



GENUS Capital Management Pooled Funds

Q1 2021

January 1st – March 31st

Proxy Voting Report

Proxy Voting Highlights Q1 2021

Meetings

Type

Annual	14
Special	3
Total	17



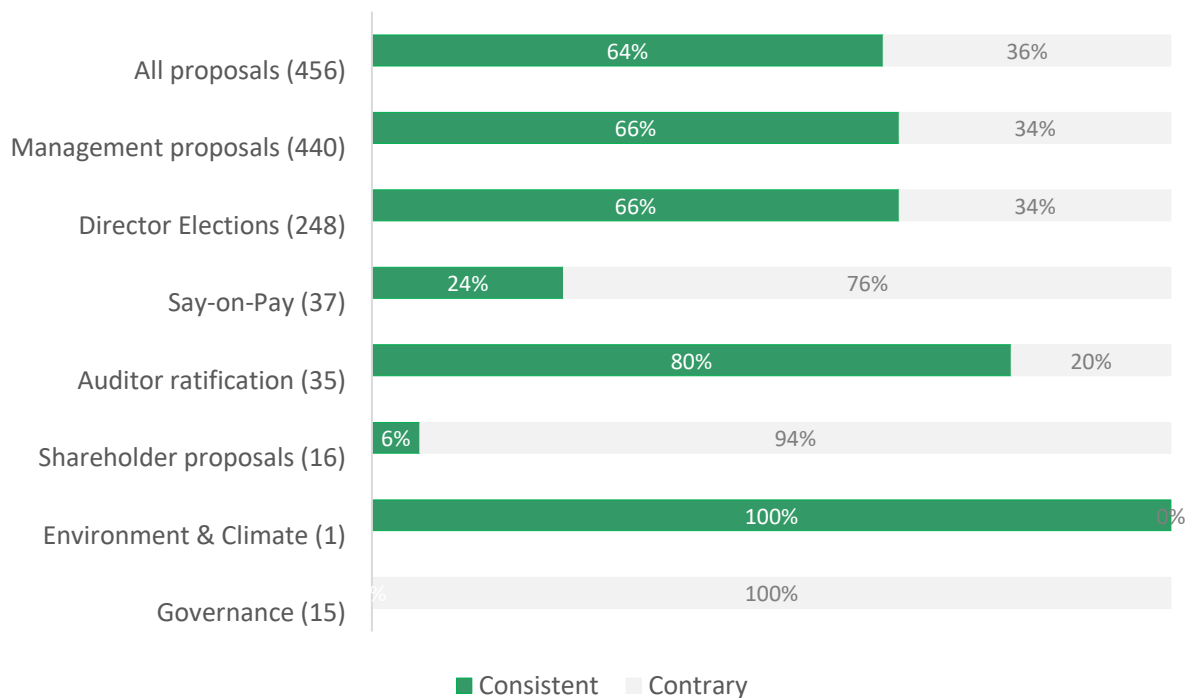
Jurisdiction

Canada	3
United States	4
Other	10
Total	17



Proposals

Votes consistent with / contrary to management recommended votes



PROXY SUMMARY

ISSUER Daimler AG (DCX/DAI)	MEETING DATE 2021-03-31 ,
COUNTRY Germany	RECORD DATE 2021-03-26
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES D1668R123

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	27300
000442010	Genus Canglobe Equity fund	41400

ITEM	PROPOSAL	BOARD	POLICY
02	To approve an Allocation of Prokts/Dividends of EUR 1.35 per share.	✓	✓
03	To approve a Resolution on ratikcation of Management Board Members' actions for the past year	✓	✗
04	To approve a Resolution on ratikcation of Supervisory Board Members' actions for the past year.	✓	✗
05.01	To approve the appointment of the auditing krm KPMG.	✓	✓
05.02	To approve the appointment of the auditing krm KPMG regarding 2022 Interim Statements.	✓	✓
05.03	To approve the appointment of the auditing krm KPMG regarding Final Balance Sheet.	✓	✓
06.01	Elect Elizabeth Centoni	✓	✓
06.02	Elect Ben Van Beurden	✓	✓
06.03	Elect Martin Bruder Müller	✓	✓
07	Supervisory Board Remuneration Policy	✓	✓
08	To amend articles of association and bylaws regarding virtual meetings.	✓	✓
09	Amendment to articles regarding place of jurisdiction.	✓	✗

PROXY ANALYSIS

ITEM 02	BOARD	POLICY
To approve an Allocation of Prokts/Dividends of EUR 1.35 per share.	✓	✓
Proposer : Board		

It is the responsibility of the Board to make recommendations on the distribution of prokts. Further, the distribution of a common dividend is in the interest of shareholders. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
To approve a Resolution on ratikcation of Management Board Members’ actions for the past year			✓	✗

Proposer : Board

It goes against the principle of accountability to approve the actions of the Executive Committee and thereby exempt them from any liability. Several investigations are underway concerning the actions of the directors of the company. Consider, for example, the scandal of rigged diesel engines. The proposal is not in the shareholders’ interest. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
To approve a Resolution on ratikcation of Supervisory Board Members’ actions for the past year.			✓	✗

Proposer : Board

It goes against the principle of accountability to approve the actions of the Supervisory Board and thereby exempt them from any liability. Several investigations are underway concerning the actions of the directors of the company. Consider, for example, the scandal of rigged diesel engines. The proposal is not consistent with the policy. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 05.01			BOARD	POLICY
To approve the appointment of the auditing krm KPMG.			✓	✓

Proposer : Board

More than 75% of the fees paid to the krm were for knancial auditing services. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 05.02	BOARD	POLICY
To approve the appointment of the auditing krm KPMG regarding 2022 Interim Statements.	✓	✓
Proposer : Board		

More than 75% of the fees paid to the krm were for knancial auditing services. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 05.03	BOARD	POLICY
To approve the appointment of the auditing krm KPMG regarding Final Balance Sheet.	✓	✓
Proposer : Board		

More than 75% of the fees paid to the krm were for knancial auditing services. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 06.01	BOARD	POLICY
Elect Elizabeth Centoni	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 06.02	BOARD	POLICY

Elect Ben Van Beurden	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

		Vote recorded
ITEM 06.03	BOARD	POLICY
Elect Martin Bruder Müller	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

		Vote recorded
ITEM 07	BOARD	POLICY
Supervisory Board Remuneration Policy	✓	✓
Proposer : Board		

The Supervisory Board members' compensation meets the policy criteria. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

		Vote recorded
ITEM 08	BOARD	POLICY
To amend articles of association and bylaws regarding virtual meetings.	✓	✓
Proposer : Board		

The proposal aims to allow future meetings of the Supervisory Board to be held virtually. This proposal does not have a detrimental impact on shareholder interests. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09

BOARD POLICY

Amendment to articles regarding place of jurisdiction.



Proposer : Board

The proposal aims to dekenne the place to manage any dispute between the company and its shareholders as being the jurisdiction where the head ofice of the company is located. This modikcation is considered too restrictive. The proposal is not in the shareholders’ interest. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Skanska AB (SKAB)	MEETING DATE 2021-03-30 ,
COUNTRY Sweden	RECORD DATE 2021-03-22
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES W83567110

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442029	Genus Fossil Free CanGlobe Equity fund	85800
000442010	Genus Canglobe Equity fund	107700

ITEM	PROPOSAL	BOARD	POLICY
07	To approve the Consolidated Financial Statements.	✓	✓
08	To approve a dividend of SEK 9.50 per common share.	✓	✓
09.01	To grant a discharge of liability to the director Hans Björck for the previous kscal year.	✓	✓
09.02	To grant a discharge of liability to the director Pär Boman for the previous kscal year.	✓	✓
09.03	To grant a discharge of liability to the director Jan Gurander for the previous kscal year.	✓	✓
09.04	To grant a discharge of liability to the director Fredrik Lundberg for the previous kscal year.	✓	✓
09.05	To grant a discharge of liability to the director Catherine Marcus for the previous kscal year.	✓	✓
09.06	To grant a discharge of liability to the director Jayne McGivern for the previous kscal year.	✓	✓
09.07	To grant a discharge of liability to the director Åsa Söderström Winberg for the previous kscal year.	✓	✓
09.08	To grant a discharge of liability to the director Charlotte Stromberg for the previous kscal year.	✓	✓
09.09	To grant a discharge of liability to the director and employee representative Richard Horstedt for the previous kscal year.	✓	✓
09.10	To grant a discharge of liability to the director and employee representative Ola Falt for the previous kscal year.	✓	✓
09.11	To grant a discharge of liability to the director and employee representative Yvonne Stenman for the previous kscal year.	✓	✓
09.12	To grant a discharge of liability to the director and employee representative Anders Rattgard for the previous kscal year.	✓	✓
09.13	To grant a discharge of liability to the director and employee representative Pär-Olow Johansson for the previous kscal year.	✓	✓
09.14	To grant a discharge of liability to the director and employee representative Hans Reinholdsson for the previous kscal year.	✓	✓
09.15	To grant a discharge of liability to the director Anders Danielsson for the previous kscal year.	✓	✓

