



GENUS Capital Management Pooled Funds

Q2 2021

April 1st – June 30th

Proxy Voting Report

## Proxy Voting Highlights Q2 2021

### Meetings

#### Type

Annual	142
Special	7
Mix	8
Total	157



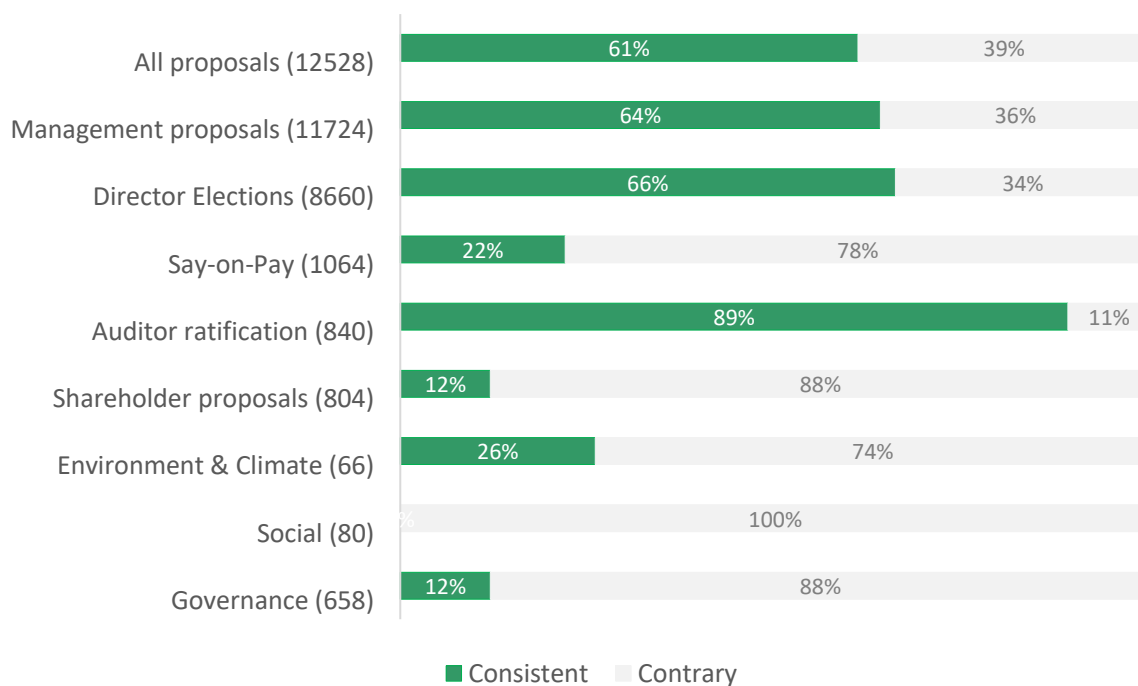
#### Jurisdiction

Canada	36
United States	69
Other	52
Total	157



### Proposals

#### Votes consistent with / contrary to management recommended votes





PROXY SUMMARY

ISSUER Kingfisher PLC (KGF)	MEETING DATE 2021-06-30 ,
COUNTRY United Kingdom	RECORD DATE 2021-04-16
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES G5256E441

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	334848

ITEM	PROPOSAL	BOARD	POLICY
01	Accounts and Reports	✓	✓
02	Remuneration Report (Advisory)	✓	✗
03	To approve a Final Dividend of GBP 0.08 per share	✓	✓
04	Elect Catherine Bradley	✓	✓
05	Elect Tony Buffin	✓	✓
06	Elect Claudia Arney	✓	✓
07	Elect Bernard L. Bot	✓	✓
08	Elect Jeff Carr	✓	✗
09	Elect Andrew Cosslett	✓	✓
10	Elect Thierry Garnier	✓	✓
11	Elect Sophie Gasperment	✓	✓
12	Elect Rakhi (Parekh) Goss-Custard	✓	✓
13	To approve the Appointment of Auditor Deloitte	✓	✓
14	Authority to Set Auditor's Fees	✓	✓
15	Authorisation of Political Donations	✓	✗
16	Authority to Issue Shares w/ Preemptive Rights	✓	✗
17	Authority to Issue Shares w/o Preemptive Rights	✓	✓

