases. They have an expanding global presence and sustainable competitive advantages. Their balance sheets are strong, and their management teams have a record of successfully redeploying capital.

To shape our portfolios, Fayez Sarofim & Co. employs a predominantly "bottom-up" investment process managed by the Investment Committee. Drawing on the fundamental research of our in-house analysts and select external resources, the Committee formulates a macroeconomic and capital market outlook and evaluates the attractiveness of the various economic sectors and industries. The most attractive segments are identified along with those areas that should be underweighted or avoided. This macro overlay provides a context for the analysts' research efforts and helps direct them to the industries and companies most aligned with the Committee's current outlook. The analysts present specific buy and sell recommendations to the Investment Committee, which makes the final decision. The Investment Committee is responsible for the firm's portfolio structure and all investment decisions.

Our internal research function is crucial to this investment process. We perform independent, fundamental analysis on all of our investments and potential investments. Our research analysts visit companies, interview company managers, attend trade conferences, review corporate reports, filings and press releases, and stay abreast of financial and market news. We subscribe to numerous software and on-line products and selectively utilize numerous outside sources of information, such as government agencies, consultants, and Wall Street sources. The most important output of our internal research effort is proprietary projections of a company's

earnings, cash flow and dividends over a multiple-year period. These projections drive our valuation analysis.

We seek to control investment risk through disciplined adherence to our investment decision-making process. We continuously monitor the underlying operating and earnings trends of the companies represented in the portfolio and remain alert to changes in demand, competition, or technology that may influence these trends. Diversification also plays a role in our approach to controlling risk, and we monitor portfolios by industry exposure and individual stock concentration. We confine our equity holdings to securities with large market capitalizations and high daily trading volumes to help limit liquidity risk.

Although we strive to mitigate risks that may accompany an investment in products, clients who invest can lose money, including losing a portion of their original investment. The prices of the securities in our portfolios fluctuate. We cannot guarantee any particular level of performance. Below is a list of the types of risks you should consider before investing in our products.

While the discussion below often refers to an “account,” it enumerates certain risk factors that apply generally to an investment in an account or other fund, vehicle or portfolio managed by Fayez Sarofim & Co.

- ***Concentration Risk.*** The risk that there is an insufficient level of diversification such that an investor is excessively exposed to one or a limited number of investments, industries or sectors. Faye Sarofim & Co. expects to make a limited number of investments, resulting in the risk that the aggregate returns realized by an account may be substantially adversely affected by the unfavorable performance of, or a default in respect of, even one of such investments.
- ***Equity Securities Risk.*** The value of an account will fluctuate with changes in the value of the equity securities in which it invests. Equity securities prices fluctuate for several reasons, including changes in investors’ perceptions of the financial condition of an issuer or the general condition of the relevant equity market, such as market volatility, or when political or economic events affecting an issuer occur. Common stock prices may be particularly sensitive to rising interest rates, as the cost of capital rises and borrowing costs increase. Equity securities may decline significantly in price over short or extended periods of time, and such declines may occur in the equity market as a whole, or they may occur in only a particular country, company, industry or sector of the market.
- ***Inflation Risk.*** Inflation risk is the risk that the value of assets or income from investments will be less in the future as inflation decreases the value of money. As inflation increases, the present value of an account’s assets and distributions may decline.
- ***Non-U.S. Securities Risk.*** Non-U.S. securities may be subject to higher volatility than securities of domestic issuers due to possible adverse political, social or economic developments, restrictions on foreign investment or exchange of securities, capital controls, lack of liquidity, currency exchange rates, excessive taxation, government seizure of assets, the imposition of sanctions by foreign governments, different legal or

accounting standards, and less government supervision and regulation of securities exchanges in foreign countries.

- *Significant Exposure Risk.* To the extent an account invests a large percentage of its assets in a single asset class or the securities of issuers within the same country, state, region, industry or sector, an adverse economic, business or political development may affect the value of the account's investments more than if the account were more broadly diversified. A significant exposure makes the account more susceptible to any single occurrence and may subject the account to greater market risk than a portfolio that is more broadly diversified.
- *Style Risk.* Our investment strategy focuses on what we believe to be high-quality stocks with large market capitalizations. As a result, our portfolios may underperform the broader market during intervals when such securities are out of favor with investors.
- *Value Stocks Risk.* The intrinsic value of a stock with value characteristics may not be fully recognized by the market for a long time or a stock judged to be undervalued may actually be appropriately priced at a low level.

Fixed Income Products

Fayez Sarofim & Co.'s Core Fixed Income Product emphasizes risk-averse management, current income and low cash reserves. Portfolio holdings may include United States Treasury securities, United States government agency securities, mortgage pass-through securities of government-sponsored enterprises (GSE) such as Ginnie Mae, investment grade corporate bonds, municipal bonds, high quality commercial paper, and shares of money market funds. Foreign government and foreign corporate bonds and sub-prime mortgages are not part of our strategy.

In our fixed income portfolios, we emphasize certain sectors and select specific securities that we believe offer the best combination of quality, liquidity, income, and value consistent with our overall duration target. The duration of a fixed income portfolio is a measure of risk that indicates the sensitivity of the portfolio's market value to changes in interest rates. We will make modest shifts in our duration target to reflect changes in the Investment Committee's projections for interest rates and inflation.

The Investment Committee determines the firm's overall outlook for the economy, interest rates, and inflation. Given this backdrop, the investment professionals serving on the firm's Fixed Income Investment Committee establish the specific parameters for fixed income portfolios. The Fixed Income Investment Committee meets quarterly to set duration targets and sector emphasis and to review and approve the list of corporate bond issuers that may be utilized. The firm's research analysts conduct fundamental credit analysis. Our approach considers not only the current creditworthiness of an issuer but also the ability of the issuer to grow and finance its future business plans. Our research analysts monitor the credit quality of existing holdings and recommend high quality corporate issuers to the Fixed Income Investment Committee for possible inclusion on the list of approved issuers.

Within the framework set by the Fixed Income Investment Committee, fixed income portfolio managers structure portfolios to meet client requirements. Before transactions are executed, the portfolio managers utilize the CMS/Bond Edge portfolio management system to simulate the transaction and its effect on the portfolio. This process includes an analysis of the effect on the portfolio's duration, current yield, average maturity and other characteristics. The simulated portfolio can also be stress-tested under various interest rate assumptions.

While we emphasize risk-averse management and capital preservation in our Core Fixed Income Product, clients who invest in this product can lose money, including losing a portion of their original investment. The prices of the securities in our portfolios fluctuate. We cannot guarantee any particular level of performance. Below is a representative list of the types of risks you should consider before investing in this product.

While the discussion below often refers to an "account," it enumerates certain risk factors that apply generally to an investment in an account or other fund, vehicle or portfolio managed by Fayez Sarofim & Co.

- ***Call Risk.*** Some debt securities may be redeemed, or "called," at the option of the issuer before their stated maturity date. In general, an issuer will call its debt securities if they can be refinanced by issuing new debt securities which bear a lower interest rate. An account is subject to the possibility that during periods of falling interest rates an issuer will call its high yielding debt securities. An account would then be forced to invest the proceeds at lower interest rates, likely resulting in a decline in the account's income.
- ***Debt Securities Risk.*** Investments in debt securities subject the holder to the credit risk of the issuer. Credit risk refers to the possibility that the issuer or other obligor of a security will not be able or willing to make payments of interest and principal when due. Generally, the value of debt securities will change inversely with changes in interest rates. To the extent that interest rates rise, certain underlying obligations may be paid off substantially slower than originally anticipated and the value of those securities may fall sharply. During periods of falling interest rates, the income received by an account may decline. If the principal on a debt security is prepaid before expected, the prepayments of principal may have to be reinvested in obligations paying interest at lower rates. Debt securities generally do not trade on a securities exchange making them generally less liquid and more difficult to value than common stock.
- ***Extension Risk.*** Extension risk is the risk that, when interest rates rise, certain obligations will be paid off by the issuer (or other obligated party) more slowly than anticipated, causing the value of these debt securities to fall. Rising interest rates tend to extend the duration of debt securities, making their market value more sensitive to changes in interest rates. The value of longer-term debt securities generally changes more in response to changes in interest rates than shorter-term debt securities. As a result, in a period of rising interest rates, securities may exhibit additional volatility and may lose value.
- ***Floating Rate Securities Risk.*** Floating rate securities are structured so that the security's coupon rate fluctuates based upon the level of a reference rate. As a result, the coupon on

floating rate securities will generally decline in a falling interest rate environment, causing an account to experience a reduction in the income it receives from the security. A floating rate security's coupon rate resets periodically according to the terms of the security. Consequently, in a rising interest rate environment, floating rate securities with coupon rates that reset infrequently may lag behind the changes in market interest rates. Floating rate securities may also contain terms that impose a maximum coupon rate the issuer will pay, regardless of the level of the reference rate which would decrease the value of the security.

- *Income Risk.* An account's income may decline when interest rates fall or if there are defaults in its portfolio. This decline can occur because an account may subsequently invest in lower-yielding securities as debt securities in its portfolio mature, are near maturity or are called, or an account otherwise needs to purchase additional debt securities.
- *Interest Rate Risk.* Interest rate risk is the risk that the value of the debt securities in an account's portfolio will decline because of rising market interest rates. Interest rate risk is generally lower for shorter term debt securities and higher for longer-term debt securities. An account may be subject to a greater risk of rising interest rates than would normally be the case due to the current period of historically low rates and the effect of potential government fiscal policy initiatives and resulting market reaction to those initiatives.
- *Prepayment Risk.* Prepayment risk is the risk that the issuer of a debt security will repay principal prior to the scheduled maturity date. Debt securities allowing prepayment may offer less potential for gains during a period of declining interest rates, as an account may be required to reinvest the proceeds of any prepayment at lower interest rates. These factors may cause the value of an investment in an account to change.

Municipal Bond Portfolios

The firm also manages tax-free income portfolios, consisting of high-quality municipal bonds with laddered maturities of 7-14 years. The municipal bonds included in the portfolios have a quality rating of AA or higher. School district and general obligation bonds are preferred while securities of municipalities in coastal areas or with low income demographics are generally avoided. Turnover is low to avoid unnecessary transaction costs and to maintain predictable income streams. Portfolios are customized relative to the client's state of residence.

In addition to the below, the risks accompanying an investment in our municipal bond portfolios are similar to those for our Core Fixed Income Product, excluding prepayment risks, which do not apply.

While the discussion below often refers to an "account," it enumerates certain risk factors that apply generally to an investment in an account or other fund, vehicle or portfolio managed by Fayez Sarofim & Co.

- *Municipal Securities Market Liquidity Risk.* From time to time, inventories of municipal securities held by brokers and dealers may decrease, lessening their ability to make a

market in these securities. Any reduction in market making capacity has the potential to decrease an account's ability to buy or sell municipal securities, and increase price volatility and trading costs, particularly during periods of economic or market stress. As a result, an account may be forced to accept a lower price to sell a municipal security, to sell other securities to raise cash, or to give up an investment opportunity, any of which could have a negative effect on performance.

- *Municipal Securities Risk.* Issuers, including governmental issuers, may be unable to pay their obligations as they come due. The values of municipal securities that depend on a specific revenue source to fund their payment obligations may fluctuate as a result of actual or anticipated changes in the cash flows generated by the revenue source or changes in the priority of the municipal obligation to receive the cash flows generated by the revenue source. The values of municipal securities held by an account may be adversely affected by local political and economic conditions and developments. Adverse conditions in an industry significant to a local economy could have a correspondingly adverse effect on the financial condition of local issuers. In addition, income from municipal securities held by an account could be declared taxable because of, among other things, unfavorable changes in tax laws, adverse interpretations by the Internal Revenue Service or state tax authorities, or noncompliant conduct of an issuer or other obligated party. Loss of tax-exempt status may cause interest received and distributed to shareholders by an account to be taxable and may result in a significant decline in the values of such municipal securities.

Other Risks

- *Cybersecurity Risk.* Investments are susceptible to operational risks through breaches in cybersecurity. A breach in cybersecurity refers to both intentional and unintentional events that may cause a company (including Faye Sarofim & Co. and the companies in which an account invests to lose proprietary information, suffer data corruption or lose operational capacity. Such events could cause such a company to incur regulatory penalties, reputational damage, additional compliance costs associated with corrective measures and/or financial loss. Cybersecurity breaches (including ransomware attacks) may involve unauthorized access to a company's digital information systems through "hacking" or malicious software coding but may also result from outside attacks such as denial-of-service attacks through efforts to make network services unavailable to intended users. In addition, cybersecurity breaches of the issuers of securities in which an account invests or Faye Sarofim & Co.'s third-party service providers, such as its administrator, transfer agent, custodian, or sub-adviser, as applicable, can also subject an account to many of the same risks associated with direct cybersecurity breaches. Although Faye Sarofim & Co. has established risk management systems designed to reduce the risks associated with cybersecurity, there is no guarantee that such efforts will succeed.
- *Disease and Epidemics.* The impact of disease and epidemics may have a negative impact on our business, our clients and their performance and financial position. Coronavirus, renewed outbreaks of other epidemics or the outbreak of new epidemics could result in health or other government authorities requiring the closure of offices or other

businesses, and could also result in a general economic decline. For example, such events may adversely impact economic activity through disruption in supply and delivery chains. Moreover, our operations and those of our clients or their investments could be negatively affected if personnel are quarantined as the result of, or in order to avoid, exposure to a contagious illness. Similarly, travel restrictions or operational issues resulting from the rapid spread of contagious illnesses may have a material adverse effect on business and results of operations. A resulting negative impact on economic fundamentals and consumer confidence may negatively impact market value, increase market volatility, cause credit spreads to widen, and reduce liquidity, all of which could have an adverse effect on our business, our clients and their investments. The duration of the business disruption and related financial impact caused by a widespread health crisis cannot be reasonably estimated.

Item 9 – Disciplinary Information

Fayez Sarofim & Co. and its management persons have not been subject to any other material legal or disciplinary events required to be discussed in this brochure.

Item 10 – Other Financial Industry Activities and Affiliations

Fayez Sarofim & Co. is affiliated with three other registered investment advisers: Sarofim International Management Company, Sarofim Trust Co., and Sarofim Realty Advisors, LLC. While the firm and certain of its “management persons” have a relationship with the above-listed “related person” investment advisers, Fayez Sarofim & Co. does not believe that the relationship is material to the firm’s advisory business or to the firm’s clients or that the relationship may result in a material conflict of interest.