10.01	To establish the number of directors at 7.	⊘	✓
10.02	To establish the number of auditing krm at 1.	⊘	✓
11.01	To approve the directors' compensation.	⊘	✓
11.02	To approve the fees paid to the auditing krm.	⊘	✓
12.01	To approve the election of the director: Hans Biörck	⊘	✓
12.02	To approve the election of the director: Pär Boman	⊘	✗
12.03	To approve the election of the director: Jan Gurander	⊘	✓
12.04	To approve the election of the director: Fredrik Lundberg	⊘	✗
12.05	To approve the election of the director: Catherine Marcus	⊘	✓
12.06	To approve the election of the director: Jayne McGivern	⊘	✓
12.07	To approve the election of the director: Åsa Söderström Winberg	⊘	✗
12.08	To approve the election of the Chairman of the Board : Hans Biörck	⊘	✓
13	To approve the appointment of the auditing krm Ernst & Young AB.	⊘	✓
14	To approve the report on executive compensation.	✓	✗
15	To authorize share buyback.	✓	✗
16	To modify the articles of association and bylaws.	✓	✓

PROXY ANALYSIS

ITEM 07

BOARD

POLICY

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To approve the Consolidated Financial Statements.



Proposer : Board

We observe that more than 75% of the fees paid to the auditing firm that prepared the financial statements were for auditing services. These reports were provided to all shareholders before the day of the meeting. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 08

BOARD POLICY

To approve a dividend of SEK 9.50 per common share.



Proposer : Board

It is the responsibility of the Board to make recommendations on the distribution of profits. Further, the distribution of a common dividend is in the interest of shareholders. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09.01

BOARD POLICY

To grant a discharge of liability to the director Hans Björck for the previous fiscal year.



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09.02

BOARD POLICY

To grant a discharge of liability to the director Pär Boman for the previous fiscal year.



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09.03

BOARDPOLICY

To grant a discharge of liability to the director Jan Gurander for the previous kscal year.



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09.04

BOARDPOLICY

To grant a discharge of liability to the director Fredrik Lundberg for the previous kscal year.



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09.05

BOARDPOLICY

To grant a discharge of liability to the director Catherine Marcus for the previous kscal year.



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09.06

BOARDPOLICY

To grant a discharge of liability to the director Jayne McGivern for the previous kscal year.

	✓		✓
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Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09.07

BOARD	POLICY
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To grant a discharge of liability to the director Åsa Söderström Winberg for the previous kscal year.

	✓		✓
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Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09.08

BOARD	POLICY
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To grant a discharge of liability to the director Charlotte Stromberg for the previous kscal year.

	✓		✓
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Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09.09

BOARD	POLICY
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To grant a discharge of liability to the director and employee representative Richard Horstedt for the previous kscal year.

	✓		✓
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Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 09.10	BOARD	POLICY
To grant a discharge of liability to the director and employee representative Ola Falt for the previous kscal year.	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 09.11	BOARD	POLICY
To grant a discharge of liability to the director and employee representative Yvonne Stenman for the previous kscal year.	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 09.12	BOARD	POLICY
To grant a discharge of liability to the director and employee representative Anders Rattgard for the previous kscal year.	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 09.13	BOARD	POLICY
To grant a discharge of liability to the director and employee representative Pär-Olow Johansson for the previous kscal year.	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09.14

To grant a discharge of liability to the director and employee representative Hans Reinholdsson for the previous kscal year.

BOARD POLICY



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09.15

To grant a discharge of liability to the director Anders Danielsson for the previous kscal year.

BOARD POLICY



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 10.01

To establish the number of directors at 7.

























BOARD POLICY



Proposer : Board

The proposed size, which is within the range of 5 to 17 board members stipulated in the policy, will allow the board to be effective. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 10.02 To establish the number of auditing krm at 1.	<table><tr><th>BOARD</th><th>POLICY</th></tr><tr><td></td><td></td></tr></table>	BOARD	POLICY		
BOARD	POLICY				
					
Proposer : Board					
<hr/> It is proposed to appoint one audit company until the next annual general meeting. A vote in favour of the proposal was recorded.					
<hr/> Vote recorded					
ITEM 11.01 To approve the directors' compensation.	<table><tr><th>BOARD</th><th>POLICY</th></tr><tr><td></td><td></td></tr></table>	BOARD	POLICY		
BOARD	POLICY				
					
Proposer : Board					
<hr/> The directors' compensation meets the policy criteria. A vote in favour of the proposal was recorded.					
<hr/> Vote recorded					
ITEM 11.02 To approve the fees paid to the auditing krm.	<table><tr><th>BOARD</th><th>POLICY</th></tr><tr><td></td><td></td></tr></table>	BOARD	POLICY		
BOARD	POLICY				
					
Proposer : Board					
<hr/> It is the Board's responsibility to establish the auditors’ fees. More than 75% of the fees paid to the krm were for knancial auditing services. A vote against the proposal was recorded.					
<hr/> Vote recorded					
ITEM 12.01 To approve the election of the director: Hans Biörck	<table><tr><th>BOARD</th><th>POLICY</th></tr><tr><td></td><td></td></tr></table>	BOARD	POLICY		
BOARD	POLICY				
					
Proposer : Board					

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 12.02

BOARD POLICY

To approve the election of the director: Pär Boman



Proposer : Board

Par Boman is not an independent director, because he maintains ties with major shareholders. However, he sits on the audit committee and the remuneration committee, which should be entirely made up of independent directors. A vote against the candidate was recorded.

Vote recorded

ITEM 12.03

BOARD POLICY

To approve the election of the director: Jan Gurander



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 12.04

BOARD POLICY

To approve the election of the director: Fredrik Lundberg



Proposer : Board

He is the CEO of LE Lundbergföretagen AB and sits on more than two boards. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 12.05	BOARD	POLICY
To approve the election of the director: Catherine Marcus		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 12.06	BOARD	POLICY
To approve the election of the director: Jayne McGivern		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 12.07	BOARD	POLICY
To approve the election of the director: Åsa Söderström Winberg		

Proposer : Board

She is an external member of the Board and sits on more than a total of kve boards. The total number of boards on which the nominee serves is too high and could compromise her ability to adequately serve shareholder interests. A vote against the candidate was recorded.

Vote recorded

ITEM 12.08	BOARD	POLICY
To approve the election of the Chairman of the Board : Hans Biörck		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 13

BOARD POLICY

To approve the appointment of the auditing krm Ernst & Young AB.



Proposer : Board

More than 75% of the fees paid to the krm were for knancial auditing services. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 14

BOARD POLICY

To approve the report on executive compensation.



Proposer : Board

The information submitted is not sufkcient to allow an assessment of the principles, structure and components of the compensation policy, such as executives' employment contracts, and particularly, their hiring and termination conditions. A vote against the proposal was recorded.

Vote recorded

ITEM 15

BOARD POLICY

To authorize share buyback.



Proposer : Board

It is the Board of Directors’ responsibility to make recommendations on the buyback of some of its shares or share categories based on an analysis of the company’s needs and strategic opportunities. The company does not provide enough information to allow an assessment of the impact of the amendment on shareholder rights and interests. A vote against the proposal was recorded.

Vote recorded

ITEM 16

BOARD POLICY

To modify the articles of association and bylaws.