18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	✓	✓
19	Authority to Repurchase Shares	✓	✗
20	Authority to Set General Meeting Notice Period at 14 Days	✓	✗

## PROXY ANALYSIS

ITEM 01	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. Those reports were distributed to all shareholders before the meeting, and the auditing firm that examined them is independent. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Remuneration Report (Advisory)	✓	✗

Proposer : Board

A complete analysis of the compensation report shows that it does not meet all of the policy criteria. The compensation plan includes awards of nil-cost options. This practice is not consistent with the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
To approve a Final Dividend of GBP 0.08 per share	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 04	BOARD	POLICY
Elect Catherine Bradley	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 05	BOARD	POLICY
Elect Tony Buffin	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 06	BOARD	POLICY
Elect Claudia Arney	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 07	BOARD	POLICY
Elect Bernard L. Bot		

	✓		✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 08

BOARD	POLICY
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Elect Jeff Carr

	✓		✗
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Proposer : Board

Jeff Carr is an executive of Reckitt Benckiser Group plc, 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 09

BOARD	POLICY
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Elect Andrew Cosslett

	✓		✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 10

BOARD	POLICY
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Elect Thierry Garnier

	✓		✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 11	BOARD	POLICY
Elect Sophie Gasperment	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 12	BOARD	POLICY
Elect Rakhi (Parekh) Goss-Custard	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 13	BOARD	POLICY
To approve the Appointment of Auditor Deloitte	✓	✓
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 14	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 firm were for financial auditing services. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 15

BOARD

POLICY

Authorisation of Political Donations



Proposer : Board

Political contributions are a risky, controversial use of corporate funds that is best avoided. Political contributions may imply some degree of influence over the recipients, even if this is not explicit. These contributions may also leave companies open to pressure from political parties, candidates, or other organizations for additional contributions to political campaigns. A vote against the proposal was recorded.

Vote recorded

#### ITEM 16

BOARD

POLICY

Authority to Issue Shares w/ Preemptive Rights



Proposer : Board

This proposal would allow the company to increase the number of shares by as much as 66%. That is more dilution than shareholders should accept without a good, specific purpose for the increase. A vote against the proposal was recorded.

Vote recorded

#### ITEM 17

BOARD

POLICY

Authority to Issue Shares w/o Preemptive Rights



Proposer : Board



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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.

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Vote recorded

ITEM 18	BOARD	POLICY
Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	✓	✓

Proposer : Board

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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.

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Vote recorded

ITEM 19	BOARD	POLICY
Authority to Repurchase Shares	✓	✗

Proposer : Board

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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. A vote against the proposal was recorded.

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Vote recorded

ITEM 20	BOARD	POLICY
Authority to Set General Meeting Notice Period at 14 Days	✓	✗

Proposer : Board

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Shareholders outside Britain often must cast their proxy ballots 7 days before a shareholders' meeting. If this proposal were adopted, it would give those shareholders only 7 days to obtain and absorb the information needed to cast a well-considered ballot. This is too little time, especially since the matters considered at special meetings are often complex, such as mergers or acquisitions. A vote against the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Daiwa House Industry Co. Ltd (DWAHF)	MEETING DATE 2021-06-29 ,
COUNTRY Japan	RECORD DATE 2021-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 234062206

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	68900

ITEM	PROPOSAL	BOARD	POLICY
01	To approve an Allocation of Profits/Dividends of JPY 116 per share	✓	✓
02.01	Elect Keiichi Yoshii	✓	✗
02.02	Elect Takeshi Kosokabe	✓	✗
02.03	Elect Hirotsugu Otomo	✓	✗
02.04	Elect Tatsuya Urakawa	✓	✗
02.05	Elect Kazuhito Dekura	✓	✗
02.06	Elect Yoshinori Ariyoshi	✓	✗
02.07	Elect Keisuke Shimonishi	✓	✗
02.08	Elect Nobuya Ichiki	✓	✗
02.09	Elect Yoshiyuki Murata	✓	✗
02.10	Elect Kazuyoshi Kimura	✓	✗
02.11	Elect Yutaka Shigemori	✓	✓
02.12	Elect Yukiko Yabu	✓	✓
02.13	Elect Yukinori Kuwano	✓	✓
02.14	Elect Miwa Seki	✓	✓
03.01	Elect Tadatoshi Maeda as statutory auditor	✓	✗
03.02	Elect Tatsuji Kishimoto as statutory auditor	✓	✓