For purposes of this response, the firm’s investment and administrative professionals are considered “management persons” since they are considered to have a controlling influence over the firm’s management or policies or the general investment advice given to the firm’s clients. A “related person” for purposes of this response includes all employees of the firm and its affiliates other than those performing only clerical, administrative support or similar functions.

The firm seeks to avoid and mitigate all conflicts of interest and has adopted policies and procedures to be followed in determining and eliminating conflicts of interest. For example, please see the discussion in the response to Item 11 Code of Ethics, Participation or Interest in Client Transactions, and Personal Trading.

Item 11 – Code of Ethics, Participation or Interest in Client Transactions, and Personal Trading

As required by SEC rules and in line with what we believe to be good business practices, Fayez Sarofim & Co. has adopted a Code of Ethics for employees and certain on-site contractors. References to “employees” in this Item 11 include such on-site contractors. The Code of Ethics is designed to reinforce a culture of compliance within the firm and to ensure that we fulfill our fiduciary duty to our clients and prospective clients. To help our employees understand, appreciate and uphold their fiduciary responsibilities, the Code of Ethics sets standards of expected conduct and outlines prohibited conduct. The code requires that each employee must:

- Comply with the spirit and the letter of the federal securities laws and the rules governing the capital markets
- Act with competence, dignity, integrity, and in an ethical manner, when dealing with clients, the public, prospects, third-party service providers and fellow employees
- Use reasonable care and exercise independent professional judgment when conducting investment analysis, making investment recommendations, trading, promoting Sarofim’s services, and engaging in other professional activities
- Adhere to the highest standards with respect to any potential conflicts of interest with clients
- Recognize that he or she should never benefit at the expense of any client
- Conduct all personal securities transactions in a manner consistent with fiduciary obligations to clients, and avoid any actual improprieties, as well as the appearance of impropriety
- Treat as confidential the identity of clients and their financial circumstances and security holdings

Employees are required upon hire and annually thereafter to acknowledge that they have received, read, understood, and agree to comply with the Code of Ethics. Annual compliance training sessions, which are mandatory for all employees, review key precepts of the code. To help us enforce the Code of Ethics, we regulate and monitor employee securities trading activity and require certain periodic disclosures from employees.

Within ten days of starting employment with the firm, an individual must submit an initial holdings report to the firm’s Chief Compliance Officer, detailing security holdings and the accounts in which they are held. An updated holdings report must be submitted semiannually by all employees. Employees must also have trade confirmations and monthly or quarterly statements sent to the firm. In addition, certain key employees are required to complete quarterly transactions reports. The firm’s Chief Compliance Officer or her designee reviews these reports periodically for accuracy and unusual trading activity.

Employees must receive preclearance for most personal securities transactions. Sarofim may disapprove any proposed transaction, particularly if the transaction appears to pose a conflict of interest or otherwise appears improper. The firm maintains a restricted list that includes securities that are being traded in client accounts and securities that are being considered for

purchase in client accounts. Employee trades in securities on the restricted list may not be approved. Furthermore, employees are prohibited from engaging in securities transactions or recommending transactions for client accounts that place, or appear to place, their own interests above the interests of our clients or the firm.

As an investment adviser, we hold many of the same securities that we recommend for our clients. A significant portion of the firm's assets and our investment professionals' net worth is invested in equity portfolios constructed and managed similarly to those of most of our clients; however, at times the firm and its employees may invest in directionally different ways from our clients. Consequently, the firm often effects transactions on behalf of clients in discretionary accounts or recommend transactions to clients with non-discretionary accounts that involve securities held in the firm's account or in the accounts of employees. When this is the case, employee trading in the particular security must be conducted in accordance with the principles and procedures outlined in the Code of Ethics.

Since Fayeze Sarofim & Co. provides investment advice to various clients, including clients that routinely invest in various levels of the same issuer's equity and debt securities, there are likely to be conflicts of interest relating to such investments that must be resolved by Fayeze Sarofim & Co. Where multiple clients invest in different parts of the capital structure of an issuer, their respective interests generally will be conflicting, including in cases where the issuer becomes financially distressed. For example, it is possible for both an account employing an equity strategy and an account employing a debt strategy to be simultaneously invested in the same issuer that becomes financially distressed. In such cases, the interests of each client may be in direct conflict with another. Fayeze Sarofim & Co. has adopted conflicts policies and procedures that generally provide that determinations are to be made in good faith in the collective best interests of such clients.

Fayeze Sarofim & Co. and our registered investment adviser affiliates have adopted and follow policies and procedures that prohibit trading while having material information that is not available to the public and during "blackout periods." An individual employed by or associated with Fayeze Sarofim & Co. may be an officer or director of a publicly traded company or a party to contractual arrangements with a publicly traded company. If so, such an individual may be prohibited by the policies of the public company from trading in the securities of that company during blackout periods imposed or recommended by the company. It is also the policy of Fayeze Sarofim & Co. and our registered adviser affiliates that these individuals may not trade in securities of the public company during a blackout period. These policies also require that all directors, officers and other employees of Fayeze Sarofim & Co. and our affiliates are subject to the same restrictions.

Although trading in securities of the designated public company during a blackout period is prohibited in the personal accounts of employees and in the firm's account, Fayeze Sarofim & Co. and our affiliates may trade in securities of the public company on behalf of our discretionary investment advisory clients provided:

- The individual who is the officer, director, or affiliate of the public company does not exercise sole investment discretion over the trading of these securities for client accounts during the blackout period; and

- This individual has not, does not and will not disclose material information that is not available to the public.

In addition, our compliance policies and procedures require us to make certain disclosures if any of our employees have these types of relationships with a public company.

Other topics discussed in the firm's compliance policies and procedures, including the Code of Ethics, include:

- Prohibition against insider trading
- Restricting access to material non-public information
- Approval for outside business affiliations
- Contributions to candidates for political office
- Communications with clients
- Entertainment, gifts and gratuities

Clients or prospective clients may receive a copy of the firm's Code of Ethics by sending a written request to:

Mrs. Raye G. White
Executive Vice President
and Chief Compliance Officer
Fayez Sarofim & Co.
Two Houston Center
Suite 2907
Houston, Texas 77010
rgwhite@sarofim.com

Item 12 – Brokerage Practices

Fayez Sarofim & Co. is not affiliated with a brokerage firm. The firm's brokerage practices related to transactions in clients' accounts may differ among clients depending on the degree of discretionary authority the client has given us. We prefer to have full discretionary authority to manage the investment of a client's assets. Full discretionary authority includes brokerage discretion, which gives the firm the ability to select the broker to execute transactions in a client's account and to negotiate the commission rate. In some instances, the firm's brokerage discretion is limited by directions from the client or by agreements the client has entered into with third parties.

The firm also has non-discretionary arrangements with clients. In certain non-discretionary arrangements, once the client has approved a particular transaction, the firm is authorized to place the order and select the broker to execute it. In other non-discretionary arrangements, the client places the order and selects the broker to execute the transaction. Please see also Item 16 Investment Discretion.

Fayez Sarofim & Co.'s general policy when placing orders for the purchase or sale of securities in a client's account is to seek to secure the best net execution, including both execution prices and commission rates. In selecting brokers or dealers to execute transactions, we consider such factors as:

- the price of the security
- the commission rate
- the size and difficulty of the order
- the reliability, integrity, financial condition and general execution and operational capabilities of competing brokers and dealers
- the research services that competing brokers provide

Orders are placed with brokers that we believe are responsible and will give effective execution of orders under conditions favorable to our clients. On an overall basis, we believe we obtain favorable executions and competitive commission rates for client transactions. However, it is possible that a more favorable execution or a lower commission rate would have been obtained if the order had been placed with another broker.

In selecting brokers, we may give preference to brokers that provide research and other services to us so long as we believe that the objective of best net execution is not being sacrificed. A discussion of what is meant by research and other services and our policy governing procedures for giving preference to the brokers that provide them is included in the following section Research and Other Soft Dollar Benefits.

The firm will not choose a broker to execute a transaction solely on the basis that the broker has referred clients or prospective clients to us. Please refer to the discussion on Brokerage for Client Referrals.

When orders from our portfolio managers are received concurrently for more than one client account, the firm may seek to aggregate or batch the orders in an effort to obtain reduced commission rates or more favorable execution. A broker may be selected to execute an aggregated order because of the broker's ability to handle such executions, provided that the primary consideration of best net execution is met. Generally, when trades are aggregated, each client account within the block will receive the same price and commission.

From time to time, the firm will evaluate the performance of the brokers that have been selected to execute orders for our clients' accounts. If we believe a broker's performance has been unsatisfactory, we will cease doing business with this broker entirely or until improvement has been demonstrated.

The firm's executive officers are available to discuss brokerage allocation with clients or prospective clients upon request.

Research and Other Soft Dollar Benefits

Brokers and dealers may provide research or other services in addition to the services required to execute an order. When a portion of the commission paid to a broker for the execution of an order is considered to be a payment for these additional services, this portion of the commission is often referred to as "soft dollars." The additional research and other services received are sometimes referred to as "soft dollar benefits."

Fayez Sarofim & Co. uses the soft dollar benefits received from brokers to supplement our own internal research activities and to consider a broader range of information and opinions in formulating our investment decisions. The soft dollar benefits will be used in servicing some or all of our client accounts as well as the firm's proprietary accounts, not just those accounts that paid commissions to the brokers providing the soft dollar benefits. A client account may pay a higher commission because of the soft dollar safe harbor benefits provided by a broker, but this will only occur if we have determined in good faith that this commission is reasonable in relation to the value of the soft dollar safe harbor benefits provided by the broker. However, the value we receive from these soft dollar benefits is difficult to quantify in a dollar amount.

The use of soft dollar benefits may create conflicts of interest. One such conflict is that when client brokerage commissions are used to obtain research or other products and services, Fayez Sarofim & Co. receives a benefit because the firm does not have to produce or pay for the research, products, or services. Also, Fayez Sarofim & Co. may have an incentive to select broker-dealers based on the firm's interest in receiving research or other products or services, rather than on the clients' interest in receiving most favorable execution.

Fayez Sarofim & Co. has adopted a soft dollar policy to address the conflicts of interest that may arise when the firm has discretionary authority to direct brokerage related to clients' accounts to brokers from which we also receive soft dollar benefits. Under our soft dollar policy, Fayez Sarofim & Co. will only use soft dollars to obtain products and services that fall within the safe harbor provided by Section 28(e) of the Securities Exchange Act of 1934, as interpreted by the Securities and Exchange Commission.

The following products and services fall within the definition of “research services” within the soft dollar safe harbor:

- Research reports;
- Discussions with research analysts and meetings with corporate executives;
- Fees to attend conferences or seminars that provide substantive content regarding issuers, industries, and/or securities;
- Research related to the market for securities, such as trade analytics (including analytics available through order management systems), and advice on market color and execution strategies;
- Market, financial, economic, and similar data;
- Pre-trade and post-trade analytics used during the investment decision-making process; and
- Proxy services that the adviser uses during the investment decision-making process, as opposed to services used to satisfy the adviser’s own voting, recordkeeping, or disclosure obligations.

These safe harbor services do not include the referral of clients to Faye Sarofim & Co.

The Section 28(e) safe harbor applies to research products and services that are “provided” by a broker-dealer. In addition to proprietary research produced directly by a broker-dealer, the safe harbor also applies to third-party research. Faye Sarofim & Co. may be involved in deciding what third-party research will be provided, and the third-party may send the research directly to us, but the broker-dealer must either (a) have a legal obligation to pay for the research, or (b) pay for the research directly, review the description of the research for red flags that would indicate that it was outside of the safe harbor, and develop and maintain procedures so that research payments are documented and paid for promptly.

From time to time Faye Sarofim & Co. may enter into commission sharing agreements with certain brokers that allow us to use client commissions to pay for research produced by someone other than the executing (or introducing or clearing) broker-dealer. It is our belief that such arrangements may offer efficient execution venues that provide high quality, low-cost execution while research providers compensated out of the shared commissions offer valuable research ideas that benefit our clients. Each commission sharing arrangement is evidenced by written agreement. We evaluate such arrangements on a case-by-case basis and negotiate each commission sharing agreement accordingly.

In the event that a product or service has multiple uses, some of which are eligible under the soft dollar safe harbor, and others of which are not, Faye Sarofim & Co. may only use soft dollars to pay for that portion of a product or service that falls within the safe harbor. We must use hard dollars to pay for the portion of the product or service’s costs that are outside of the safe harbor. In such a case, Faye Sarofim & Co. will make a reasonable allocation of the cost of the product or service according to its use. We will maintain adequate books and records so as to be able to demonstrate that the allocation was made in good faith. We are subject to a conflict of interest when making any such allocation determination.

Soft dollar credits are assets of Faye Sarofim & Co.'s clients that must be treated with appropriate care. We review at least monthly soft dollar accrual and expenditure reports sent by broker-dealers and reconcile such reports against our internal records. Any discrepancies should be promptly reported to the CCO.

Faye Sarofim & Co. will periodically review soft dollar credit and debit balances, and if we develop large credit balances, we will consider whether clients are paying unnecessarily high commissions. Conversely, if we develop large deficits, we will evaluate whether we should curtail our soft dollar spending or take other actions in order to avoid the appearance that we must trade accounts excessively in order to reduce our soft dollar deficits.

Over the past year, the soft dollar benefits we have received have been limited to the research and other services that fall within the soft dollar safe harbor provisions of Section 28(e) of the Securities Exchange Act of 1934.

Brokerage for Client Referrals

Faye Sarofim & Co. has a policy that precludes the firm from selecting a broker to execute transactions solely on the basis that this broker has referred clients or prospective clients to us. This practice is prohibited because of the conflicts of interest that could result. In exercising our brokerage discretion, we may select brokers that have referred clients or prospective clients to us to execute portfolio transactions, but this selection cannot be based solely on referrals and must be made in accordance with the general policies and procedures discussed throughout Item 12.

Client-Directed Brokerage

A client of Faye Sarofim & Co. may direct the firm to give preference to certain brokers or dealers in allocating brokerage transactions for the client's account. The firm will comply so long as we, in good faith, believe that the objective of best net execution is not being sacrificed or that the amount of commission being paid to such broker or dealer is reasonable in relation to the value of the services provided.