Proposer : Board

The amendments generally clarify the current articles or bylaws and are administrative. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER DBS Group holdings Ltd (D05)	MEETING DATE 2021-03-30 ,
COUNTRY Singapore	RECORD DATE 2021-03-08
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES Y20246107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442096	Genus Pooled Funds - Fossil Free Dividend Fund - 000442096	48200
000442010	Genus Canglobe Equity fund	107300
000442045	Genus Dividend Fund	217000

ITEM	PROPOSAL	BOARD	POLICY
01	To approve the Financial Statements, the Directors' Report and the Auditor's Report.	✓	✓
02	To approve a dividend of SGD 00.18 per common share.	✓	✓
03	To approve the directors' compensation.	✓	✓
04	To approve the appointment of the auditing firm PricewaterhouseCoopers LLP and to authorize the directors to establish the fees.	✓	✓
05	To approve the staggered election of the director: Piyush Gupta	✓	✗
06	To approve the staggered election of the director: Punita Lal	✓	✗
07	To approve the staggered election of the director: Anthony Lim Weng Kin	✓	✓
08	To authorize the issuance of shares in order to supply the Share plan.	✓	✓
09	To approve the share-based compensation plan for Californian participants.	✓	✓
10	To authorize the issuance of shares without pre-emptive rights.	✓	✓
11	To authorize the board to allot and issue shares.	✓	✗
12	To authorize share buyback.	✓	✓

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve the Financial Statements, the Directors' Report and the Auditor's Report.	✓	✓

Proposer : Board

We observe that more than 75% of the fees paid to the auditing krm that prepared the knancial statements were for auditing services. Those reports were distributed to all shareholders before the meeting, and the auditing krm that examined them is independent. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 02			BOARD	POLICY
To approve a dividend of SGD 00.18 per common share.			✓	✓
Proposer : Board				

It is the responsibility of the Board to make recommendations on the distribution of prokts. Further, the distribution of a common dividend is in the interest of shareholders. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
To approve the directors' compensation.			✓	✓
Proposer : Board				

The directors' compensation meets the policy criteria. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
To approve the appointment of the auditing krm PricewaterhouseCoopers LLP and to authorize the directors to establish the fees.			✓	✓
Proposer : Board				

More than 75% of the fees paid to the krm were for knancial auditing services. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

ITEM 05

To approve the staggered election of the director: Piyush Gupta



Proposer : Board

Only 62,50 % of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can manage the company without conflicts of interest. For this reason, we have voted against those directors who are not independent. Piyush Gupta is not an independent director because he is the CEO of the company. A vote against the candidate was recorded.

ITEM 06

To approve the staggered election of the director: Punita Lal



X

Proposer : Board

The chair of the board must be an independent director in order to guide the board in its responsibility for overseeing management's performance of interest. This arrangement creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee and against the candidate was recorded.

ITEM 07

To approve the staggered election of the director: Anthony Lim Weng Kin



Proposer : Board

A vote in favour of the candidate was recorded.

ITEM 08	BOARD	POLICY
To authorize the issuance of shares in order to supply the Share plan.	✓	✓

Proposer : Board

It is the Board’s responsibility to make recommendations on the issuance of specikc shares or categories of shares, based on a needs analysis and strategic opportunities. The capital issue is acceptable given that it doesn't represent more than 20% of outstanding shares and that the purpose of the issuance is disclosed. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09	BOARD	POLICY
To approve the share-based compensation plan for Californian participants.	✓	✓

Proposer : Board

The proposed share-based compensation plan meets all of the policy criteria. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 10	BOARD	POLICY
To authorize the issuance of shares without pre-emptive rights.	✓	✓

Proposer : Board

It is the Board’s responsibility to make recommendations on the issuance of specikc shares or categories of shares, based on a needs analysis and strategic opportunities. Please note! Because shareholder won't have pre-emptive rights, their rights will be diluted. The issuance of capital to make a private investment is acceptable, given that the issuance represents less than 50% of outstanding shares and that its purpose is disclosed. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 11	BOARD	POLICY

To authorize the board to allot and issue shares.



Proposer : Board

It is the Board's responsibility to make recommendations on the issuance of specific shares or categories of shares, based on a needs analysis and strategic opportunities. The company does not provide enough information to allow an assessment of the impact of the amendment on shareholder rights and interests. A vote against the proposal was recorded.

Vote recorded

ITEM 12

BOARD

POLICY

To authorize share buyback.



Proposer : Board

It is the Board of Directors' responsibility to make recommendations on the buyback of some of its shares or share categories based on an analysis of the company's needs and strategic opportunities. Shares that have been repurchased and not cancelled will not represent more than 10% of outstanding shares. All voting rights related to these shares are suspended and no dividend distribution is allowed. This buyback has a well-structured timeline and the price is reasonably limited. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER UPM-Kymmene Corporation (UPMKY)	MEETING DATE 2021-03-30 ,
COUNTRY Finland	RECORD DATE 2021-03-18
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES X9518S108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	96200

ITEM	PROPOSAL	BOARD	POLICY
07	To approve knancial statements	✓	✓
08	To approve a dividend of EUR 1.30 per common share.	✓	✓
09	Ratikcation of Board and the President and CEO Acts	✓	✗
10	To approve Remuneration Report	✓	✓
11	To approve Directors' Fees	✓	✓
12	To set Board Size to 10 members.	✓	✓
13	Election of the members of the board of directors.		✗
14	Authority to Set Auditor's Fees	✓	✓
15	Appointment of Auditor PwC.	✓	✓
16	Authority to Issue Shares w/ or w/o Preemptive Rights	✓	✓
17	Authority to Repurchase Shares	✓	✗
18	To authorize the board of directors to decide on Charitable Donations	✓	✗

PROXY ANALYSIS

ITEM 07	BOARD	POLICY
To approve knancial statements	✓	✓
Proposer : Board		

We observe that more than 75% of the fees paid to the auditing krm that prepared the knancial statements were for auditing services. After verifying the length of the relationship between the company and the auditing krm, we can conkrm the latter's independence. These reports were provided to all shareholders before the day of the meeting. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 08			BOARD	POLICY
To approve a dividend of EUR 1.30 per common share.			✓	✓
Proposer : Board				

It is the responsibility of the Board to make recommendations on the distribution of prokts. Further, the distribution of a common dividend is in the interest of shareholders. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 09			BOARD	POLICY
Ratikcation of Board and the President and CEO Acts			✓	✗
Proposer : Board				

It is contrary to the principle of accountability to approve the actions of members of the board or the CEO and thereby absolve them of any responsibility. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 10			BOARD	POLICY
To approve Remuneration Report			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 11	BOARD	POLICY
To approve Directors' Fees	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 12	BOARD	POLICY
To set Board Size to 10 members.	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 13	BOARD	POLICY
Election of the members of the board of directors.		✗
Proposer : Board		

Henrik Ehnrooth is CEO of KONE and a member of the company's Compensation Committee. Directors who are themselves members of senior management may have conflicts of interest when it comes to determining the compensation of other members of senior management. In such cases, they are not suitable to serve on compensation committees. A vote against the proposal was recorded.

Vote recorded		
ITEM 14	BOARD	POLICY

Authority to Set Auditor's Fees	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 15	BOARD	POLICY
Appointment of Auditor PwC.	✓	✓
Proposer : Board		

More than 75% of the fees paid to the krm were for knancial auditing services. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 16	BOARD	POLICY
Authority to Issue Shares w/ or w/o Preemptive Rights	✓	✓
Proposer : Board		

This proposal would also allow the company to increase the number of shares, but only by 5%. That is an acceptable amount of dilution and it gives the company some flexibility in managing its share capital. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 17	BOARD	POLICY
Authority to Repurchase Shares	✓	✗
Proposer : Board		

This company uses total shareholder return (TSR) as a measure of executive performance in its incentive compensation plans. TSR is readily increased by repurchasing shares. Thus, this authorization could artikcially inflate the company's total shareholder return and give executives an unearned bonus. A vote against the proposal was recorded.