## PROXY ANALYSIS

## ITEM 01

BOARD

POLICY

To approve an Allocation of Profits/Dividends of JPY 116 per share



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

## ITEM 02.01

BOARD

POLICY

Elect Keiichi Yoshii



Proposer : Board

Keiichi Yoshii 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 02.02

BOARD

POLICY

Elect Takeshi Kosokabe



Proposer : Board

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

## BOARD POLICY

✓ ✗

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

## BOARD POLICY

✓ | ✗

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

## BOARD POLICY

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.06	BOARD	POLICY
Elect Yoshinori Ariyoshi	✓	✗
Proposer : Board		

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.07	BOARD	POLICY
Elect Keisuke Shimonishi	✓	✗
Proposer : Board		

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.08	BOARD	POLICY
Elect Nobuya Ichiki	✓	✗
Proposer : Board		

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.



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Vote recorded

ITEM 02.09	BOARD	POLICY
Elect Yoshiyuki Murata	✓	✗
Proposer : Board		

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

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Vote recorded

ITEM 02.10	BOARD	POLICY
Elect Kazuyoshi Kimura	✓	✗
Proposer : Board		

Only 28,57% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the policy. He has other significant types of economic relationships with one of the company's clients, suppliers or consultants. A vote against the candidate was recorded.

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Vote recorded

ITEM 02.11	BOARD	POLICY
Elect Yutaka Shigemori	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

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Vote recorded

ITEM 02.12	BOARD	POLICY
Elect Yukiko Yabu	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.13	BOARD	POLICY
Elect Yukinori Kuwano	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.14	BOARD	POLICY
Elect Miwa Seki	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 03.01	BOARD	POLICY
Elect Tadatoshi Maeda as statutory auditor	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the Board of Corporate Auditors is not exclusively made up of independent members. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 03.02			BOARD	POLICY
Elect Tatsuji Kishimoto as statutory auditor			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
Bonus			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
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PROXY SUMMARY

ISSUER NGK Insulators Ltd (5333)	MEETING DATE 2021-06-28 ,
COUNTRY Japan	RECORD DATE 2021-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES J49076110

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus Fossil Free Fund	138800

ITEM	PROPOSAL	BOARD	POLICY
01	To approve an Allocation of Profits/Dividends of JPY 30 per share	✓	✓
02	Amendments to Articles regarding Business Purpose	✓	✓
03.01	Elect Taku Oshima	✓	✗
03.02	Elect Shigeru Kobayashi	✓	✗
03.03	Elect Hiroshi Kanie	✓	✗
03.04	Elect Chiaki Niwa	✓	✗
03.05	Elect Ryohei Iwasaki	✓	✗
03.06	Elect Hideaki Shindo	✓	✗
03.07	Elect Hiroyuki Kamano	✓	✗
03.08	Elect Emiko Hamada	✓	✓
03.09	Elect Kazuo Furukawa	✓	✓
04	Elect Nobumitsu Saji as Statutory Auditor	✓	✗
05	Amendment to the Equity Compensation Plan for Executive Directors	✓	✗

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve an Allocation of Profits/Dividends of JPY 30 per 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 02	BOARD	POLICY
Amendments to Articles regarding Business Purpose	✓	✓

Proposer : Board

The amendments generally clarify the current articles or bylaws and are administrative. This proposal does not have a detrimental impact on shareholder interests. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 03.01	BOARD	POLICY
Elect Taku Oshima	✓	✗

Proposer : Board

Only one third of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded		
ITEM 03.02	BOARD	POLICY
Elect Shigeru Kobayashi	✓	✗

Proposer : Board

Only one third of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

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Vote recorded		
ITEM 03.03	BOARD	POLICY
Elect Hiroshi Kanie	✓	✗
Proposer : Board		

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Only one third of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

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Vote recorded		
ITEM 03.04	BOARD	POLICY
Elect Chiaki Niwa	✓	✗
Proposer : Board		

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Only one third of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

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Vote recorded		
ITEM 03.05	BOARD	POLICY
Elect Ryohei Iwasaki	✓	✗
Proposer : Board		

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Only one third of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.