In some instances, the firm is directed to use a specific broker for executing transactions either as a result of instructions from a client or as a result of arrangements entered into by the client such as a wrap fee program agreement. (Please see the discussion of wrap fee programs in Item 4 Advisory Business.) In these instances, the designated broker may charge higher commission rates than those generally available to us. We will follow the client's direction and seek to obtain the lowest commission rate and best net execution available from this broker as long as the client understands that this arrangement limits our ability to negotiate commissions on the client's behalf and to aggregate or batch the client's order with the orders of other clients to attain reduced commission rates or better executions. The client in these instances must understand that if the firm were free to select a broker, negotiate for institutional brokerage rates, and to batch orders, the client might pay rates below customary retail brokerage rates and might achieve better executions.

When a broker has custody of a client's securities, the client may direct us to use this custodial broker for executing trades in the client's account. Often, a client and the custodial broker enter into a brokerage arrangement to contain the total costs related to a client's account by avoiding the higher fees for trust, custody, or other services that may be charged by another custodian, such as a bank or trust company. In these instances, the firm will seek to obtain the lowest commission rate and best net execution available from the custodial broker. Despite the firm's efforts, however, the commission rate charged by the custodial broker may be higher or the executions less favorable than the firm could have achieved for the client if we had been granted brokerage discretion. From time to time, the firm will evaluate the performance of the custodial broker in executing portfolio transactions. If the firm believes the custodial broker's executions are sufficiently unfavorable or the commissions charged sufficiently excessive considering the brokerage and custody services being provided by the custodial broker, we will advise the client of our assessment. We may also recommend that the client change the custodial broker. (See also Item 15 Custody.)

For accounts subject to directed brokerage arrangements, Faye Sarofim & Co. will not aggregate trades or seek better execution services or prices from other broker-dealers unless the client has allowed Faye Sarofim & Co. some discretion with respect to brokerage. Generally, Faye Sarofim & Co. will place trades on behalf of accounts subject to directed brokerage arrangements after trading on behalf of other client accounts. Consequently, the firm may not obtain best execution on behalf of clients that direct brokerage; such clients may pay materially disparate commissions, greater spreads, or other transaction costs, or receive less favorable net prices on transactions than would otherwise be the case. In order to meet directed brokerage mandates and trade in an efficient manner, Faye Sarofim & Co. may ask clients that direct brokerage to permit the use of "step-out" trades. Traders will document any step-out trades on the relevant trade ticket and in our electronic trading system.

Item 13 – Review of Accounts

Fayez Sarofim & Co. accounts are managed within the guidelines set by the firm's Investment Committee. Teams of two to four investment professionals share the client servicing and portfolio management responsibilities for each account. We manage accounts on an individual basis, taking into consideration a client's known financial resources, investment objectives, and needs. Each account is reviewed at least quarterly by one of the investment professionals assigned to the portfolio management team for the account. This review is conducted in conjunction with the quarterly reporting process discussed below. Several factors may prompt a more frequent review, including significant cash flows, unusual liquidity requirements, or changes in a client's situation, investment objectives, or guidelines. Accounts may also be reviewed more frequently if there is a dramatic change in market conditions or a significant shift in the firm's economic and market outlook. Matters reviewed include portfolio holdings, asset mix, cash flow and liquidity requirements, account-specific instructions or guidelines, and other pertinent factors.

Portfolio reports are distributed to clients on a quarterly basis. In some instances, the report may be prepared monthly. These written reports typically include:

- summary of investment performance, including current and longer-term results
- S&P sector classifications of portfolio holdings
- portfolio appraisal by individual security, including purchase cost, current market value, percent of portfolio, unrealized gains and losses, estimated current income and current yield
- corporate capital changes and dividend changes
- commission report
- purchases and sales during the period
- income and expense report
- realized gains and losses

This written portfolio report also strongly recommends that clients compare our portfolio appraisal with statements received from their custodians and to notify us immediately of any discrepancies. This recommendation is made in accordance with our obligation to protect client interests and is consistent with the SEC rules for investment advisers.

Periodically, clients receive our commentary on the economy and the market outlook. One or more of the investment professionals assigned to an account will confer with the client from time to time. Clients may also request a conference to review their account. Client communication is an important part of our investment advisory services, and we encourage clients to contact us if they have questions.

In addition to the information provided to all investors, the firm may provide certain investors with additional information or more frequent reports that other investors will not receive.

Item 14 – Client Referrals and Other Compensation

Fayez Sarofim & Co. and our affiliate Sarofim International Management Company have both entered into several written solicitation agreements.

Fayez Sarofim & Co. has one such agreement with BNY Mellon Securities Corporation (BNYMSC). BNYMSC has agreed to solicit investment advisory clients for the firm on a non-exclusive basis. The firm, in turn, has agreed to pay BNYMSC a referral fee, which is based on the investment advisory fees the firm receives from a client referred by BNYMSC. The referral fee is computed quarterly and due within 30 days after the end of a quarter. For accounts managed less than 12 months, the referral fee is 50 percent of the investment advisory fee. For all other accounts, the fee is 20 percent. No accounts are to be solicited in states in which such solicitations are not in compliance with state laws.

Fayez Sarofim & Co also has a solicitation agreement with Capital-B who solicits certain qualified non-US investors for its advisory business. The firm pays Capital-B an annual fee and a fee based upon new investments.

The firm also has three written solicitation agreements with Papamarkou Wellner Asset Management Inc. (PWAM). One agreement is for institutional accounts, one for non-institutional accounts, and the third agreement, which is inactive, is for incentive-fee government margin accounts. PWAM has agreed to solicit investment advisory clients for the firm on a non-exclusive basis. For accounts referred under the institutional and non-institutional account agreements, the firm has agreed to pay PWAM a referral fee, which is computed quarterly at 40 percent of the aggregate quarterly investment advisory fees the firm receives from clients referred by PWAM. The referral fee is due promptly after the firm collects the advisory fees. No accounts are to be solicited in states in which such solicitations are not in compliance with state laws.

Fayez Sarofim & Co.'s affiliate Sarofim International Management Company has also entered into a written solicitation agreement with PWAM. For accounts referred under the agreement, the firm has agreed to pay PWAM a referral fee, which is computed quarterly at 40 percent of the aggregate quarterly investment advisory fees the firm receives from clients referred by PWAM. The referral fee is due promptly after the firm collects the advisory fees. No accounts are to be solicited in states in which such solicitations are not in compliance with state laws.

From time to time, brokers, dealers, or other persons may refer clients or prospective clients to Fayez Sarofim & Co. and our affiliates on an informal basis. The firms do not pay fees for these informal referrals. Furthermore, the firms will not select brokers or dealers to execute portfolio transactions solely on the basis that they have referred clients or prospective clients to the firm. Please refer to Item 12 Brokerage Practices—Brokerage for Client Referrals.

Item 15 – Custody

“Custody” means holding, directly or indirectly, client funds or securities or having authority to obtain possession of them. Fayez Sarofim & Co. does not hold client assets or provide custodial services. Assets of clients of our firm are held by a “qualified custodian” as defined by the SEC, which is usually a bank or brokerage firm. If the firm inadvertently receives client funds, we are generally required to return them to the sender within three business days.

Before entering into an investment advisory agreement with Fayez Sarofim & Co., you must first establish an account with a qualified custodian. If you need assistance in selecting a custodian, the firm will make suggestions, taking into consideration the cost, the perceived quality of the custodial services, and the types of securities involved as well as other factors we think may be relevant. Clients should receive account statements from their qualified custodian on at least a quarterly basis. If you do not receive such statements, please notify us immediately.

As a client, you should compare the quarterly portfolio report you receive from us with the account statements you receive from your qualified custodian. We urge you to notify us immediately if you find discrepancies. For tax purposes, the account statement you receive from your custodian is the official record of your transactions and assets.

Item 16 – Investment Discretion

Fayez Sarofim & Co. will manage clients' assets on a fully discretionary basis, a limited discretionary basis or a non-discretionary basis. Most of our clients have granted us full discretionary authority to manage the investment of the assets in their accounts, and we prefer to manage accounts on this basis.

Before the firm may assume discretionary authority, the firm and the client must execute an investment advisory agreement. The investment advisory agreement includes:

- A statement of the firm's appointment as investment manager
- A discussion of the duties and powers of the firm as investment manager including discretionary authority
- A description of the duties of the client, including advising the firm of investment objectives and any specific restrictions
- Other pertinent information on matters such as compensation and termination

With full discretionary authority for an account, the firm is able to do the following without obtaining the client's consent:

- Determine which securities to buy or sell
- Determine the total amount of securities to buy or sell, subject to available funds
- Determine the broker or dealer through which securities are bought or sold
- Negotiate with the selected broker regarding commission rates for securities transactions

Unless the client notifies the firm in writing of specific restrictions, the investments made on behalf of the client are considered not to be restricted. The firm manages a number of accounts subject to client instructions that prohibit holding certain securities or types of securities or that limit weightings in individual sectors, industries, or securities.

In certain instances, the firm's discretion to determine the broker through which client securities are bought or sold is limited due to arrangements entered into by the client such as wrap fee programs or directions from the client. For example, a particular broker may have custody of a client's securities, and the client may direct the firm to use this custodial broker to purchase or sell securities in the client's account. In other instances, the client may direct the firm to give preference to one or more brokers in allocating brokerage transactions for the account. For a discussion of the firm's policies and procedures in these instances, please refer to Item 12 Brokerage Practices.

When we provide services on a non-discretionary basis, we give the client investment advice, but we do not have the authority to implement our recommendations in the client's portfolio without the client's approval. The client may or may not follow the firm's advice. In certain non-discretionary arrangements, once the client has approved a particular transaction, the firm is authorized to place the order and select the broker to execute it. In other non-discretionary arrangements, the client places the order and selects the broker to execute the transaction.

Item 17 – Voting Client Securities

Proxy Voting and Class Actions Policy

A client may give Fayez Sarofim & Co. the authority to vote the proxies requested by the issuers of securities in the client's account. To guide us as we exercise this authority and to comply with SEC rules, the firm has adopted a Proxy Voting and Class Actions policy and procedures. We evaluate each proxy on a case-by-case basis and generally seek to vote proxies in a way that maximizes the value of clients' assets. In deciding how to vote on a particular proxy proposal, we rely, for the most part, on the business judgment of the management and directors of the issuer of the security, and the fiduciary responsibilities that the issuer's directors have with respect to the issuer's shareholders. If we decide the recommendation of the issuing company's management is not in the best interests of shareholders, we will not follow management's recommendation.

To avoid conflicts of interest, no employee of Fayez Sarofim & Co. may participate in the voting process for a particular proxy if the employee meets any one of the following criteria:

- is an officer or director of the company issuing the proxy
- beneficially owns 5 percent or more of the outstanding shares of any class of securities of the company issuing the proxy
- otherwise is interested in any way in the outcome of the vote, with the exception of being a beneficial owner of less than 5 percent of the outstanding shares of any class of securities of the company issuing the proxy

Fayez Sarofim & Co., or a third party acting on the firm's behalf, retains:

- copies of all proxy statements received regarding client securities
- records of votes cast on behalf of clients
- records of client requests for proxy voting information
- documents used or prepared by the firm that were material to deciding how to vote on a particular issue
- copies of the Proxy Voting and Class Actions policy and procedures adopted by the firm

Clients may obtain a copy of our Proxy Voting policy and procedures by writing to:

Mrs. Raye G. White
Executive Vice President
and Chief Compliance Officer
Fayez Sarofim & Co.
Two Houston Center
Suite 2907
Houston, Texas 77010
rgwhite@sarofim.com

Clients who have given us authority to vote proxies on their behalf may obtain an annual, semiannual, or quarterly record of these votes by submitting a written request to Mrs. White at

the address above. Clients who have given us authority to vote proxies but wish to direct a particular vote may do so by submitting their instructions in writing to Mrs. White.

Clients may choose to retain the authority to vote the proxies related to securities in their accounts. In such instances, clients would receive the proxy statements from their custodians. Clients may contact Mrs. White at the address above if they have questions about a particular solicitation.

Proxy Voting Procedures

Fayez Sarofim & Co. has retained Glass Lewis & Co. (“Glass Lewis”) to assist in the proxy voting process. Charles Sheedy, Chairman of the Proxy Committee, or his delegatee manages Sarofim’s relationship with Glass Lewis. Glass Lewis provides the following in connection with the voting of proxies by Fayez Sarofim & Co.: (i) analyses of proposals, (ii) vote recommendations, (iii) vote execution services, and (iv) record keeping services. Glass Lewis provides its analyses of proposals and vote recommendations pursuant to and in accordance with the proxy voting guidelines furnished to it by the firm.

Absent specific client instructions, Fayez Sarofim & Co. has adopted the following proxy voting procedures designed to ensure that proxies are properly identified and voted, and that any conflicts of interest are addressed appropriately. First, Glass Lewis analyzes the proxy proposal in accordance with a set of policy guidelines established by Fayez Sarofim & Co.’s Proxy Committee and makes a vote recommendation to the firm. This recommendation, which becomes the default position for the vote, is then sent to the analyst at our firm who is responsible for the research coverage of that security.

If our analyst agrees with the vote recommendation submitted by Glass Lewis, he or she will instruct Glass Lewis to cast the vote according to that recommendation. If the analyst at our firm does not agree with the default recommendation provided by Glass Lewis, the analyst must provide a written explanation of the reasons for the different opinion. This written explanation is reviewed by the chairman of the firm’s Proxy Committee. If the chairman agrees with the analyst’s recommendation, that recommendation becomes final and binding, and Glass Lewis is instructed to vote according to the analyst’s recommendation. In the rare instance that the chairman and the analyst cannot reach an agreement, the matter is considered by all the investment professionals on the Proxy Committee. The decision of the group is final and binding. No employee of the firm may participate in the voting process for a particular proxy if any one of the three disqualifying factors enumerated in the Proxy Voting Policy section above applies.

Fayez Sarofim & Co. and Glass Lewis, acting on our behalf, maintain as permanent records the original proxy bulletin, the voting instructions, and the reasons for such votes.

Class Actions

Fayez Sarofim & Co. does not direct clients’ participation in class actions.