Vote recorded

ITEM 18

BOARD POLICY

To authorize the board of directors to decide on Charitable Donations



Proposer : Board

The proposal is to authorize the Board of Directors to decide on the contribution of charitable donations, up to a maximum total of EUR 500 000.Charitable donations could promote executive's interest and not those of the company and other stakeholders. These donations also mean that less funding is available to develop company projects. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Ebara Corporation (TYO:6361)	MEETING DATE 2021-03-26 ,
COUNTRY Japan	RECORD DATE 2020-12-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES J12600128

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus Fossil Free Fund	50700

ITEM	PROPOSAL	BOARD	POLICY
01	Approve the distribution of a dividend of JPY 256.85 per common share.	✓	✓
02.01	Election of director : Toichi Maeda	✓	✗
02.02	Election of director : Massao Asami	✓	✓
02.03	Election of director : Sakon Uda	✓	✓
02.04	Election of director : Hajime Sawabe	✓	✓
02.05	Election of director : Hiroshi Oeda	✓	✓
02.06	Election of director : Masahiro Hashimoto	✓	✓
02.07	Election of director : Junko Nishiyama	✓	✓
02.08	Election of director : Mie Fujimoto	✓	✓
02.09	Election of director : Hisae Kitayama	✓	✓
02.10	Election of director : Akihiko Nagamine	✓	✗

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Approve the distribution of a dividend of JPY 256.85 per common share.	✓	✓

Proposer : Board

It is the responsibility of the Board to make recommendations on the distribution of prokts. Further, the distribution of a common dividend is in the interest of shareholders. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 02.01			BOARD	POLICY
Election of director : Toichi Maeda			✓	✗
Proposer : Board				

Toichi Maeda is not an independent director because he is an executive of the company. However he sits on the nomination committee, which should be made up entirely of independent directors. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.02			BOARD	POLICY
Election of director : Massao Asami			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.03			BOARD	POLICY
Election of director : Sakon Uda			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.04			BOARD	POLICY
Election of director : Hajime Sawabe			✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.05

BOARD POLICY

Election of director : Hiroshi Oeda



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.06

BOARD POLICY

Election of director : Masahiro Hashimoto



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.07

BOARD POLICY

Election of director : Junko Nishiyama



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.08	BOARD	POLICY
Election of director : Mie Fujimoto	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.09	BOARD	POLICY
Election of director : Hisae Kitayama	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.10	BOARD	POLICY
Election of director : Akihiko Nagamine	✓	✗

Proposer : Board

Akihiki Nagamine is not an independent director because he is an internal director of the company. However, he sits on the audit committee, which should be made up entirely of independent directors. A vote against the candidate was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Randstad Holding NV (RAND)	MEETING DATE 2021-03-23 ,
COUNTRY Netherlands	RECORD DATE 2021-02-23
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES N7291Y137

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442029	Genus Fossil Free CanGlobe Equity fund	21600

ITEM	PROPOSAL	BOARD	POLICY
02.02	Remuneration Report	✓	✓
02.03	Accounts and Reports	✓	✓
02.05	Allocation of Prokts/Dividends	✓	✓
02.06	Special Dividend	✓	✓
03.01	Ratification of Management Board Acts	✓	✗
03.02	Ratification of Supervisory Board Acts	✓	✗
04	Management Board Remuneration Policy	✓	✓
05	Elect Sander Van't Noordende to the Supervisory Board	✓	✓
06.01	Authority to Issue Shares w/ or w/o Preemptive Rights	✓	✓
06.02	Authority to Repurchase Shares	✓	✗
06.03	Cancellation of Shares	✓	✓
07	Appointment of Auditor	✓	✓

PROXY ANALYSIS

ITEM 02.02	BOARD	POLICY
Remuneration Report	✓	✓
Proposer : Board		

A complete analysis of the compensation plan shows that it meets all of the policy criteria. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02.03	BOARD	POLICY
Accounts and Reports	✓	✓

Proposer : Board

We observe that more than 75% of the fees paid to the auditing firm that prepared the financial statements were for auditing services. The auditing firm that reviewed them is independent. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02.05	BOARD	POLICY
Allocation of Profits/Dividends	✓	✓

Proposer : Board

It is the responsibility of the Board to make recommendations on the distribution of profits. Further, the distribution of a common dividend is in the interest of shareholders. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02.06	BOARD	POLICY
Special Dividend	✓	✓

Proposer : Board

The proposal aims to approve the distribution of an extraordinary dividend on October 4, 2021. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 03.01	BOARD	POLICY
Ratification of Management Board Acts	✓	✗

Proposer : Board

It goes against the principle of accountability to approve the actions of the Executive Board and thereby exempt them from any liability. This release of liability is the equivalent of shareholders discharging the Board of any responsibility for its management during the kscal period, which would prevent shareholders from obtaining any compensation for damages. The proposal is not in the shareholders’ interest. A vote against the proposal was recorded.

Vote recorded

ITEM 03.02	BOARD	POLICY
Ratification of Supervisory Board Acts	✓	✗

Proposer : Board

It goes against the principle of accountability to approve the actions of the Supervisory Board and thereby exempt it from any liability. This release of liability is the equivalent of shareholders discharging the Supervisory Board of any responsibility for its management during the kscal period, which would prevent shareholders from obtaining any compensation for damages. The proposal is not in the shareholders’ interest. A vote against the proposal was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
Management Board Remuneration Policy	✓	✓

Proposer : Board

A complete analysis of the compensation policy shows that it meets all of the policy criteria. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY

Elect Sander Van't Noordende to the Supervisory Board



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 06.01

BOARD

POLICY

Authority to Issue Shares w/ or w/o Preemptive Rights



Proposer : Board

It is the Board's responsibility to make recommendations on the increase of capital shares based on a needs analysis and strategic opportunities. This general authorization is routinely requested at each annual assembly. The increase, with and without pre-emptive rights, is lower than 20 % of outstanding shares. The increase in the number of authorized shares have a time limit. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 06.02

BOARD

POLICY

Authority to Repurchase Shares



Proposer : Board

This company uses total shareholder return (TSR) as a measure of executive performance in its incentive compensation plans. TSR is readily increased by repurchasing shares. Thus, this authorization could artificially inflate the company's total shareholder return and give executives an unearned bonus. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 06.03

BOARD

POLICY

Cancellation of Shares



Proposer : Board

It is the Board’s responsibility to make recommendations on the cancellation of some shares or categories of shares, based on a needs analysis and strategic opportunities. Cancelling shares generally has an accretive effect that increases the company's earnings per share. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07

BOARD POLICY

Appointment of Auditor



Proposer : Board

More than 75% of the fees paid to the krm were for knancial auditing services. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER DSV AS (DSV)	MEETING DATE 2021-03-15 ,
COUNTRY Denmark	RECORD DATE 2021-03-08
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES K3013J154

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	8700

ITEM	PROPOSAL	BOARD	POLICY
02	Presentation of the 2020 annual report with the audit report for adoption	✓	✓
03	To approve the report on executive compensation.	✓	✗
04	To approve the directors' compensation.	✓	✓
05	To approve a dividend of DKK 4 per common share.	✓	✓
06.01	Elect Thomas Plenborg	✓	✓
06.02	Elect Annette Sadolin	✓	✓
06.03	Elect Birgit W. Nørgaard	✓	✗
06.04	Elect Jørgen Møller	✓	✓
06.05	Elect Malou Aamund	✓	✓
06.06	Elect Beat Walti	✓	✓
06.07	Elect Niels Smedegaard	✓	✗
07	To approve the appointment of the auditing firm PricewaterhouseCoopers.	✓	✓
08.01	To approve a reduction of capital by cancelling repurchased shares.	✓	✓
08.02	To authorize share buyback.	✓	✓
08.03	To modify the articles of association and bylaws – Virtual Meeting.	✓	✓
08.04	To modify the terms and conditions of the share option plan executives.	✓	✓
08.05	Shareholder proposal to improve the quality of information available or disclosed by the company – TCFD.	✓	✓

PROXY ANALYSIS

ITEM 02

Presentation of the 2020 annual report with the audit report for adoption

BOARD



POLICY



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 03

To approve the report on executive compensation.

BOARD



POLICY



Proposer : Board

The information submitted regarding the criteria of the stock compensation plan is insufficient, since the company does not disclose the performance indicators it relies on to award annual bonuses. A vote against the proposal was recorded.

Vote recorded

ITEM 04

To approve the directors' compensation.

BOARD



POLICY



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05

To approve a dividend of DKK 4 per common share.

BOARD



POLICY



Proposer : Board

A vote in favour of the proposal was recorded.		
<hr/>		
ITEM 06.01	BOARD	POLICY
Elect Thomas Plenborg	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.		
<hr/>		
ITEM 06.02	BOARD	POLICY
Elect Annette Sadolin	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.		
<hr/>		
ITEM 06.03	BOARD	POLICY
Elect Birgit W. Nørgaard	✓	✗

Proposer : Board

This candidate is a member of the Board and sits on more than kve Boards of Directors in total. The number of boards on which she sits is too high and may compromise her ability to properly serve the interests of shareholders. A vote against the candidate was recorded.

Vote recorded		
ITEM 06.04	BOARD	POLICY
Elect Jørgen Møller	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 06.05	BOARD	POLICY
Elect Malou Aamund	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 06.06	BOARD	POLICY
Elect Beat Walti	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 06.07	BOARD	POLICY
Elect Niels Smedegaard	✓	✗

Proposer : Board

This candidate is a member of the Board and sits on more than kve Boards of Directors in total. The number of boards on which she sits is too high and may compromise her ability to properly serve the interests of shareholders. A vote against the candidate was recorded.

Vote recorded

ITEM 07

BOARD POLICY

To approve the appointment of the auditing krm PricewaterhouseCoopers.

✓

✓

Proposer : Board

DSV Panalpina AS hired auditors for tax, advisory and other services last year. These services represented less than a quarter of the total audit fees. The independence of the krm has been veriked and noted. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 08.01

BOARD POLICY

To approve a reduction of capital by cancelling repurchased shares.

✓

✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 08.02

BOARD POLICY

To authorize share buyback.

✓

✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded**ITEM 08.03****BOARD** **POLICY**

To modify the articles of association and bylaws – Virtual Meeting.



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded**ITEM 08.04****BOARD** **POLICY**

To modify the terms and conditions of the share option plan executives.



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded**ITEM 08.05****BOARD** **POLICY**

Shareholder proposal to improve the quality of information available or disclosed by the company – TCFD.



Proposer : AkademikerPension et LD Fonde

The proponent requests that the company uses the recommendations of the Task Force on Climate-Related Financial Reporting (TCFD) as a benchmark for its climate-related disclosures in its annual report. Since their publication in 2017, the TCFD's recommendations have become the benchmark for climate disclosure for both investors and regulators. The company has already taken steps to make climate-related financial information based on TCFD available on its website. By 2030, carbon dioxide (CO2) emissions must fall by 45% from 2010 levels to keep global warming below 1.5 degrees Celsius (<https://bit.ly/2OWIXC1>). The member states of the European Union have thus committed to establishing an integrated national energy and climate plan for the period 2021-2030 in order to achieve the climate objectives of the Paris Agreement. In 2019, the Danish parliament passed a law committing the country to achieve a 70% reduction in greenhouse gas (GHG) emissions by 2030 compared to 1990 levels (<https://bit.ly/2NMx0YT>). The law aims at carbon neutrality by 2050 and provides for a strict monitoring mechanism. New legally binding targets will be set every 5 years. It is very likely that climate regulation will become stricter in Europe. It is in the interest of companies to prepare transition scenarios and adapt their business model sooner rather than later. In this context of climate urgency, pressure is increasing on companies in

different sectors to reduce and disclose their GHG emissions and to set scientific emission reduction targets aligned with the Paris Agreement. The Board of Directors supports this proposal, demonstrating its commitment to the environment, and its relevance to current environmental issues. Thus, it is in the interest of shareholders and the company that the latter supports the proposal in order to avoid financial, regulatory, and reputational risks. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Applied Materials Inc. (AMAT)	MEETING DATE 2021-03-11 ,
COUNTRY United States	RECORD DATE 2021-01-14
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 38222105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	6700
160717026	Genus Canglobe Equity fund - 160717026	22300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Rani Borkar	✓	✓
01.02	Elect Judy Bruner	✓	✓
01.03	Elect Eric Chen	✓	✓
01.04	Elect Aart J. de Geus	✓	✓
01.05	Elect Gary E. Dickerson	✓	✓
01.06	Elect Thomas J. Iannotti	✓	✓
01.07	Elect Alexander A. Karsner	✓	✓
01.08	Elect Adrianna C. Ma	✓	✓
01.09	Elect Yvonne McGill	✓	✓
01.10	Elect Scott A. McGregor	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of Auditor: KPMG LLP.	✓	✓
04	Amendment to the Stock Incentive Plan	✓	✗
05	Approval of the Omnibus Employees' Stock Purchase Plan	✓	✓
06	Shareholder Proposal Regarding Independent Chair	✗	✓
07	Shareholder Proposal Regarding Improvement of Executive Compensation Program	✗	✓

PROXY ANALYSIS

ITEM 01.01		BOARD	POLICY
Elect Rani Borkar		✓	✓
Proposer : Board			
A vote in favour of the candidate was recorded.			
		Vote recorded	
ITEM 01.02		BOARD	POLICY
Elect Judy Bruner		✓	✓
Proposer : Board			
A vote in favour of the candidate was recorded.			
		Vote recorded	
ITEM 01.03		BOARD	POLICY
Elect Eric Chen		✓	✓
Proposer : Board			
A vote in favour of the candidate was recorded.			
		Vote recorded	
ITEM 01.04		BOARD	POLICY
Elect Aart J. de Geus		✓	✓
Proposer : Board			

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Gary E. Dickerson	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Thomas J. Iannotti	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Alexander A. Karsner	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Adrianna C. Ma		

Proposer : Board

A vote in favour of the candidate was recorded.

✓	✓
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Vote recorded

ITEM 01.09

BOARD	POLICY
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Elect Yvonne McGill

✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10

BOARD	POLICY
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Elect Scott A. McGregor

✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02

BOARD	POLICY
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Advisory Vote on Executive Compensation

✓	✗
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Proposer : Board

The CEO was paid more than 200 times the average pay of Americans. Large pay disparities contribute to increasingly unequal societies, which are less sustainable, less inclusive, and less productive. This is not good for the company or its stakeholders in the long term. A vote against the proposal was recorded.

Vote recorded		
ITEM 03	BOARD	POLICY
Ratification of Auditor: KPMG LLP.	✓	✓
Proposer : Board		

More than 75% of the fees paid to the firm were for financial auditing services. The independence of the auditing firm was verified and confirmed. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 04	BOARD	POLICY
Amendment to the Stock Incentive Plan	✓	✗
Proposer : Board		

The proposed share-based compensation plan does not meet all of the policy criteria. This plan's share-dilution rate is over 5%. A vote against the proposal was recorded.

Vote recorded		
ITEM 05	BOARD	POLICY
Approval of the Omnibus Employees' Stock Purchase Plan	✓	✓
Proposer : Board		

The purchase of shares by employees aligns their interests with those of the shareholders and the plan meets all the policy criteria. This plan's share-dilution rate is less than or equal to 5%. The reduction on the share price relative to the market value is under 20 %. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 06	BOARD	POLICY

Shareholder Proposal Regarding Independent Chair



Proposer : Kenneth Steiner

The management oversight role of the Chairman of the Board is compromised when the Chairman is not independent. This proposal, which represents best practice in governance, generally receives a significant approval rate. According to the company, the chairman of the board has been independent for several years, but it is not negative that the company adopts a policy to support this practice and thus ensure that the chairman is always independent. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07

BOARD

POLICY

Shareholder Proposal Regarding Improvement of Executive Compensation Program



Proposer : Jing Zhao

Although the proponent does not clearly demonstrate the benefits resulting from the proposed changes, it is desirable to support this proposal in order to highlight the shortcomings described in the proposal. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER AmerisourceBergen Corporation (NYSE:ABC)	MEETING DATE 2021-03-11 ,
COUNTRY United States	RECORD DATE 2021-01-11
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 03073E105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	13400
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	27300
160717026	Genus Canglobe Equity fund - 160717026	54600

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Ornella Barra	✓	✓
01.02	Elect Steven H. Collis	✓	✗
01.03	Elect D. Mark Durcan	✓	✓
01.04	Elect Richard W. Gochnauer	✓	✓
01.05	Elect Lon R. Greenberg	✓	✗
01.06	Elect Jane E. Henney	✓	✓
01.07	Elect Kathleen Hyle	✓	✓
01.08	Elect Michael J. Long	✓	✗
01.09	Elect Henry W. McGee	✓	✗
01.10	Elect Dennis M. Nally	✓	✓
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder Proposal Regarding Independent Chair	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Ornella Barra	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.02			BOARD	POLICY
Elect Steven H. Collis			✓	✗
Proposer : Board				

Steven H. Collis is the CEO and also the chair of the board. This arrangement creates potential conflicts of interest that are not in the best interests of the company or its shareholders. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.03			BOARD	POLICY
Elect D. Mark Durcan			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.04			BOARD	POLICY
Elect Richard W. Gochnauer			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY

Elect Lon R. Greenberg	✓	✗
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Proposer : Board

The CEO is also chair of the board. This arrangement creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Jane E. Henney	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Kathleen Hyle	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Michael J. Long	✓	✗

Proposer : Board

The CEO is also chair of the board. This arrangement creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.09	BOARD	POLICY
Elect Henry W. McGee	✓	✗
Proposer : Board		

The CEO is also chair of the board. This arrangement creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.10	BOARD	POLICY
Elect Dennis M. Nally	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02	BOARD	POLICY
Ratification of Auditor	✓	✓
Proposer : Board		

More than 75% of the fees paid to the krm were for knancial auditing services. The independence of the auditing krm was veriked and conkrmed. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 03

Advisory Vote on Executive Compensation

BOARD POLICY

✓

✗

Proposer : Board

The CEO was paid more than 200 times the average pay of Americans. Large pay disparities contribute to increasingly unequal societies, which are less sustainable, less inclusive, and less productive. This is not good for the company or its stakeholders in the long term. A vote against the proposal was recorded.