Item 18 – Financial Information

The disclosures required by Item 18 do not apply to Fayeze Sarofim & Co. Fayeze Sarofim & Co. does not require prepayment of management fees more than six months in advance or have any other events requiring disclosure under this item of the brochure. Fayeze Sarofim & Co. has not been the subject of any bankruptcy petition.

Part 2B of Form ADV Brochure Supplement

Item 1 Cover Page

Fayez Sarofim & Co.

Two Houston Center, Suite 2907
Houston, Texas 77010-1083
Tel: 713-654-4484
Fax: 713-654-8184
www.sarofim.com
contact@sarofim.com

March 2025

This Brochure Supplement provides information about the following investment professionals of Fayez Sarofim & Co. and supplements Fayez Sarofim & Co.'s Brochure. The Brochure is sometimes referred to as Part 2A of Form ADV. You should have received a copy of the Brochure.

Investment Committee

Christopher B. Sarofim
Mrs. Raye G. White
William Gentry Lee, Jr., CFA
Charles E. Sheedy, CFA
Reynaldo Reza, CFA
Alan R. Christensen, CFA

*Douglas K. Alder, CFA
*Matthew M. Altenau, CFA
Joseph W. Bailey, CFA
Catherine P. Crain, CFA
Nell E. Copeland
*S. E. Cody Dick, CFA
Andrew S. Dickerman, CFA
*A. J. Gracely, CFA
Phillip T. Greendyke, CFA
Joe H. Li, CFA
Lisa M. McEnery
Vernon S. Perry, CFA
David T. Searls III
*Nicholas J. Zdeblick, CFA
Andrew P. Ziccardi, CFA

**Denotes a non-voting, participating member of Fayez Sarofim & Co.'s Investment Committee*

A summary of professional designations is included at the end of this Brochure Supplement on page 45. The summary is provided to assist you in evaluating the professional designations held by our investment professionals.

If you did not receive the Brochure, or if you have any questions about the contents of this Supplement, please contact Mrs. Raye G. White at 713/654-4484 or rgwhite@sarofim.com. Mrs. White is the Executive Vice President of Fayez Sarofim & Co. Additional information about our investment professionals is available on the Securities and Exchange Commission's website at www.adviserinfo.sec.gov.

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Christopher B. Sarofim

Item 2 Educational Background and Business Experience

Mr. Sarofim was born in 1963.

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
Princeton University	A.B.	1986

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Chairman	May 2022 – Present
	Director	August 2014 – Present
	Vice Chairman	September 2010 – May 2022
	Vice President	September 1999 – September 2010
	Principal	October 1994 – September 1999
	Senior Associate	June 1993 – October 1994
Associate	August 1988 – June 1993	
Sarofim Trust Co.	Chairman	May 2022– Present
	Vice Chairman	September 2010 – May 2022
	Vice President	September 1999 – September 2010
Sarofim International Management Company	Chairman, Director	May 2022 – Present
	Vice Chairman	September 2010 – May 2022
	President	June 2007 – September 2010
	Vice President	September 1999 – May 2007
	Associate	November 1993 – August 1999
Sarofim Advisors Group, Inc.	Vice Chairman	September 2010 – September 2015
	Vice President	September 1999 – September 2010
Sarofim Realty Advisors LLC	Director	September 2010 – Present
The Sarofim Group	Chairman	May 2022 – Present
	Director	August 2014 – Present
	Vice Chairman	September 2010 – May 2022
	Vice President	September 1999 – September 2010
Kemper Corporation	Director	May 2013 – Present

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mr. Sarofim may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him. Over the last ten years, Mr. Sarofim has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mr. Sarofim may have in any business activities other than his employment with Fayeze Sarofim & Co. and its affiliates. Item 2 above lists all of Mr. Sarofim's material business experience and activity for the current year and the previous five years. Included in the list is a company that is not an affiliate of Fayeze Sarofim & Co. (Kemper Corporation) for which Mr. Sarofim currently performs services. Mr. Sarofim is compensated by Kemper Corporation.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayeze Sarofim & Co., its affiliates and clients, which compensate Mr. Sarofim for providing advisory services. Mr. Sarofim is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mr. Sarofim is supervised by Fayeze Sarofim & Co. in the performance of his duties as a portfolio manager and how the investment advice he provides to clients of Fayeze Sarofim & Co. is monitored.

Fayeze Sarofim & Co. has policies that require all employees, including Mr. Sarofim, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayeze Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 or rgwhite@sarofim.com.

Raye G. White

Item 2 Educational Background and Business Experience

Mrs. White was born in 1931.

Professional Designation: Chartered Investment Counsellor (CIC)

Educational Background: Attended Durham's Business College
University of St. Thomas, Honorary Doctorate, 2005

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Executive Vice President Secretary, Treasurer and Director	June 1982 – Present
	Chief Compliance Officer	October 2004 – Present
	Vice President, Secretary, Treasurer and Director	August 1958 – June 1982
Sarofim Trust Co.	President, Chief Executive Officer, Treasurer and Director	August 2013 – Present
	President, Chief Executive Officer, Secretary, Treasurer and Director	September 2010 – August 2013
	Executive Vice President, Secretary, Treasurer and Director	January 1978 – September 2010
Sarofim International Management Company	Executive Vice President, Secretary, Treasurer and Director	November 1993 – Present
Sarofim Advisors Group, Inc.	Executive Vice President, Secretary, Treasurer and Director	November 1993 – September 2015
Sarofim Realty Advisors LLC	Secretary, Treasurer and Chief Compliance Officer	September 2010 – Present
	Secretary and Director	July 1982 – September 2010

The Sarofim Group	Executive Vice President, Secretary, Treasurer and Director	December 1995 – Present
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Fayez Sarofim & Co. (UK) Limited	Secretary	November 1991 – September 2007
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Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mrs. White may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of her. Over the last ten years, Mrs. White has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of her.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mrs. White may have in any business activities other than her employment with Fayez Sarofim & Co. and its affiliates. Item 2 above lists all of Mrs. White's material business experience and activity for the current year and the previous five years. All of the additional companies listed are or were affiliates of Fayez Sarofim & Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayez Sarofim & Co., its affiliates and clients, which compensate Mrs. White for providing advisory services. Mrs. White is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mrs. White is supervised by Fayez Sarofim & Co. in the performance of her duties as a member of the Investment Committee and how the investment advice she provides to clients of Fayez Sarofim & Co. is monitored.

Fayez Sarofim & Co. has policies that require all employees, including Mrs. White, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayez Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White, and the Chairman of the firm, Mr. Christopher Sarofim. Mr. Sarofim can be contacted by telephone at 713/654-4484.

William Gentry Lee, Jr., CFA

Item 2 Educational Background and Business Experience

Mr. Lee was born in 1972.

Professional Designation: Chartered Financial Analyst (CFA)

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
Harvard University	M.B.A. – High Distinction	1998
Vanderbilt University	B.A. – Economics, Summa Cum Laude with High Honors	1994

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Chief Executive Officer	November 2015 – Present
	Chief Investment Officer	May 2022 – Present
	Director	August 2014 – Present
	Co-Chief Investment Officer	November 2015 – May 2022
	President	September 2010 – November 2015
	Vice President and Chief Operating Officer	June 2008 – September 2010
	Vice President and Chief of Staff	May 2007 – June 2008
	Vice President	November 2003– May 2007
	Principal	January 2002 – November 2003
	Associate	July 1998 – January 2002
Sarofim Trust Co.	Chief Investment Officer	May 2022 – Present
	Senior Vice President	September 2010 – Present
	Vice President	November 2003 – September 2010
Sarofim International Management Company	Chief Investment Officer	May 2022 – Present
	Senior Vice President	September 2010 – Present
	Vice President	November 2003 – September 2010
Sarofim Advisors Group, Inc.	President	September 2010 – September 2015

	Vice President	November 2003 – September 2010
Sarofim Realty Advisors LLC	Senior Vice President and Director	September 2010 – Present
The Sarofim Group	President	September 2010 – Present
	Director	August 2014 – Present
	Vice President	November 2003 – September 2010

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mr. Lee may have had over the last ten years in any legal or disciplinary events that would be material to a client’s or prospective client’s evaluation of him. Over the last ten years, Mr. Lee has not been involved in any legal or disciplinary events that would be material to a client’s or prospective client’s evaluation of him.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mr. Lee may have in any business activities other than his employment with Fayeze Sarofim & Co. and its affiliates. Item 2 above lists all of Mr. Lee’s material business experience and activity for the current year and the previous five years. All of the additional companies listed are affiliates of Fayeze Sarofim & Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayeze Sarofim & Co., its affiliates and clients, which compensate Mr. Lee for providing advisory services. Mr. Lee is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mr. Lee is supervised by Fayeze Sarofim & Co. in the performance of his duties as a portfolio manager and how the investment advice he provides to clients of Fayeze Sarofim & Co. is monitored.

Fayeze Sarofim & Co. has policies that require all employees, including Mr. Lee, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayeze Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 or rgwhite@sarofim.com.

Charles E. Sheedy, CFA

Item 2 Educational Background and Business Experience

Mr. Sheedy was born in 1947.

Professional Designations: Chartered Financial Analyst (CFA)
Chartered Investment Counsellor (CIC)

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
Harvard University	M.B.A.	1971
University of Notre Dame	B.A.- English Literature	1969

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Senior Vice President	October 1986 – Present
	Vice President	June 1982 – October 1986
	Senior Associate	July 1978 – June 1982
	Associate	June 1971 – July 1978
Sarofim Trust Co.	Senior Vice President and Director	August 1997 – October 2023
	Vice President and Director	February 1998 – August 1997
	Vice President	August 1985 – February 1988
	Associate	March 1982 – August 1985
Sarofim Realty Advisors LLC	Vice Chairman	June 1993 – April 2022
Sarofim International Management Company	Senior Vice President	November 1993 – Present
Sarofim Advisors Group, Inc.	Senior Vice President	November 1993 – September 2015
The Sarofim Group	Senior Vice President	December 1995 – Present

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mr. Sheedy may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him. Over the last ten years, Mr. Sheedy has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mr. Sheedy may have in any business activities other than his employment with Fayeze Sarofim & Co. and its affiliates. Item 2 above lists all of Mr. Sheedy's material business experience and activity for the current year and the previous five years. All of the additional companies listed are affiliates of Fayeze Sarofim & Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayeze Sarofim & Co., its affiliates and clients, which compensate Mr. Sheedy for providing advisory services. Mr. Sheedy is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mr. Sheedy is supervised by Fayeze Sarofim & Co. in the performance of his duties as a portfolio manager and how the investment advice he provides to clients of Fayeze Sarofim & Co. is monitored.

Fayeze Sarofim & Co. has policies that require all employees, including Mr. Sheedy, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayeze Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 or rgwhite@sarofim.com.

Reynaldo Reza, CFA

Item 2 Educational Background and Business Experience

Mr. Reza was born in 1962.

Professional Designation: Chartered Financial Analyst (CFA)

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
Harvard University	M.B.A.	1995
United States Military Academy	B.S. – Aerospace Engineering	1984

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Senior Vice President	November 2015 - Present
	Vice President	November 2003 – November 2015
	Principal	April 1998 – November 2003
	Associate	July 1995 – April 1998
Sarofim Trust Co.	Vice President	November 2003 – Present
	Director	July 2017 – March 2024
Sarofim International Management Company	Vice President	November 2003 – Present
Sarofim Advisors Group, Inc.	Vice President	November 2003 – September 2015
The Sarofim Group	Vice President	November 2003 – Present

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mr. Reza may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him. Over the last ten years, Mr. Reza has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mr. Reza may have in any business activities other than his employment with Fayeze Sarofim & Co. and its affiliates. Item 2 above lists all of Mr. Reza's material business experience and activity for the current year and the previous five years. All of the additional companies listed are affiliates of Fayeze Sarofim & Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayeze Sarofim & Co., its affiliates and clients, which compensate Mr. Reza for providing advisory services. Mr. Reza is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mr. Reza is supervised by Fayeze Sarofim & Co. in the performance of his duties as a portfolio manager and how the investment advice he provides to clients of Fayeze Sarofim & Co. is monitored.

Fayeze Sarofim & Co. has policies that require all employees, including Mr. Reza, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayeze Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 or rgwhite@sarofim.com.

Alan R. Christensen, CFA

Item 2 Educational Background and Business Experience

Mr. Christensen was born in 1973.

Professional Designation: Chartered Financial Analyst (CFA)

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
Cornell University	M.B.A	2005
Washington & Lee University	B.A. – Economics and History	1995

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	President and Head of Investment Risk	November 2015 – Present
	Vice President and Chief Operating Officer	September 2010 – November 2015
	Principal	June 2008 – August 2010
	Associate	December 2005 – May 2008
Sarofim Trust Co.	Director	March 2022 – Present
	Vice President	September 2010 – Present
	Chief Operating Officer	September 2010 – August 2022
Sarofim International Management Company	Vice President	September 2010 – Present
	Chief Operating Officer	September 2010 – August 2022
Sarofim ICAV	Director	February 2020 - Present
Sarofim Advisors Group, Inc.	Vice President	September 2010 – September 2015
	Chief Operating Officer	September 2010 – August 2022
The Sarofim Group	Vice President	September 2010 – Present
	Chief Operating Officer	September 2010 – August 2022
Alvarez & Marsal, LLP	Director	August 2005 – December 2005

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mr. Christensen may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him. Over the last ten years, Mr. Christensen has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mr. Christensen may have in any business activities other than his employment with Fayeze Sarofim & Co. and its affiliates. Item 2 above lists all of Mr. Christensen's material business experience and activity for the current year and the previous five years. All of the additional companies listed, in which Mr. Christensen is currently active, are affiliates of Fayeze Sarofim & Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayeze Sarofim & Co., its affiliates and clients, which compensate Mr. Christensen for providing advisory services. Mr. Christensen is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mr. Christensen is supervised by Fayeze Sarofim & Co. in the performance of his duties as a portfolio manager and how the investment advice he provides to clients of Fayeze Sarofim & Co. is monitored.

Fayeze Sarofim & Co. has policies that require all employees, including Mr. Christensen, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayeze Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 or rgwhite@sarofim.com.

Douglas K. Alder, CFA

Item 2 Educational Background and Business Experience

Mr. Alder was born in 1973.