Vote recorded

ITEM 04

Shareholder Proposal Regarding Independent Chair

BOARD POLICY

✗

✓

Proposer : Kenneth Steiner

The Chairman is not independent, and no lead director has been appointed or this appointment is permanent. This proposal, which represents best practice in governance, generally receives a significant approval rate. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Qualcomm Inc. (QCOM)	MEETING DATE 2021-03-10 ,
COUNTRY United States	RECORD DATE 2021-01-11
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 747525103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	14000
160717026	Genus Canglobe Equity fund - 160717026	21900
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	45700

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Sylvia Acevedo	✓	✓
01.02	Elect Mark Fields		✓
01.03	Elect Jeffrey W. Henderson	✓	✗
01.04	Elect Gregory N. Johnson	✓	✓
01.05	Elect Ann M. Livermore	✓	✓
01.06	Elect Harish Manwani	✓	✓
01.07	Elect Mark D. McLaughlin	✓	✓
01.08	Elect Jamie S. Miller	✓	✓
01.09	Elect Steven M. Mollenkopf	✓	✓
01.10	Elect Clark T. Randt, Jr.	✓	✗
01.11	Elect Irene B. Rosenfeld	✓	✓
01.12	Elect Neil Smit	✓	✓
01.13	Elect Jean-Pascal Tricoire	✓	✗
01.14	Elect Anthony J. Vinciguerra	✓	✗
02	Ratification of Auditor	✓	✓
03	Advisory vote on executive compensation	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Sylvia Acevedo	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Mark Fields		✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Jeffrey W. Henderson	✓	✗

Proposer : Board

He is CEO of JWH Consulting LLC and serves on more than two boards in total. The number of boards is too large and may compromise his ability to serve the interests of shareholders. A vote against the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Gregory N. Johnson	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05

BOARD POLICY

Elect Ann M. Livermore



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06

BOARD POLICY

Elect Harish Manwani



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07

BOARD POLICY

Elect Mark D. McLaughlin



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08

BOARD POLICY

Elect Jamie S. Miller



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09

BOARD

POLICY

Elect Steven M. Mollenkopf



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10

BOARD

POLICY

Elect Clark T. Randt, Jr.



Proposer : Board

He is CEO of Randt & Co LLC and serves on more than two boards in total. The number of boards is too large and may compromise his ability to serve the interests of shareholders. A vote against the candidate was recorded.

Vote recorded

ITEM 01.11

BOARD

POLICY

Elect Irene B. Rosenfeld



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.12	BOARD	POLICY
Elect Neil Smit	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.13	BOARD	POLICY
Elect Jean-Pascal Tricoire	✓	✗
Proposer : Board		

The nominee's attendance rate for the Board is less than 75%, without adequate reasons. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.14	BOARD	POLICY
Elect Anthony J. Vinciguerra	✓	✗
Proposer : Board		

He is CEO of Sony Pictures Entertainemnt Inc. and serves on more than two boards in total. The number of boards is too large and may compromise his ability to serve the interests of shareholders. A vote against the candidate was recorded.

Vote recorded		
ITEM 02	BOARD	POLICY
Ratikcation of Auditor	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 03

BOARD POLICY

Advisory vote on executive compensation



Proposer : Board

The CEO was paid more than 200 times the average pay of Americans. Large pay disparities contribute to increasingly unequal societies, which are less sustainable, less inclusive, and less productive. This is not good for the company or its stakeholders in the long term. The proposal is not consistent with the policy. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Johnson Controls International Plc (NYSE:JCI)	MEETING DATE 2021-03-10 ,
COUNTRY United Kingdom	RECORD DATE 2021-01-07
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES G51502105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717017	Genus Pooled Funds - Fossil Free Dividend Equity Fund - 160717017	24200
160717026	Genus Canglobe Equity fund - 160717026	37900
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	103900

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Jean S. Blackwell	✓	✓
01.02	Elect Pierre E. Cohade	✓	✓
01.03	Elect Michael E. Daniels	✓	✓
01.04	Elect Juan Pablo del Valle Perochena	✓	✗
01.05	Elect W. Roy Dunbar	✓	✓
01.06	Elect Gretchen R. Haggerty	✓	✓
01.07	Elect Simone Menne	✓	✓
01.08	Elect George R. Oliver	✓	✗
01.09	Elect Carl Jürgen Tinggren	✓	✗
01.10	Elect Mark P. Vergnano	✓	✗
01.11	Elect R. David Yost	✓	✓
01.12	Elect John D. Young	✓	✗
02.01	Appointment of Auditor PwC.	✓	✓
02.02	Authority to Set Auditor's Fees	✓	✓
03	Authority to Repurchase Shares	✓	✗
04	Authorize Price Range at which the Company Can Re-Allot Treasury Shares	✓	✗
05	Advisory Vote on Executive Compensation	✓	✗

06	Approval of 2021 Equity and Incentive Plan	✓	✗
07	Authority to Issue Shares w/ Preemptive Rights	✓	✓
08	Authority to Issue Shares w/o Preemptive Rights	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Jean S. Blackwell	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Pierre E. Cohade	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Michael E. Daniels	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect Juan Pablo del Valle Perochena	✓	✗
Proposer : Board		

The CEO is also chair of the board. This arrangement creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason.A vote against the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect W. Roy Dunbar	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Gretchen R. Haggerty	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY

Elect Simone Menne



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08

BOARD

POLICY

Elect George R. Oliver



Proposer : Board

George R. Oliver is both CEO and chair of the board of directors. The chair of the board cannot be a member of management and still guide the board in its responsibility for overseeing management's performance without a conflict of interest. A vote against the candidate was recorded.

Vote recorded

ITEM 01.09

BOARD

POLICY

Elect Carl Jürgen Tinggren



Proposer : Board

The CEO is also chair of the board. This arrangement creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 01.10

BOARD

POLICY

Elect Mark P. Vergnano



Proposer : Board

Mark P. Vergnano is an executive of Chemours Co , and sits on this company's compensation committee. Directors who are executives themselves may have conflicts of interest in setting the pay of other executives, and thus are not suitable to be members of compensation committees. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.11			BOARD	POLICY
Elect R. David Yost			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.12			BOARD	POLICY
Elect John D. Young			✓	✗
Proposer : Board				

The CEO is also chair of the board. This arrangement creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason.A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.01			BOARD	POLICY
Appointment of Auditor PwC.			✓	✓
Proposer : Board				

More than 75% of the fees paid to the krm were for knancial auditing services. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
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ITEM 02.02	BOARD	POLICY
Authority to Set Auditor's Fees	✓	✓

Proposer : Board

It is the Board's responsibility to establish the auditors’ fees. More than 75% of the fees paid to the krm were for knancial auditing services. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
Authority to Repurchase Shares	✓	✗

Proposer : Board

This company uses total shareholder return (TSR) as a measure of executive performance in its incentive compensation plans. TSR is readily increased by repurchasing shares. Thus, this authorization could artikcially inflate the company's total shareholder return and give executives an unearned bonus. A vote against the proposal was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
Authorize Price Range at which the Company Can Re-Allot Treasury Shares	✓	✗

Proposer : Board

The shares could be issued at a differente price than the market value, which is contrary to the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✗

Proposer : Board

Too little of the executives' incentive bonus is based on performance. This limits the effectiveness of the bonus as an incentive to do a good job, because executives will get some part of the bonus even if they perform poorly. A vote against the proposal was recorded.

Vote recorded

ITEM 06

BOARD POLICY

Approval of 2021 Equity and Incentive Plan

✓

✗

Proposer : Board

This is a stock options plan for executives, but it also includes directors. This is not a good compensation practice, for two reasons. First, including directors in a management compensation plan can undermine the board's independence, because it tends to align directors' interests with the interests of the executives whose performance the board is supposed to oversee. Second, stock options reward their recipients for increases in share price. Thus, they give directors an incentive to foster relatively short term gains in share price, even when this does not result in improved value of the company. In addition, the plan applies to consultants and advisors, which is contrary to the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 07

BOARD POLICY

Authority to Issue Shares w/ Preemptive Rights

✓

✓

Proposer : Board

This proposal would allow the company to increase the number of shares, with pre-emptive rights, by no more than one-third. That is an acceptable amount of dilution and it gives the company some flexibility in managing its share capital. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 08

BOARD POLICY

Authority to Issue Shares w/o Preemptive Rights

✓

✓

Proposer : Board

This would allow the company to increase the number of shares by another 5%, but only for use in investments or acquisitions. That is still an acceptable amount of dilution, and a reasonable use for the additional shares. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Stellantis NV (BIT: STLA)	MEETING DATE 2021-03-08 ,
COUNTRY Netherlands	RECORD DATE 2021-02-08
MEETING LOCATION	
MEETING TYPE Extraordinary	SECURITIES N82405106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	105042

ITEM	PROPOSAL	BOARD	POLICY
02	To approve the distribution of the subsidiary Faurecia shares and cash obtained after the sale of its ordinary shares.	✓	✓

PROXY ANALYSIS

ITEM 02	BOARD	POLICY
To approve the distribution of the subsidiary Faurecia shares and cash obtained after the sale of its ordinary shares.	✓	✓

Proposer : Board

The proposal aims to approve the distribution of the ordinary shares of Faurecia to the shareholders of Stellavis, that is, 54,297,006 shares of the subsidiary. The company's acquisition of PSA in October 2020 led the company to hold around 30% of Faurecia's capital. The distribution of shares to Stellavis shareholders will be made through a capital reduction approved at the last general meeting on January 4, 2021. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Apple Inc. (AAPL)	MEETING DATE 2021-02-23 ,
COUNTRY United States	RECORD DATE 2020-12-28
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 37833100

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	20300
160717026	Genus Canglobe Equity fund - 160717026	38800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect James A. Bell	✓	✓
01.02	Elect Timothy D. Cook	✓	✓
01.03	Elect Albert A. Gore	✓	✗
01.04	Elect Andrea Jung	✓	✓
01.05	Elect Arthur D. Levinson	✓	✗
01.06	Elect Monica Lozano	✓	✓
01.07	Elect Ronald D. Sugar	✓	✓
01.08	Elect Susan L. Wagner	✓	✓
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder proposal regarding Shareholder Proxy Access Bylaw Amendments.	✗	✓
05	Shareholder Proposal to Improve Executive Compensation Program.	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect James A. Bell	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.02	BOARD	POLICY
Elect Timothy D. Cook	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY
Elect Albert A. Gore	✓	✗
Proposer : Board		

Mr. Gore is a partner of Kleiner Perkins Caukeld & Byers, and sits on this company's compensation committee. Directors who are executives themselves may have conflicts of interest in setting the pay of other executives, and thus are not suitable to be members of compensation committees. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect Andrea Jung	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY

Elect Arthur D. Levinson



Proposer : Board

Mr. Levinson is an executive of Calico, and sits on this company's compensation committee. Directors who are executives themselves may have conflicts of interest in setting the pay of other executives, and thus are not suitable to be members of compensation committees. A vote against the candidate was recorded.

Vote recorded

ITEM 01.06

BOARD

POLICY

Elect Monica Lozano



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07

BOARD

POLICY

Elect Ronald D. Sugar



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08

BOARD

POLICY

Elect Susan L. Wagner



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02	BOARD	POLICY
Ratification of Auditor	✓	✓
Proposer : Board		

More than 75% of the fees paid to the krm were for knancial auditing services. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 03	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✗
Proposer : Board		

The CEO was paid more than 200 times the average pay of Americans. Large pay disparities contribute to increasingly unequal societies, which are less sustainable, less inclusive, and less productive. This is not good for the company or its stakeholders in the long term. A vote against the proposal was recorded.

Vote recorded		
ITEM 04	BOARD	POLICY
Shareholder proposal regarding Shareholder Proxy Access Bylaw Amendments.	✗	✓
Proposer : N/D		

The clause adopted by the company limits the number of candidates submitted by shareholders to 20% of the size of the board, rounded to the nearest whole number. The proponent kns that 86% of companies in the S&P 500 index establish a minimum of 2 candidates or 25% of the board. Only 14% of these companies use the same standards as Apple. He thus asks that the shareholders can propose at least 2 directors or 20% of the members of the board, whichever is greater. The proposal is in the shareholders’ interest. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 05	BOARD	POLICY

Shareholder Proposal to Improve Executive Compensation Program.



Proposer : N/D

Although the proponent does not clearly demonstrate the benefits of the proposed changes, it is desirable to support this proposal in order to highlight the shortcomings described in proposal 03. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Apple Inc. (AAPL)	MEETING DATE 2021-02-23 ,
COUNTRY United States	RECORD DATE 2020-12-28
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 37833100

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	20300
160717026	Genus Canglobe Equity fund - 160717026	38800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect James A. Bell	✓	✓
01.02	Elect Timothy D. Cook	✓	✓
01.03	Elect Albert A. Gore	✓	✗
01.04	Elect Andrea Jung	✓	✓
01.05	Elect Arthur D. Levinson	✓	✗
01.06	Elect Monica Lozano	✓	✓
01.07	Elect Ronald D. Sugar	✓	✓
01.08	Elect Susan L. Wagner	✓	✓
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder proposal regarding Shareholder Proxy Access Bylaw Amendments.	✗	✓
05	Shareholder Proposal to Improve Executive Compensation Program.	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect James A. Bell	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.02	BOARD	POLICY
Elect Timothy D. Cook	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY
Elect Albert A. Gore	✓	✗
Proposer : Board		

Mr. Gore is a partner of Kleiner Perkins Caukeld & Byers, and sits on this company's compensation committee. Directors who are executives themselves may have conflicts of interest in setting the pay of other executives, and thus are not suitable to be members of compensation committees. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect Andrea Jung	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY

Elect Arthur D. Levinson



Proposer : Board

Mr. Levinson is an executive of Calico, and sits on this company's compensation committee. Directors who are executives themselves may have conflicts of interest in setting the pay of other executives, and thus are not suitable to be members of compensation committees. A vote against the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Monica Lozano		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Ronald D. Sugar		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Susan L. Wagner		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02	BOARD	POLICY
Ratification of Auditor	✓	✓
Proposer : Board		

More than 75% of the fees paid to the krm were for knancial auditing services. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 03	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✗
Proposer : Board		

The CEO was paid more than 200 times the average pay of Americans. Large pay disparities contribute to increasingly unequal societies, which are less sustainable, less inclusive, and less productive. This is not good for the company or its stakeholders in the long term. A vote against the proposal was recorded.

Vote recorded		
ITEM 04	BOARD	POLICY
Shareholder proposal regarding Shareholder Proxy Access Bylaw Amendments.	✗	✓
Proposer : N/D		

The clause adopted by the company limits the number of candidates submitted by shareholders to 20% of the size of the board, rounded to the nearest whole number. The proponent kns that 86% of companies in the S&P 500 index establish a minimum of 2 candidates or 25% of the board. Only 14% of these companies use the same standards as Apple. He thus asks that the shareholders can propose at least 2 directors or 20% of the members of the board, whichever is greater. The proposal is in the shareholders’ interest. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 05	BOARD	POLICY

Shareholder Proposal to Improve Executive Compensation Program.