Professional Designation: Chartered Financial Analyst (CFA)

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
University of Texas at Austin	M.B.A.	2002
Brigham Young University	B.S.- Mechanical Engineering, Summa Cum Laude	1997

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Vice President	June 2014 - Present
	Principal	June 2007 – June 2014
	Associate	June 2002 – May 2007
Sarofim Realty Advisors	President	October 2023- Present
Sarofim Trust Co.	Vice President	June 2014 - Present
Sarofim International Management Company	Vice President	June 2014 - Present
Sarofim Advisors Group, Inc.	Vice President	June 2014 – September 2015
The Sarofim Group	Vice President	June 2014 - Present

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mr. Alder may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him. Over the last ten years, Mr. Alder has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mr. Alder may have in any business activities other than his employment with Fayeze Sarofim & Co. and its affiliates. Item 2 above lists all of Mr. Alder's material business experience and activity for the current year and the previous five years. Mr. Alder is currently employed only at Fayeze Sarofim & Co.; however, Fayeze Sarofim & Co.'s analysts and portfolio managers may also service Sarofim International Management Company's and/or Sarofim Trust Co.'s client accounts. Research generated by Fayeze Sarofim & Co.'s analysts and portfolio managers is used also by Sarofim International Management Company and Sarofim Trust Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayeze Sarofim & Co., its affiliates and clients, which compensate Mr. Alder for providing advisory services. Mr. Alder is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mr. Alder is supervised by Fayeze Sarofim & Co. in the performance of his duties as a portfolio manager and how the investment advice he provides to clients of Fayeze Sarofim & Co. is monitored.

Fayeze Sarofim & Co. has policies that require all employees, including Mr. Alder, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayeze Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 or rgwhite@sarofim.com.

Matthew M. Altenau, CFA

Item 2 Educational Background and Business Experience

Mr. Altenau was born in 1977.

Professional Designation: Chartered Financial Analyst (CFA)

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
University of Texas	M.B.A.	2006
Vanderbilt University	B.A. – Economics	1999

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Principal	March 2010 – Present
	Associate	July 2006 – March 2010
	Financial Analyst	January 2002 – July 2004
Sarofim Realty Advisors LLC	Director	February 2020 – Present

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mr. Altenau may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him. Over the last ten years, Mr. Altenau has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mr. Altenau may have in any business activities other than his employment with Fayez Sarofim & Co. and its affiliates. Item 2 above lists all of Mr. Altenau's material business experience and activity for the current year and the previous five years. Mr. Altenau is currently employed only at Fayez Sarofim & Co.; however, Fayez Sarofim & Co.'s analysts and portfolio managers may also service Sarofim International Management Company's and/or Sarofim Trust Co.'s client accounts. Research generated by Fayez Sarofim & Co.'s analysts and portfolio managers is used also by Sarofim International Management Company and Sarofim Trust Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayeze Sarofim & Co., its affiliates and clients, which compensate Mr. Altenau for providing advisory services. Mr. Altenau is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mr. Altenau is supervised by Fayeze Sarofim & Co. in the performance of his duties as a portfolio manager and how the investment advice he provides to clients of Fayeze Sarofim & Co. is monitored.

Fayeze Sarofim & Co. has policies that require all employees, including Mr. Altenau, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayeze Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 and rgwhite@sarofim.com.

Joseph W. Bailey, CFA

Item 2 Educational Background and Business Experience

Mr. Bailey was born in 1991.

Professional Designation: Chartered Financial Analyst (CFA)

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
University of Chicago	M.B.A.	2022
University of Southern California	B.S. – Business Administration B.S. - Accounting	2014

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Research Analyst	September 2022 – Present
Vegvisir Capital	Intern	January 2022 - March 2022
Fayez Sarofim & Co.	Intern	June 2021 - August 2021
Hotchkis and Wiley Capital Management	Research Associate	February 2017 – July 2020
Citi	Assistant Vice President, Private Banking	January 2017 – February 2017
	Analyst, Private Banking	May 2016-September 2017

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mr. Bailey may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him. Over the last ten years, Mr. Bailey has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mr. Bailey may have in any business activities other than his employment with Fayeze Sarofim & Co. and its affiliates. Item 2 above lists all of Mr. Bailey's material business experience and activity for the current year and the previous five years. Mr. Bailey is currently employed only at Fayeze Sarofim & Co.; however, Fayeze Sarofim & Co.'s analysts and portfolio managers may also service Sarofim International Management Company's and/or Sarofim Trust Co.'s client accounts. Research generated by Fayeze Sarofim & Co.'s analysts and portfolio managers is used also by Sarofim International Management Company and Sarofim Trust Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayeze Sarofim & Co., its affiliates and clients, which compensate Mr. Bailey for providing advisory services. Mr. Bailey is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mr. Bailey is supervised by Fayeze Sarofim & Co. in the performance of his duties as a principal and how the investment advice he provides to clients of Fayeze Sarofim & Co. is monitored.

Fayeze Sarofim & Co. has policies that require all employees, including Mr. Bailey, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayeze Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 and rgwhite@sarofim.com.

Catherine P. Crain, CFA

Item 2 Educational Background and Business Experience

Mrs. Crain was born in 1967.

Professional Designation: Chartered Financial Analyst (CFA)

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
University of Texas at Austin	M.B.A. – Finance	1993
University of Texas at Austin	B.A. – Plan II Liberal Arts Honors Program	1989

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Vice President	June 2007 – Present
	Director of Marketing and Client Service	June 2007 – September 2012
	Vice President	November 2003 – May 2007
	Principal	April 1998 – October 2003
	Associate	August 1993 – April 1998
Sarofim Trust Co.	Vice President	November 2003 – Present
Sarofim International Management Company	Vice President	November 2003 – Present
Sarofim Advisors Group, Inc.	Vice President	November 2003 – September 2015
The Sarofim Group	Vice President November 2003 – Present	The Sarofim Group

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mrs. Crain may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of her. Over the last ten years, Mrs. Crain has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of her.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mrs. Crain may have in any business activities other than her employment with Fayeze Sarofim & Co. and its affiliates. Item 2 above lists all of Mrs. Crain's material business experience and activity for the current year and the previous five years. All of the additional companies listed are affiliates of Fayeze Sarofim & Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayeze Sarofim & Co., its affiliates and clients, which compensate Mrs. Crain for providing advisory services. Mrs. Crain is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mrs. Crain is supervised by Fayeze Sarofim & Co. in the performance of her duties as a portfolio manager and how the investment advice she provides to clients of Fayeze Sarofim & Co. is monitored.

Fayeze Sarofim & Co. has policies that require all employees, including Mrs. Crain, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayeze Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 or rgwhite@sarofim.com.

Nell E. Copeland

Item 2 Educational Background and Business Experience

Ms. Copeland was born in 1997.

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
Northwestern University	Legal Studies	2019

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Research Associate	January 2022 – Present
Citigroup, Inc	Investment Banking Senior Analyst	August 2021 – Nov 2021
	Investment Banking Analyst	August 2019 - July 2021
	Investment Banking Summer Analyst	June 2018 - August 2018
Merrill Lynch	Private Wealth Management Summer Intern	June 2017- August 2017
Fayez Sarofim & Co.	Equity Research Intern	June 2016 - August 2016

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Ms. Copeland may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of her. Over the last ten years, Ms. Copeland has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of her.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Ms. Copeland may have in any business activities other than her employment with Fayeze Sarofim & Co. and its affiliates. Item 2 above lists all of Ms. Copeland's material business experience and activity for the current year and the previous five years. Ms. Copeland is currently employed only at Fayeze Sarofim & Co.; however, Fayeze Sarofim & Co.'s analysts and portfolio managers may also service Sarofim International Management Company's and/or Sarofim Trust Co.'s client accounts. Research generated by Fayeze Sarofim & Co.'s analysts and portfolio managers is used also by Sarofim International Management Company and Sarofim Trust Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayeze Sarofim & Co., its affiliates and clients, which compensate Ms. Copeland for providing advisory services. Ms. Copeland is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Ms. Copeland is supervised by Fayeze Sarofim & Co. in the performance of her duties as an associate and how the investment advice she provides to clients of Fayeze Sarofim & Co. is monitored.

Fayeze Sarofim & Co. has policies that require all employees, including Ms. Copeland, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayeze Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 and rgwhite@sarofim.com.

S. E. Cody Dick, CFA

Item 2 Educational Background and Business Experience

Mr. Dick was born in 1978.

Professional Designation: Chartered Financial Analyst (CFA)

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
Texas Christian University	M.B.A.	2001
Texas Christian University	B.S. – Political Science, Cum Laude	2000

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Principal	March 2010 – Present
	Associate	April 2007 – March 2010
	Financial Analyst	June 2004 – April 2007
Sarofim Trust Co.	Vice President	January 2024 - Present

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mr. Dick may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him. Over the last ten years, Mr. Dick has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mr. Dick may have in any business activities other than his employment with Fayez Sarofim & Co. and its affiliates. Item 2 above lists all of Mr. Dick's material business experience and activity for the current year and the previous five years. Mr. Dick is currently employed only at Fayez Sarofim & Co.; however, Fayez Sarofim & Co.'s analysts and portfolio managers may also service Sarofim International Management Company's and/or Sarofim Trust Co.'s client accounts. Research generated by Fayez Sarofim & Co.'s analysts and portfolio managers is used also by Sarofim International Management Company and Sarofim Trust Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayez Sarofim & Co., its affiliates and clients, which compensate Mr. Dick for providing advisory services. Mr. Dick is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mr. Dick is supervised by Fayez Sarofim & Co. in the performance of his duties as a principal and how the investment advice he provides to clients of Fayez Sarofim & Co. is monitored.

Fayez Sarofim & Co. has policies that require all employees, including Mr. Dick, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayez Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 and rgwhite@sarofim.com.

Andrew S. Dickerman, CFA

Item 2 Educational Background and Business Experience

Mr. Dickerman was born in 1986.

Professional Designation: Chartered Financial Analyst (CFA)

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
McCombs School of Business – University of Texas	M.B.A.	2014
Vanderbilt University	Bachelor of Engineering	2008

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Associate	August 2014 – Present
Putnam Associates	Senior Associate Consultant	October 2009 – February 2012
Audax Group	Analyst	June 2008 – August 2009

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mr. Dickerman may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him. Over the last ten years, Mr. Dickerman has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mr. Dickerman may have in any business activities other than his employment with Fayeze Sarofim & Co. and its affiliates. Item 2 above lists all of Mr. Dickerman's material business experience and activity for the current year and the previous five years. Mr. Dickerman is currently employed only at Fayeze Sarofim & Co.; however, Fayeze Sarofim & Co.'s analysts and portfolio managers may also service Sarofim International Management Company's and/or Sarofim Trust Co.'s client accounts. Research generated by Fayeze Sarofim & Co.'s analysts and portfolio managers is used also by Sarofim International Management Company and Sarofim Trust Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayeze Sarofim & Co., its affiliates and clients, which compensate Mr. Dickerman for providing advisory services. Mr. Dickerman is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mr. Dickerman is supervised by Fayeze Sarofim & Co. in the performance of his duties as an associate and how the investment advice he provides to clients of Fayeze Sarofim & Co. is monitored.

Fayeze Sarofim & Co. has policies that require all employees, including Mr. Dickerman, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayeze Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 and rgwhite@sarofim.com.

A. J. Gracely, CFA

Item 2 Educational Background and Business Experience

Mr. Gracely was born in 1980.

Professional Designation: Chartered Financial Analyst (CFA)

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
Stanford University	M.B.A.	2007
University of Texas	B.B.A. – Finance	2002

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Principal Associate	June 2014 – Present December 2011 – June 2014
EDP Renovaveis, S.A.	Senior Manager, Investment Analysis	July 2010 – November 2011
Morgan Stanley & Co. Incorporated	Associate, Investment Banking Division	August 2007 – February 2010
E&G Advisors, L.P.	Principal	June 2003 – August 2005
Morgan Stanley & Co. Incorporated	Analyst, Investment Banking Division	June 2002 – June 2003

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mr. Gracely may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him. Over the last ten years, Mr. Gracely has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mr. Gracely may have in any business activities other than his employment with Fayeze Sarofim & Co. and its affiliates. Item 2 above lists all of Mr. Gracely's material business experience and activity for the current year and the previous five years. Mr. Gracely is currently employed only at Fayeze Sarofim & Co.; however, Fayeze Sarofim & Co.'s analysts and portfolio managers may also service Sarofim International Management Company's and/or Sarofim Trust Co.'s client accounts. Research generated by Fayeze Sarofim & Co.'s analysts and portfolio managers is used also by Sarofim International Management Company and Sarofim Trust Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayeze Sarofim & Co., its affiliates and clients, which compensate Mr. Gracely for providing advisory services. Mr. Gracely is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mr. Gracely is supervised by Fayeze Sarofim & Co. in the performance of his duties as a Principal and how the investment advice he provides to clients of Fayeze Sarofim & Co. is monitored.

Fayeze Sarofim & Co. has policies that require all employees, including Mr. Gracely, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayeze Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 and rgwhite@sarofim.com.

Phillip T. Greendyke, CFA

Item 2 Educational Background and Business Experience

Mr. Greendyke was born in 1988.

Professional Designation: Chartered Financial Analyst (CFA)

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
University of Virginia, Darden School of Business	M.B.A.	2017
Clemson University	Finance	2010

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Associate	August 2017 – Present
Home Depot	Senior Financial Analyst	April 2013 – June 2015
Rialto Capital	Analyst	February 2012 – April 2013
FTI Consulting	Consultant	September 2010-February 2012

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mr. Greendyke may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him. Over the last ten years, Mr. Greendyke has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mr. Greendyke may have in any business activities other than his employment with Fayeze Sarofim & Co. and its affiliates. Item 2 above lists all of Mr. Greendyke's material business experience and activity for the current year and the previous five years. Mr. Greendyke is currently employed only at Fayeze Sarofim & Co.; however, Fayeze Sarofim & Co.'s analysts and portfolio managers may also service Sarofim International Management Company's and/or Sarofim Trust Co.'s client accounts. Research generated by Fayeze Sarofim & Co.'s analysts and portfolio managers is used also by Sarofim International Management Company and Sarofim Trust Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayeze Sarofim & Co., its affiliates and clients, which compensate Mr. Greendyke for providing advisory services. Mr. Greendyke is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mr. Greendyke is supervised by Fayeze Sarofim & Co. in the performance of his duties as an associate and how the investment advice he provides to clients of Fayeze Sarofim & Co. is monitored.