Proposer : N/D

Although the proponent does not clearly demonstrate the benefits of the proposed changes, it is desirable to support this proposal in order to highlight the shortcomings described in proposal 03. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Real Matters Inc. (TSE:REAL)	MEETING DATE 2021-02-04 ,
COUNTRY Canada	RECORD DATE 2020-12-24
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 75601Y100

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	8500

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Garry Foster	✓	
01.02	Elect Blaine Hobson	✓	
01.03	Elect William Holland	✓	
01.04	Elect Brian Lang	✓	✓
01.05	Elect Frank McMahon	✓	✓
01.06	Elect Lisa Melchior	✓	✓
01.07	Elect Jason Smith	✓	
01.08	Elect Peter Vukanovich	✓	
02	Appointment of Auditor Deloitte LLP and Authority to Set Fees	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Garry Foster	✓	
Proposer : Board		

He is the CEO of Cortleigh Capital and sits on more than two boards. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Blaine Hobson		

Proposer : Board

The chair of the board must be an independent director in order to guide the board in its responsibility for overseeing management’s performance without a conflict of interest.Jason Smith is not an independent director because he is executive chair.Moreover, this board has only one woman and its policy on board diversity does not include a plan to add women to the board. Board diversity is an important factor in sound corporate governance. The absence of women directors and of a plan to add them indicates that the nominating committee has not adequately addressed the company's need for a more diverse board. For these reasons, we have voted against the members of the nominating committee. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect William Holland	✓	

Proposer : Board

The chair of the board must be an independent director in order to guide the board in its responsibility for overseeing management’s performance without a conflict of interest.Jason Smith is not an independent director because he is executive chair.Moreover, this board has only one woman and its policy on board diversity does not include a plan to add women to the board. Board diversity is an important factor in sound corporate governance. The absence of women directors and of a plan to add them indicates that the nominating committee has not adequately addressed the company's need for a more diverse board. For these reasons, we have voted against the members of the nominating committee. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Brian Lang	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY

Elect Frank McMahon	✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Lisa Melchior	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Jason Smith	✓	

Proposer : Board

The chair of the board must be an independent director in order to guide the board in its responsibility for overseeing management’s performance without a conflict of interest. Jason Smith is not an independent director because he is an executive chair. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Peter Vukanovich	✓	

Proposer : Board

The chair of the board must be an independent director in order to guide the board in its responsibility for overseeing management’s performance without a conflict of interest. Jason Smith is not an independent director because he is executive chair. Moreover, this board has only one woman and its policy on board diversity does not include a plan to add women to the board. Board diversity is an important factor in sound corporate governance. The absence of women directors and of a plan to add them indicates that the nominating committee has not adequately addressed the company's need for a more diverse board. For these reasons, we have voted against the members of the nominating committee. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02			BOARD	POLICY
Appointment of Auditor Deloitte LLP and Authority to Set Fees			✓	✓
Proposer : Board				

More than 75% of the fees paid to the krm were for knancial auditing services. A vote in favour of the proposal was recorded.

<hr/>	Vote recorded
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PROXY SUMMARY

ISSUER West Fraser Timber Co. Ltd (WFT)	MEETING DATE 2021-01-19 ,
COUNTRY Canada	RECORD DATE 2020-12-11
MEETING LOCATION	
MEETING TYPE Special	SECURITIES 952845105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717059	Genus Pooled Funds - Fossil Free Impact Equiy Component - 160717059	15700
160717025	Genus Pooled Funds - Canglobe Equity fund - 160717025	35000

ITEM	PROPOSAL	BOARD	POLICY
01	To approve the acquisition of Norbord inc.	✓	✓
02	To modify the number of shares set out in the share option plan.	✓	✗

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve the acquisition of Norbord inc.	✓	✓

Proposer : Board

On November 18, 2020, West Fraser Timber Co. Ltd. officially announced the acquisition of Norbord. The transaction, estimated at CAD 4.56 billion, aims to strengthen West Fraser's position as a leader in diversified wood products, including broadening its product line and entering new markets. Investors reacted well, as West Fraser's stock gained 2.40% on the day of the announcement and more than 11.45% since, rising from CAD 73.11 to CAD 81.50. As part of the transaction, shareholders of Norbord will receive 0.675 share of West Fraser for each common share held. Once the transaction is completed, Norbord will cease to be a publicly-traded company and will become a wholly-owned subsidiary of West Fraser. The Board of Directors unanimously recommends a vote in favour of the transaction. In addition, financial advisors, TD Securities and the Scotia Bank, said that the transaction was fair to shareholders from a financial standpoint. The break fees, payable among others if the shareholders do not approve the transaction, are estimated at CAD 110 million. Total break fee represents about 2.40% of the total value of the transaction. At the close of the transaction on February 28, 2021, the current shareholders of Norbord and West Fraser will respectively own 44.20% and 55.80% of the capital of the company. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
To modify the number of shares set out in the share option plan.	✓	✗

Proposer : Board

We support executive compensation that is based on performance, because executives are motivated to excel when their compensation is tied to their individual and company performance. The vesting schedule is not in line with the 3 years stipulated in the policy. A vote against the proposal was recorded.

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PROXY SUMMARY

ISSUER Cogeco Communications Inc. (TSE:CCA)	MEETING DATE 2021-01-15,
COUNTRY Canada	RECORD DATE 2020-11-30
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 19239C106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	2000
160717027	Genus Fossil Free Canglobe Equity Fund	14900
160717016	Genus Fossil Free Dividend Equity Fund	19500

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Colleen Abdoulah	✓	✓
01.02	Elect Louis Audet	✓	
01.03	Elect Robin Bienenstock	✓	✓
01.04	Elect James C. Cherry	✓	✓
01.05	Elect Pippa Dunn	✓	✓
01.06	Elect Joanne Ferstman	✓	✓
01.07	Elect Philippe Jetté	✓	✓
01.08	Elect Bernard Lord	✓	✓
01.09	Elect David McAusland	✓	✓
01.10	Elect Caroline Papadatos	✓	✓
02	Appointment of Auditor and Authority to Set Fees	✓	
03	Advisory Vote on Executive Compensation	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Colleen Abdoulah	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.02	BOARD	POLICY
Elect Louis Audet	✓	
Proposer : Board		

Louis Audet is not an independent chairman because he is a former CEO of the company. The chair of the board must be an independent director in order to guide the board in its responsibility for overseeing management’s performance without a conflict of interest.In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY
Elect Robin Bienenstock	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect James C. Cherry	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY

Elect Pippa Dunn



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06

BOARD

POLICY

Elect Joanne Ferstman



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07

BOARD

POLICY

Elect Philippe Jetté



Proposer : Board

Philippe Jetté is not an independent director because he is the CEO of the company. However he does not sit on any committee. There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08

BOARD

POLICY

Elect Bernard Lord



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.09	BOARD	POLICY
Elect David McAusland	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.10	BOARD	POLICY
Elect Caroline Papadatos	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02	BOARD	POLICY
Appointment of Auditor and Authority to Set Fees	✓	II
Proposer : Board		

More than 25% of the fees paid to the krm were for services other than knancial auditing. The proposal is not consistent with the policy. In the absence of the option against, an abstention for the proposal was recorded.

Vote recorded		
ITEM 03	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✗

Proposer : Board

The company does not disclose the target nor the threshold for one of the two short-term incentive plan criteria, which makes it complicated for shareholders to assess executives' performance. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Peugeot SA (EPA:UG)	MEETING DATE 2021-01-04 ,
COUNTRY France	RECORD DATE 2020-12-29
MEETING LOCATION	
MEETING TYPE Extraordinary	SECURITIES F72313111

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	70800

ITEM	PROPOSAL	BOARD	POLICY
01	To approve the merger with Fiat Chrysler Automobiles N.V.	✓	✓
02	Removal of Double Voting Rights	✓	
03	Power to carry out formalities	✓	

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve the merger with Fiat Chrysler Automobiles N.V.	✓	✓

Proposer : Board

On December 18, 2019, Fiat Chrysler Automobiles NV (FCA) announced its merger with Peugeot SA (PSA) so that the group would become a key player in the automotive industry and position itself at the forefront for the new era of sustainable mobility. In addition to creating an interesting synergy, the merger will allow optimal geographical coverage. Investors' reaction remained neutral, as FCA stock only gained 0.96% on the day of the announcement and approximately 2.5% since then. As part of the transaction, shareholders of PSA will receive 1,742 common shares of FCA for each common share held immediately prior to the completion of the merger. Once the transaction is completed, PSA will cease to be a publicly-traded company and will become a wholly-owned subsidiary of FCA. The board of Directors of the new entity is expected to include 5 members appointed by FCA and 5 members appointed by PSA. Mr. Elkann, chairman of the board of FCA, will assume the chairmanship of the board, while Mr. Tavares, CEO of PSA, will retain this position within the combined entity. The transaction does not raise particular governance issue. GIR recommends a vote in favour of the proposal. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Removal of Double Voting Rights	✓	

Proposer : Board

ITEM 03	BOARD	POLICY

Power to carry out formalities



Proposer : Board

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