Fayeze Sarofim & Co. has policies that require all employees, including Mr. Greendyke, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayeze Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 and rgwhite@sarofim.com.

Joe H. Li, CFA

Item 2 Educational Background and Business Experience

Mr. Li was born in 1989.

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
Columbia Business School	M.B.A. – Value Investing Program	2021
University of Texas at Austin	B.A. – Finance	2011

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Research Analyst	September 2021 – Present
Stamina Capital	Intern	December 2020 - March 2021
Fayez Sarofim & Co.	Intern	June 2020 - August 2020
Lepercq de Neuflyze & Co.	Intern	October 2019 - April 2020
Wells Fargo Bank N.A.	Vice President	September 2017 – June 2019
	Assistant Vice President, Technology Corporate & Investment Banking	May 2016-September 2017
	Associate	January 2016-May 2016
	Associate, Corporate & Investment Banking	June 2013-December 2015
	Commercial Banking	
	Financial Analyst	April 2012 – June 2013

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mr. Li may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him. Over the last ten years, Mr. Li has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mr. Li may have in any business activities other than his employment with Fayeze Sarofim & Co. and its affiliates. Item 2 above lists all of Mr. Li's material business experience and activity for the current year and the previous five years. Mr. Li is currently employed only at Fayeze Sarofim & Co.; however, Fayeze Sarofim & Co.'s analysts and portfolio managers may also service Sarofim International Management Company's and/or Sarofim Trust Co.'s client accounts. Research generated by Fayeze Sarofim & Co.'s analysts and portfolio managers is used also by Sarofim International Management Company and Sarofim Trust Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayeze Sarofim & Co., its affiliates and clients, which compensate Mr. Li for providing advisory services. Mr. Li is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mr. Li is supervised by Fayeze Sarofim & Co. in the performance of his duties as an associate and how the investment advice he provides to clients of Fayeze Sarofim & Co. is monitored.

Fayeze Sarofim & Co. has policies that require all employees, including Mr. Li, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayeze Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 and rgwhite@sarofim.com.

Lisa M. McEnery

Item 2 Educational Background and Business Experience

Ms. McEnery was born in 1984.

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
Cornell University	B.A. – Economics & Government	2006
Cornell University	M.B.A. – Finance	2012

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Research Analyst	August 2023 – Present
Citigroup Global Markets Inc.	Director	January 2019 – April 2020
	Vice President	January 2016 – December 2018
	Associate	August 2012 – December 2015
The Dilenschneider Group	Associate	April 2008 – June 2010
HSBC Inc.	Analyst	August 2006 – March 2008

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Ms. McEnery may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of her. Over the last ten years, Ms. McEnery has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of her.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Ms. McEnery may have in any business activities other than her employment with Fayeze Sarofim & Co. and its affiliates. Item 2 above lists all of Ms. McEnery's material business experience and activity for the current year and the previous five years. Ms. McEnery is currently employed only at Fayeze Sarofim & Co.; however, Fayeze Sarofim & Co.'s analysts and portfolio managers may also service Sarofim International Management Company's and/or Sarofim Trust Co.'s client accounts. Research generated by Fayeze Sarofim & Co.'s analysts and portfolio managers is used also by Sarofim International Management Company and Sarofim Trust Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayeze Sarofim & Co., its affiliates and clients, which compensate Ms. McEnery for providing advisory services. Ms. McEnery is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Ms. McEnery is supervised by Fayeze Sarofim & Co. in the performance of her duties as an associate and how the investment advice she provides to clients of Fayeze Sarofim & Co. is monitored.

Fayeze Sarofim & Co. has policies that require all employees, including Ms. McEnery, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayeze Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 and rgwhite@sarofim.com.

Vernon S. Perry, CFA

Item 2 Educational Background and Business Experience

Mr. Perry was born in 1977.

Professional Designation: Chartered Financial Analyst (CFA)

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
Rice University	M.B.A.	2003
Rice University	B.S. Electrical & Computer Engineering	2000
	B.A. Mathematical Economic Analysis and Computational and Applied Mathematics <i>Cum laude</i>	2000

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Director of Risk Management	November 2015 - Present
	Principal, Director of Fixed Income	April 2013 – Present
Patriot Wealth Management	Portfolio Manager	February 2005 – March 2013
Stanford Group Company	Portfolio Strategist	June 2003 – January 2005
Petrie Parkman & Co.	Analyst	June 2000 – July 2001

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mr. Perry may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him. Over the last ten years, Mr. Perry has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mr. Perry may have in any business activities other than his employment with Fayeze Sarofim & Co. and its affiliates. Item 2 above lists all of Mr. Perry's material business experience and activity for the current year and the previous five years. Mr. Perry is currently employed only at Fayeze Sarofim & Co.; however, Fayeze Sarofim & Co.'s analysts and portfolio managers may also service Sarofim International Management Company's and/or Sarofim Trust Co.'s client accounts. Research generated by Fayeze Sarofim & Co.'s analysts and portfolio managers is used also by Sarofim International Management Company and Sarofim Trust Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayeze Sarofim & Co., its affiliates, and clients, which compensate Mr. Perry for providing advisory services. Mr. Perry is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mr. Perry is supervised by Fayeze Sarofim & Co. in the performance of his duties as a portfolio manager and how the investment advice he provides to clients of Fayeze Sarofim & Co. is monitored.

Fayeze Sarofim & Co. has policies that require all employees, including Mr. Perry, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayeze Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 or rgwhite@sarofim.com.

David T. Searls III

Item 2 Educational Background and Business Experience

Mr. Searls was born in 1972.

Professional Designation: Certified Public Accountant (Texas)
Licensed Attorney (Texas)
Life Insurance License Holder (Texas)

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
University of Houston Law Center	Juris Doctorate	1999
McCombs School of Business, University of Texas at Austin	Master of Professional Accounting	1996
Vanderbilt University	B.A.- Psychology	1994

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Vice President	September 2012 – Present
Sarofim Trust Co.	President	October 2023 - Present
	Vice President	September 2012 – Present
Sarofim International Management Company	Vice President	September 2012 – Present
Sarofim Advisors Group, Inc.	Vice President	September 2012 – September 2015
The Sarofim Group	Vice President	September 2012 – Present
Credit Suisse Securities (USA) LLC	Director, Private Bank	September 2010 – September 2012
Goldman, Sachs & Co.	Vice President, Private Wealth Management	July 2009 – September 2010
	Vice President, Strategic Wealth Advisory Team	July 2002 – July 2009

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mr. Searls may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him. Over the last ten years, Mr. Searls has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mr. Searls may have in any business activities other than his employment with Faye Sarofim & Co. and its affiliates. Item 2 above lists all of Mr. Searls' material business experience and activity for the current year and the previous five years. All of the additional companies listed, in which Mr. Searls is currently active, are affiliates of Faye Sarofim & Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Faye Sarofim & Co., its affiliates and clients, which compensate Mr. Searls for providing advisory services. Mr. Searls is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mr. Searls is supervised by Faye Sarofim & Co. in the performance of his duties as a portfolio manager and how the investment advice he provides to clients of Faye Sarofim & Co. is monitored.

Faye Sarofim & Co. has policies that require all employees, including Mr. Searls, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Faye Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 or rgwhite@sarofim.com.

Nicholas J. Zdeblick, CFA

Item 2 Educational Background and Business Experience

Mr. Zdeblick was born in 1978.

Professional Designation: Chartered Financial Analyst (CFA)

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
Stanford University	M.B.A.	2006
Rice University	B.A. – Economics and Managerial Studies	2000

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Principal	March 2010 – Present
	Associate	August 2006 – March 2010
	Financial Analyst	August 2002 – July 2004

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mr. Zdeblick may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him. Over the last ten years, Mr. Zdeblick has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mr. Zdeblick may have in any business activities other than his employment with Fayez Sarofim & Co. and its affiliates. Item 2 above lists all of Mr. Zdeblick's material business experience and activity for the current year and the previous five years. Mr. Zdeblick is currently employed only at Fayez Sarofim & Co.; however, Fayez Sarofim & Co.'s analysts and portfolio managers may also service Sarofim International Management Company's and/or Sarofim Trust Co.'s client accounts. Research generated by Fayez Sarofim & Co.'s analysts and portfolio managers is used also by Sarofim International Management Company and Sarofim Trust Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayez Sarofim & Co., its affiliates and clients, which compensate Mr. Zdeblick for providing advisory services. Mr. Zdeblick is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mr. Zdeblick is supervised by Faye Sarofim & Co. in the performance of his duties as a principal and how the investment advice he provides to clients of Faye Sarofim & Co. is monitored.

Faye Sarofim & Co. has policies that require all employees, including Mr. Zdeblick, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Faye Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 and rgwhite@sarofim.com.

Andrew P. Ziccardi

Item 2 Educational Background and Business Experience

Mr. Ziccardi was born in 1983.

Professional Designation: Chartered Financial Analyst (CFA)

Educational Background:

<u>Institution</u>	<u>Degree</u>	<u>Year Graduated</u>
Columbia University	Economics	2006

Business Experience (not including charitable, civic and similar activities):

<u>Company</u>	<u>Position</u>	<u>Time Period</u>
Fayez Sarofim & Co.	Principal	August 2018 – Present
Artisan Partners Asset Management	Analyst	January 2010 – August 2018
TIAA-CREF Asset Management	Research Associate	January 2006 – January 2010

Item 3 Disciplinary Information

The purpose of Item 3 is to disclose any involvement Mr. Ziccardi may have had over the last ten years in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him. Over the last ten years, Mr. Ziccardi has not been involved in any legal or disciplinary events that would be material to a client's or prospective client's evaluation of him.

Item 4 Other Business Activities

The purpose of Item 4 is to disclose any involvement Mr. Ziccardi may have in any business activities other than his employment with Fayeze Sarofim & Co. and its affiliates. Item 2 above lists all of Mr. Ziccardi's material business experience and activity for the current year and the previous five years. Mr. Ziccardi is currently employed only at Fayeze Sarofim & Co.; however, Fayeze Sarofim & Co.'s analysts and portfolio managers may also service Sarofim International Management Company's and/or Sarofim Trust Co.'s client accounts. Research generated by Fayeze Sarofim & Co.'s analysts and portfolio managers is used also by Sarofim International Management Company and Sarofim Trust Co.

Item 5 Additional Compensation

The purpose of Item 5 is to disclose any financial arrangements with companies or individuals, other than Fayeze Sarofim & Co., its affiliates and clients, which compensate Mr. Ziccardi for providing advisory services. Mr. Ziccardi is not compensated for providing advisory services under any financial arrangements with companies or individuals who are not clients of the firm or its affiliates.

Item 6 Supervision

The purpose of Item 6 is to disclose how Mr. Ziccardi is supervised by Fayeze Sarofim & Co. in the performance of his duties as a Principal and how the investment advice he provides to clients of Fayeze Sarofim & Co. is monitored.

Fayeze Sarofim & Co. has policies that require all employees, including Mr. Ziccardi, to comply with its Compliance Policies and Procedures, which include a Code of Ethics.

All portfolio managers employed by Fayeze Sarofim & Co. are required to implement the decisions of the Investment Committee and are supervised by the Chief Compliance Officer, Mrs. Raye G. White. Mrs. White is the Executive Vice President of the firm and can be contacted at 713/654-4484 and rgwhite@sarofim.com.

Professional Designations

Chartered Financial Analyst (CFA)

The Chartered Financial Analyst (CFA) charter is a globally respected, graduate-level investment credential established in 1962 and awarded by CFA Institute — the largest global association of investment professionals. To earn the CFA charter, candidates must: 1) pass three sequential, six-hour examinations; 2) have at least four years of qualified professional investment experience; 3) join CFA Institute as members; and 4) commit to abide by, and annually reaffirm, their adherence to the CFA Institute Code of Ethics and Standards of Professional Conduct.

The three levels of the CFA Program test a proficiency with a wide range of fundamental and advanced investment topics, including ethical and professional standards, fixed-income and equity analysis, alternative and derivative investments, economics, financial reporting standards, portfolio management, and wealth planning. The CFA Program curriculum is updated every year by experts from around the world to ensure that candidates learn the most relevant and practical new tools, ideas, and investment and wealth management skills.

Chartered Investment Counselor (CIC)

The Chartered Investment Counselor (CIC) charter is a professional designation established in 1975 and awarded by the Investment Adviser Association (IAA).

The Charter was designed to recognize the special qualifications of persons employed by IAA member firms whose primary duties involve investment counseling and portfolio management.

A key educational component of the program is the requirement that candidates hold the Chartered Financial Analyst (CFA) designation, administered by CFA Institute. In addition to successful completion of the CFA program, the CIC designation requires candidates to demonstrate significant experience (at least five cumulative years) in a position performing investment counseling and portfolio management responsibilities. At the time the charter is awarded, candidates must be employed by an IAA member firm in such a position, must provide work and character references, must endorse the IAA's Standards of Practice, and must provide professional ethical information.

Mrs. White was awarded the CIC charter before the prerequisite that candidates hold a CFA charter was established.

Fayez Sarofim & Co.

909 Fannin, Suite 2907

Houston, TX 77010

March 21, 2025

PART 3 OF FORM ADV FORM CRS: RELATIONSHIP SUMMARY

Fayez Sarofim & Co. is an investment adviser registered with and regulated by the Securities and Exchange Commission. This relationship summary provides information about our investment advisory services and how we charge for such services. In addition to the information contained in this relationship summary, free and simple tools are available to research firms and financial professionals at [Investor.gov/CRS](https://www.investor.gov/CRS), which also provides educational materials about investment advisers and investing.

What investment services and advice can you provide me? Our firm provides investment advisory services to a broad range of clients, including retail investors. We manage assets on either a fully discretionary basis or a non-discretionary basis. With full discretionary authority for an account, we can do the following without obtaining the client's consent: (i) determine which securities to buy or sell and when to execute the transactions, (ii) determine the total amount of securities to buy or sell, subject to available funds, (iii) determine the broker or dealer through which securities are bought or sold, and (iv) negotiate with the selected broker regarding commission rates for securities transactions.

When we provide services on a non-discretionary basis, we give the client investment advice, but we do not have the authority to implement our recommendations in the client's portfolio without the client's approval. Rider A

More detailed information about the products and services that we offer, including options related to accessing our products, is available in Part 2A of our Form ADV, a copy of which we will provide upon request.

Conversation Starters: Questions you may wish to ask one of our investment professionals.

- *Given my financial situation, should I choose an investment advisory service? Why or why not?*
- *How will you choose investments to recommend to me?*
- *What is your relevant experience, including your licenses, education and other qualifications? What do these qualifications mean?*
- *Who is my primary contact person? Is he or she a representative of an investment adviser or a broker-dealer? Who can I talk to if I have concerns about how this person is treating me?*

What fees will I pay? Our firm charges a quarterly fee for our services as an investment adviser. Fees may be paid from your account or by separate billing. This fee is charged after the end of each calendar quarter based on the total value of an account's assets at the closing price on the last business day in the calendar quarter. Fees charged vary on the strategy and product in which you invest, and certain products charge a sliding scale fee. A description of such fees is set forth in the relevant account opening documentation. Client considerations have sometimes resulted in negotiated fees.

We do not provide custodial services, and we are not affiliated with a brokerage firm. The advisory service fee you pay to us does not include other fees or charges you may incur, which may include: custodial fees, broker commissions, SEC fees, wire transfer or other transaction fees, exchange fees, odd lot differential, and fees charged by mutual funds or money market funds. This list is not meant to be exhaustive. There may be additional fees that are not included in this list.

The more assets there are in your account, the more you will pay in fees. Therefore, we have an incentive to encourage you to increase the assets in your account. Additionally, you will pay fees and costs whether you make or lose money on your investments. Fees and costs will reduce any amount of money you make on your investments over time. Please make sure you understand what fees and costs you are paying.

More detailed information about the fees that we charge is available in Part 2A of our Form ADV, a copy of which we will provide upon request.

Conversation Starters: Questions you may wish to ask one of our investment professionals.

- *Help me understand how these fees and costs might affect my investments. If I give you \$10,000 to invest, how much will go to fees and costs, and how much will be invested for*

When we act as your investment adviser, we have to act in your best interest and not put our interest ahead of yours. At the same time, the way we make money creates some conflicts with your interests. You should understand and ask us about these conflicts because they can affect the investment advice we provide you. For example, one such potential conflict exists where client brokerage commissions are used to obtain research or other products and services. Our firm receives a benefit because the firm does not have to produce or pay for the research, products, or services, and this may incentivize us to select brokers based on these benefits.

More detailed information about our conflicts of interest is available in Part 2A of our Form ADV, a copy of which we will provide upon request.

Conversation Starters: Questions you may wish to ask one of our investment professionals.

- *How might your conflicts of interest affect me, and how will you address them?*

How do your financial professionals make money?

Our firm's investment professionals are compensated through payment of a fixed annual salary and discretionary annual bonuses as well as through the possible issuance of stock options and restricted share units in Fayeze Sarofim & Co.'s parent company.

Do you or your financial professionals have legal or disciplinary history?

No.

A free and simple search tool to research us and our financial professionals can be found at [Investor.gov/CRS](https://www.investor.gov/crs).

Conversation Starters: Questions you may wish to ask one of our investment professionals.

- *As a financial professional, do you have any disciplinary history? For what type of conduct?*

Additional Information

Please visit www.sarofim.com for more information about our investment advisory services. A copy of our up-to-date relationship summary (Form CRS) and a copy of our current Form ADV Part 2A and/or Part 2B can be obtained by contacting Raye G. White, Chief Compliance Officer, at (713) 654-4484 or rgwhite@sarofim.com.

PROXY VOTING AND CLASS ACTIONS

Dated: March 25, 2025

Background

In *Proxy Voting by Investment Advisers*, Investment Advisers Act Release No. 2106 (January 31, 2003), the SEC noted that, “The federal securities laws do not specifically address how an adviser must exercise its proxy voting authority for its clients. Under the Advisers Act, however, an adviser is a fiduciary that owes each of its clients a duty of care and loyalty with respect to all services undertaken on the client’s behalf, including proxy voting. The duty of care requires an adviser with proxy voting authority to monitor corporate events and to vote the proxies.”

Rule 206(4)-6 under the Advisers Act requires each registered investment adviser that exercises proxy voting authority with respect to client securities to:

- Adopt and implement written policies and procedures reasonably designed to ensure that the adviser votes client securities in the clients’ best interests. Such policies and procedures must address the manner in which the adviser will resolve material conflicts of interest that can arise during the proxy voting process;
- Disclose to clients how they may obtain information from the adviser about how the adviser voted with respect to their securities; and
- Describe to clients the adviser’s proxy voting policies and procedures and, upon request, furnish a copy of the policies and procedures.

Additionally, paragraph (c)(2) of Rule 204-2 imposes additional recordkeeping requirements on investment advisers that execute proxy voting authority, as described in the *Maintenance of Books and Records* section of this Manual.

The Advisers Act lacks specific guidance regarding an adviser’s duty to direct clients’ participation in class actions. However, many investment advisers adopt policies and procedures regarding class actions.

Risks

In developing these policies and procedures, Sarofim considered numerous risks associated with the proxy voting process. This analysis includes risks such as:

- Sarofim lacks written proxy voting policies and procedures;
- Proxies are not identified and processed in a timely manner;
- Proxies are not voted in Clients’ best interests;
- Conflicts of interest between Sarofim and a Client are not identified or resolved appropriately;

- Third-party proxy voting services do not vote proxies according to Sarofim’s instructions and in Clients’ best interests;
- Proxy voting records, Client requests for proxy voting information, and Sarofim’s responses to such requests, are not properly maintained;
- Sarofim fails to timely submit Form N-PX to disclose information regarding “say-on-pay” voting and/or proxy votes on behalf of its Clients;
- Sarofim lacks policies and procedures regarding Clients’ participation in class actions; and
- Sarofim fails to maintain documentation associated with Clients’ participation in class actions.

Sarofim has established the following guidelines as an attempt to mitigate these risks.

Policies and Procedures

Proxy Voting

Proxies are assets of Sarofim’s Clients that must be voted with diligence, care, and loyalty. Sarofim will vote each proxy in accordance with its fiduciary duty to its Clients. Sarofim will generally seek to vote proxies in a way that maximizes the value of Clients’ assets. However, Sarofim will document and abide by any specific proxy voting instructions conveyed by a Client with respect to that Client’s securities. However, there is an exception for proxies relating to securities that are held at the time Sarofim commences active management of the client’s account and are sold immediately after Sarofim commences such active management and with respect to which no other accounts actively managed by Sarofim already hold that security (such securities being referred to as “Zero Holder Securities”). The policy of Sarofim is not to vote Zero Holder Securities.

The Proxy Coordinator coordinates Sarofim’s proxy voting process.

Paragraph (c)(ii) of Rule 204-2 under the Advisers Act requires Sarofim to maintain certain books and records associated with its proxy voting policies and procedures. Sarofim’s recordkeeping obligations are described in the *Maintenance of Books and Records* section of this Manual. The Proxy Coordinator will ensure that Sarofim complies with all applicable recordkeeping requirements associated with proxy voting.

Sarofim has retained Glass Lewis & Co. (“Glass”) to assist in the proxy voting process. Charles Sheedy, Chairman of the Proxy Committee, manages Sarofim’s relationship with Glass. Glass provides the following in connection with the voting of proxies by Sarofim: (i) analyses of proposals, (ii) vote recommendations, (iii) vote execution services and (iv) record keeping services. Glass provides its analyses of proposals and vote recommendations pursuant to and in accordance with the proxy voting guidelines furnished to it by Sarofim.

The Proxy Coordinator ensures that Glass votes all proxies according to Clients’ specific instructions and Sarofim’s general guidance, and retains all required documentation associated with proxy voting.

Absent specific Client instructions, Sarofim has adopted the following proxy voting procedures designed to ensure that proxies are properly identified and voted, and that any conflicts of interest are addressed appropriately.

The Proxy Coordinator receives an email notification when there is a new Client that needs to be added to Sarofim's proxy voting. The Proxy Coordinator also receives a monthly list of all such new Clients. The Proxy Coordinator receives the paper ballots or notification through Glass for specific opportunities to vote proxies. The Proxy Coordinator then downloads the recommendations from Glass for each proxy vote and forwards them to the individual analyst for voting direction.

In deciding how to vote proxies, Sarofim relies, for the most part, on (i) the business judgment of the management and directors of the issuer of the security ("Issuer") and (ii) the fiduciary responsibilities that the Issuer's directors have with respect to the Issuer's shareholders. However, whenever Sarofim determines, based upon the information available to it, that management's recommendations do not appear to be in the best interests of the Issuer's shareholders, management's recommendations will not be followed in voting the proxies.

The analyst who is responsible for the research coverage of the Issuer reviews the particular proxy statement. Such review includes, but is not limited to, consideration of the Glass analyses and the Glass vote recommendations. Upon completion of the review, the analyst determines how the proxy vote should be cast. In the event that the analyst's vote recommendation differs from the Glass vote recommendation, the analyst must provide a written explanation of why the analyst's vote recommendation differs from the Glass vote recommendation. The written explanation of the vote recommendation difference must be reviewed and accepted by the Chairman of the Proxy Committee. If the Chairman of the Proxy Committee and the analyst agree on the vote recommended by the analyst, the analyst's vote recommendation shall be final.

If the Chairman of the Proxy Committee and the analyst cannot reach agreement on the vote recommended by the analyst, the matter is then considered by the investment professionals on the Proxy Committee ("the Sub-Committee") as a whole, and the decision of such group with respect to the vote becomes final.

The Chairman of the Proxy Committee or the Sub-Committee members will review any documentation associated with the proxy vote and evaluate the analyst's proposal. The Chairman of the Proxy Committee or Sub-Committee members may wish to consider, among other things:

- A vote's likely short-term and long-term impact on the Issuer;
- Whether the Issuer has responded to the subject of the proxy vote in some other manner;
- Whether the issues raised by the proxy vote would be better handled by some other action by, for example, the government or the Issuer;
- Whether implementation of the proxy proposal appears likely to achieve the proposal's stated objectives; and
- Whether the analyst's proposal appears consistent with Clients' best interests.

After taking a reasonable amount of time to consider the analyst's proposal, each of the Sub-Committee members will make a recommendation regarding the proxy vote. The Chairman of the Proxy Committee will record each member's recommendation, and the proxy will be voted according to the recommendations of a majority of the Committee's members.

Neither the analyst nor any member of the Sub-Committee involved in the consideration of the vote may be a person (an "Interested Person") who is (i) an officer or director of the Issuer, (ii) a shareholder

beneficially owning 5% or more of the outstanding securities of any class of the Issuer or (iii) otherwise interested in any way (other than beneficial ownership of less than 5% of the outstanding securities of any class of the Issuer) in the outcome of the vote to be held with respect to that security.

The following examples are meant to help identify other potential conflicts:

- Sarofim provides investment advice to an Issuer (i.e., publicly traded company). Sarofim receives a proxy solicitation from that Issuer, or from a competitor of that Issuer;
- Sarofim provides investment advice to an officer or director of an Issuer. Sarofim receives a proxy solicitation from that Issuer, or from a competitor of that Issuer;
- Sarofim or an affiliate has a financial interest in the outcome of a proxy vote, such as when Sarofim is asked to vote on a change in Rule 12b-1 fees paid by a mutual fund to investment advisers, including Sarofim;
- An issuer or some other third party offers Sarofim or an Employee compensation in exchange for voting a proxy in a particular way;
- An Employee, or a member of an Employee's household, has a personal or business relationship with an Issuer. Sarofim receives a proxy solicitation from that Issuer; and
- Sarofim or its Covered Persons have a short position in an Issuer, but Sarofim's Clients have a long position in the same Issuer. Sarofim receives a proxy solicitation from the Issuer.

When making any voting recommendation, the analyst must certify that he or she is not an Interested Person. If the analyst is an Interested Person, the Sub-Committee shall appoint another analyst who is not an Interested Person to conduct the review. If all investment members of the Sub-Committee are all Interested Persons, the Board of Directors of Sarofim shall appoint an individual who is not an Interested Person to participate in the required review of an analyst's vote recommendation. The individual making the voting recommendation must certify that he or she is not an Interested Person.

Sarofim will not neglect its proxy voting responsibilities, but Sarofim may abstain from voting if it deems that abstaining is in its Clients' best interests. For example, Sarofim may be unable to vote securities that have been lent by the custodian. The Chairman of the Proxy Committee will prepare and maintain memoranda describing the rationale for any instance in which Sarofim does not vote a Client's proxy.

The final proxy voting decision is provided to the Proxy Coordinator who places the vote online through Glass. The Proxy Coordinator, or Glass, will retain the following information in connection with each proxy vote:

- The Issuer's name;
- The security's ticker symbol or CUSIP, as applicable;
- The shareholder meeting date;
- The number of shares that Sarofim voted;
- A brief identification of the matter voted on;
- Whether the matter was proposed by the Issuer or a security-holder;
- Whether Sarofim cast a vote;
- How Sarofim cast its vote (for the proposal, against the proposal, or abstain);
- Whether Sarofim cast its vote with or against management; and
- A list of ballots and shares voted

- The number of shares loaned and not recalled (if subject to Form N-PX)
- Any back-up documentation.

Sarofim may vote the same proxy in two directions only if a Client has specifically asked Sarofim to vote his/her shares a certain way. If Sarofim votes the same proxy in two directions, the Proxy Coordinator will maintain documentation describing the reasons for each vote (e.g., Sarofim believes that voting with management is in Clients' best interests, but Client X gave specific instructions to vote against management) in the file of the Client that requested the specific vote.

Any attempt to influence the proxy voting process by Issuers or others not identified in these policies and procedures should be promptly reported to the CCO. Similarly, any Client's attempt to influence proxy voting with respect to other Clients' securities should be promptly reported to the CCO.

Proxies received after a Client terminates its advisory relationship with Sarofim will not be voted. The Proxy Coordinator will promptly return such proxies to the sender, along with a statement indicating that Sarofim's advisory relationship with the Client has terminated, and that future proxies should not be sent to Sarofim.

Class Actions

Sarofim does not direct Clients' participation in class actions, as disclosed in Part 2 of Form ADV. The General Counsel and/or CCO will determine whether to return any documentation inadvertently received regarding Clients' participation in class actions to the sender, or to forward such information to the appropriate Client.

Disclosures to Clients

Sarofim includes a description of its policies and procedures regarding proxy voting and class actions in Part 2 of Form ADV, along with a statement that Clients can contact the CCO to obtain a copy of these policies and procedures and information about how Sarofim voted with respect to the Client's securities.

Any request for information about proxy voting or class actions should be promptly forwarded to the CCO and the Proxy Coordinator, who will respond to any such requests.

As a matter of policy, Sarofim does not disclose how it expects to vote on upcoming proxies. Additionally, Sarofim does not disclose the way it voted proxies to unaffiliated third parties without a legitimate need to know such information.

Privacy Notice

FACTS	WHAT DO THE SAROFIM ADVISERS DO WITH YOUR PERSONAL INFORMATION?	
WHY?	Financial companies choose how they share your personal information. Federal law gives consumers the right to limit some but not all sharing. Federal law also requires us to tell you how we collect, share, and protect your personal information. Please read this notice carefully to understand what we do.	
WHAT?	The types of personal information we collect and share depend on the product or service you have with us. This information can include: <ul style="list-style-type: none"> ▪ Social security number ▪ Income ▪ Assets ▪ Risk tolerance ▪ Wire transfer instructions ▪ Transaction history 	
HOW?	All financial companies need to share customers' personal information to run their everyday business. In the section below, we list the reasons financial companies can share their customers' personal information; the reasons Sarofim chooses to share; and whether you can limit this sharing.	
Reasons we can share your personal information	Does Sarofim Share?	Can you limit this sharing?
For our everyday business purposes - such as to process your transactions, maintain your accounts(s) or respond to court orders and legal investigations.	Yes	No
For our marketing purposes - to offer our products and services to you	No	We don't share
For joint marketing with other financial companies	No	We don't share
For our affiliates' everyday business purposes - information about your transactions and experiences	Yes	No
For our affiliates' everyday business purposes – information about your creditworthiness	No	We don't share
For our affiliates to market to you	No	We don't share
For nonaffiliates to market to you	No	We don't share
Questions?	Call your account executive or Mrs. Raye G. White at 713-654-4484	

Who we are	
Who is providing this notice?	Fayez Sarofim & Co. Sarofim International Management Company Sarofim Trust Co. Sarofim Realty Advisors LLC
What we do	
How does Sarofim protect my personal information?	To protect your personal information from unauthorized access and use, we use security measures that comply with federal law. These measures include computer safeguards and secured files and buildings.
How does Sarofim collect my personal information?	We collect your personal information, for example, when you Enter into an investment advisory contract Seek financial advice Make deposits or withdrawals from your account Tell us about your investment or retirement portfolio Give us your employment history We also collect your personal information from others, such as affiliates or other companies.
Why can't I limit all sharing?	Federal law gives you the right to limit only <ul style="list-style-type: none"> • sharing for affiliates' everyday business purposes—information about your creditworthiness • affiliates from using your information to market to you • sharing for nonaffiliates to market to you State laws and individual companies may give you additional rights to limit sharing.
Definitions	
Affiliates	Companies related by common ownership or control. They can be financial and nonfinancial companies. <i>Sarofim does not share with our affiliates other than for such affiliates' everyday business purposes.</i>
Nonaffiliates	Companies not related by common ownership or control. They can be financial and nonfinancial companies. <i>Sarofim does not share with nonaffiliates so they can market to you.</i>
Joint Marketing	A formal agreement between nonaffiliated financial companies that together market financial products or services to you. <i>Sarofim does not jointly market.</i>
Other important information	

Supplement for California Residents	
Who does this	To the extent that you are a resident of California, this section supplements the above Privacy Notice with respect to specific obligations and rights granted under the California Consumer Privacy Act of 2018 (the “CCPA”) as amended and expanded by the California Privacy Rights Act of 2020 (CPRA) to natural person California residents and provides information regarding how such California residents can exercise their rights under the CCPA/CPRA.
Why?	The CCPA/CPRA requires us to make certain additional disclosures and provides California residents with the ability to request additional information about their personal information.
Definitions	For the purposes of this supplement all terms used shall be understood to have the meanings assigned under the CCPA as amended and expanded by the CPRA.
Personal Information (PI)	“Personal information” or “PI” means information that identifies, relates to, describes, is <i>reasonably</i> capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household. Cal Civil Code Section 798140 (v)(1).
Selling and Sharing	Under the CPRA, “Sell,” “selling,” “sale,” or “sold,” means selling, renting, releasing, disclosing, disseminating, making available, transferring, or otherwise communicating orally, in writing, or by electronic or other means, a consumer’s personal information by the business to a third party for monetary or other valuable consideration. ”Cal Civil Code Section 798140 (ad)(1). Sharing is defined as the disclosure of personal information to third parties for purposes of “cross-context behavioral advertising.” Cal Civil Code Section 798.140 (ah)(1).
Collection, Use, and Disclosures of Personal Information	
Does Sarofim collect Sensitive Personal Information?	Subject to the relevant jurisdictional regulatory requirements, we may process sensitive personal information . Within the last twelve (12) months, we have collected and processed the following categories of sensitive personal information (SPI) : <ul style="list-style-type: none"> • A consumer’s social security, driver’s license, state identification card, or passport number; • A consumer’s account log-in, financial account, debit card, or credit card number in combination with any required security or access code, password, or credentials allowing access to an account; • A consumer’s racial or ethnic origin, religious or philosophical beliefs, or union membership; • The contents of a consumer’s mail, email, and text messages unless the business is the intended recipient of the communication. <p>We will only use and disclose sensitive personal information for a purpose for which it was originally collected. Unless we request it, we ask that you not send us, or disclose, any sensitive personal information.</p>
Does Sarofim Sell or Share my PI?	Sarofim does not sell or share your personal information or sensitive personal information and has not done so within the past twelve (12) months.
Does Sarofim Disclose my PI?	For business purposes, Sarofim may sometimes need to disclose personal information to third parties. The following table indicates the categories of personal information that Sarofim has collected and or disclosed within the past twelve (12) months.

Information Categories	Examples	Collected	Disclosed
A. Identifiers.	A real name, alias, postal address, unique personal identifier, email address, account name, Social Security number, driver's license number, passport number, or other similar identifiers.	YES	NO
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, education, employment, employment history, bank account number or any other financial information. Some personal information included in this category may overlap with other categories.	YES	NO
C. Protected classification characteristics under California or federal law.	Age, citizenship, marital status and gender	YES	NO
D. Commercial information.	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	YES	NO
I. Professional or employment-related information.	Current or past job history	YES	NO
How long does Sarofim retain my Personal Information ?	<p>Sarofim will not keep Personal Data longer than is necessary for the purpose or purposes for which it was collected. It will take all reasonable steps to erase all Personal Information which is no longer required.</p> <p>Your PI will be retained only for as long as the information is needed to fulfill the purposes for which it was collected and processed. We reserve the right to retain and use your PI for as long as necessary to comply with our legal obligations and business requirements and/or to resolve ongoing disputes and enforce our agreements.</p>		
What are my rights under CCPA and the CPRA?	<p>If you are an individual who resides in California and whose Personal Information is collected and processed by Sarofim, you may have the right to:</p> <ul style="list-style-type: none"> • Request that we disclose to you, free of charge, the categories of the PI we collect, specific to you over the last twelve (12) months, including the categories of sources from which the PI was collected (and/or, if applicable, sold, shared or otherwise disclosed to a third party), and the business purpose for collecting PI. • Request the correction of any inaccurate Personal Information maintained by us about you. • Request that we limit the use of your Sensitive Personal Information. • Choose to opt-out of the sale of Personal Information. Currently, however, Sarofim does not sell personal information. • Request that we delete the PI we have collected. Following our verification of the request, we will comply with the request and delete any or all the PI in our possession that we collected from the California resident and/or any or all such PI in the possession of our service providers, unless otherwise restricted by law or regulation. 		
How can I exercise my rights?	<p>To exercise your rights, please contact us at RGWhite@sarofim.com or 800-288-7125. Prior to processing your request, we will attempt to verify your identity, taking into account the sensitivity of the personal information involved and the nature of the request. We may do this by requesting additional information from you. We will</p>		

	inform you if we are unable to verify your identity, in which case we will not be able to complete your request. Prior to processing your request, we will attempt to verify your identity, taking into account the sensitivity of the personal information involved and the nature of the request. We may do this by requesting additional information from you. We will inform you if we are unable to verify your identity, in which case we will not be able to complete your request.
Non-Discrimination for Exercising Your PI Rights	We follow the requirements of California Civil Code §1798.125 and will not discriminate against any consumer who exercises the rights set forth in this privacy policy.
Authorized Agent:	You have the right to appoint an authorized agent to exercise your rights on your behalf. If you would like to do so, please contact RGWhite@sarofim.com .
Questions or Concerns	If you have any questions or concerns regarding the information in this supplement to the privacy notice, please contact Mrs. Raye G. White at 713-654-4484
Other important information	

FACTS

WHAT DOES BNY MELLON INVESTMENT MANAGEMENT DO WITH YOUR PERSONAL INFORMATION?

Why?	Financial companies choose how they share your personal information. Federal law gives consumers the right to limit some but not all sharing. Federal law also requires us to tell you how we collect, share, and protect your personal information. Please read this notice carefully to understand what we do.
What?	The types of personal information we collect and share depend on the product or service you have with us. This information can include: <ul style="list-style-type: none"> ■ Social Security Number ■ Assets and income ■ Account balances and transaction history ■ Payment history
How?	All financial companies need to share customers' personal information to run their everyday business. In the section below, we list the reasons financial companies can share their customers' personal information; the reasons BNY Mellon Investment Management chooses to share; and whether you can limit this sharing.

Reasons we can share your personal information	Does BNY Mellon Investment Management share?	Can you limit this sharing?
For our everyday business purposes— such as to process your transactions, maintain your account(s), respond to court orders and legal investigations, or report to credit bureaus	Yes	No
For our marketing purposes— to offer our products and services to you	Yes	No
For joint marketing with other financial companies	No	We don't share
For our affiliates' everyday business purposes— information about your transactions and experiences	Yes	No
For our affiliates' everyday business purposes— information about your creditworthiness	No	We don't share
For our affiliates to market to you	Yes	Yes
For nonaffiliates to market to you	No	We don't share

To limit our sharing	<p>Call 1-866-206-5660. Our menu will prompt you through the process.</p> <p>When you call, you will need to provide:</p> <ul style="list-style-type: none"> ■ The last 4 digits of your Social Security number ■ Your zip code ■ The first 5 letters of your last name (Provide all letters if your last name is less than 5 letters.) <p>Please note: If you have previously called or submitted a written request instructing us to limit our sharing of personal information with our affiliates to market to you, your request will apply until you tell us to change your request or for 5 years from when you made the request, whichever is sooner. After that period expires but before any of our affiliates market to you, you will receive a renewal notice that will allow you to continue to limit marketing offers from our affiliates for at least another 5 years.</p> <p>If you invest in any of the funds providing this notice through a non-affiliated third party, such as a bank, broker-dealer or financial adviser, you will automatically be excluded from personal information sharing with affiliates to market to you. There is no need for you to notify us.</p> <p>If you are a new customer, we may begin sharing your information 30 days from the date we deliver this notice to you. When you are no longer our customer, we may continue to share your information as described in this notice. However, you can contact us at any time to limit our sharing.</p>
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Questions?	Call 1-800-847-3560 or visit our website via the following link: https://im.bnymellon.com/us/en/individual/policies/online-privacy-policy.html
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Who we are

Who is providing this notice?	This notice is provided by the BNY Mellon Family of Funds (including Dreyfus money market funds), BNY Mellon Funds Trust, BNY Mellon Investment Adviser, Inc., BNY Mellon Securities Corporation, BNY Mellon Transfer, Inc., BNY Mellon Insurance Agency, Inc. and The Bank of New York Mellon as Custodian for retirement plan accounts sponsored by BNY Mellon Investment Adviser, Inc. Any BNY Mellon Investment Management entities or businesses not listed here may provide their own notice.
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What we do

How does BNY Mellon Investment Management protect my personal information?	To protect your personal information from unauthorized access and use, we use security measures that comply with federal law. These measures include computer safeguards and secured files and buildings.
How does BNY Mellon Investment Management collect my personal information?	<p>We collect your personal information, for example, when you</p> <ul style="list-style-type: none"> ■ open an account or deposit money ■ give us your income information ■ tell us about your investment or retirement portfolio ■ direct us to buy securities <p>We also collect your personal information from others, such as credit bureaus, affiliates, or other companies.</p>
Why can't I limit all sharing?	<p>Federal law gives you the right to limit some but not all sharing related to:</p> <ul style="list-style-type: none"> ■ affiliates' everyday business purposes—information about your creditworthiness ■ affiliates from using your information to market to you ■ nonaffiliates to market to you <p>State laws and individual companies may give you additional rights to limit sharing. See below for more on your rights under state law.</p>
What happens when I limit sharing for an account I hold jointly with someone else?	Your choices will apply to everyone on your account.

Definitions

Affiliates	<p>Companies related by common ownership or control. They can be financial and nonfinancial companies.</p> <ul style="list-style-type: none"> ■ Our affiliates include banks and companies whose names include "The Bank of New York," "BNY," "Mellon," "Insight," or "Newton," and other financial companies such as Pershing LLC, and Walter Scott & Partners Limited. <p>Your opt-out will also apply to banks or other companies that may become our affiliates in the future.</p>
Nonaffiliates	<p>Companies not related by common ownership or control. They can be financial and nonfinancial companies.</p> <ul style="list-style-type: none"> ■ BNY Mellon Investment Management does not share information with nonaffiliates so they can market to you.
Joint marketing	<p>A formal agreement between nonaffiliated financial companies that together market financial products or services to you.</p> <ul style="list-style-type: none"> ■ BNY Mellon Investment Management doesn't jointly market.

Other important information

STATE LAWS: We follow state law where state law provides you with additional privacy protections.

FOR RESIDENTS OF VERMONT If our account records show that you live in Vermont, we will not disclose nonpublic personal information about you to our affiliates for the purpose of enabling them to market their products and services to you. There is no need for you to call to opt out.