<hr/>			Vote recorded	
ITEM 03.06			BOARD	POLICY
Elect Hideaki Shindo			✓	✗
Proposer : Board				

Only one third of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 03.07			BOARD	POLICY
Elect Hiroyuki Kamano			✓	✗
Proposer : Board				

Hiroyuki Kamano is the managing partner of Kamano Sogo Law Offices 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.

<hr/>			Vote recorded	
ITEM 03.08			BOARD	POLICY
Elect Emiko Hamada			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 03.09			BOARD	POLICY

Elect Kazuo Furukawa



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 04

BOARD

POLICY

Elect Nobumitsu Saji as Statutory Auditor



Proposer : Board

The nominees' independence was verified and it was found that the Board of Corporate Auditors is not exclusively made up of independent members. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

#### ITEM 05

BOARD

POLICY

Amendment to the Equity Compensation Plan for Executive Directors



Proposer : Board

The term of the options awarded in the plan exceeds the time limit stipulated in the policy, which is 10 years. The option-exercise price is not set to at least 100% of the fair market value for shares that are issued and outstanding at the time of the granting of options. There are no performance targets related to either the company's performance or to its performance compared to that of its peers. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Secom Co Ltd (SOMLF)	MEETING DATE 2021-06-25 ,
COUNTRY Japan	RECORD DATE 2021-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES J69972107/ 813113206

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442096	Genus Pooled Funds - Fossil Free Dividend Fund - 000442096	4900

ITEM	PROPOSAL	BOARD	POLICY
01	To approve an Allocation of Profits/Dividends of JPY 170 per share	✓	✓
02.01	Elect Makoto Iida	✓	✗
02.02	Elect Yasuo Nakayama	✓	✗
02.03	Elect Ichiro Ozeki	✓	✗
02.04	Elect Yasuyuki Yoshida	✓	✗
02.05	Elect Tatsuro Fuse	✓	✗
02.06	Elect Tatsuya Izumida	✓	✗
02.07	Elect Tatsushi Kurihara	✓	✗
02.08	Elect Takaharu Hirose	✓	✓
02.09	Elect Hirobumi Kawano	✓	✓
02.10	Elect Hajime Watanabe	✓	✓
02.11	Elect Miri Hara	✓	✓
03	Amendment to the Restricted Share Plan	✓	✗

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve an Allocation of Profits/Dividends of JPY 170 per share	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 02.01	BOARD	POLICY
Elect Makoto Iida	✓	✗
Proposer : Board		

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.02	BOARD	POLICY
Elect Yasuo Nakayama	✓	✗
Proposer : Board		

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.03	BOARD	POLICY
Elect Ichiro Ozeki	✓	✗
Proposer : Board		

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

ITEM 02.04	BOARD	POLICY
Elect Yasuyuki Yoshida	✓	✗
Proposer : Board		

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

ITEM 02.05	BOARD	POLICY
Elect Tatsuro Fuse	✓	✗
Proposer : Board		

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

ITEM 02.06	BOARD	POLICY
Elect Tatsuya Izumida	✓	✗
Proposer : Board		

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.



<hr/>			Vote recorded	
ITEM 02.07			BOARD	POLICY
Elect Tatsushi Kurihara			✓	✗
Proposer : Board				

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.08			BOARD	POLICY
Elect Takaharu Hirose			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.09			BOARD	POLICY
Elect Hirobumi Kawano			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.10			BOARD	POLICY

Elect Hajime Watanabe



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 02.11

BOARD

POLICY

Elect Miri Hara



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 03

BOARD

POLICY

Amendment to the Restricted Share Plan



Proposer : Board

The bonuses awarded under this plan are not based on performance. This makes the bonuses ineffective as incentives for executives to do a good job. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Mitsubishi Corporation (8058)	MEETING DATE 2021-06-25 ,
COUNTRY Japan	RECORD DATE 2021-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES J46830116

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	132000

ITEM	PROPOSAL	BOARD	POLICY
01	To approve an Allocation of Profits/Dividends of JPY 67 per share	✓	✓
02.01	Elect Kobayashi Ken	✓	✗
02.02	Elect Kakiuchi Takehiko	✓	✗
02.03	Elect Masu Kazuyuki	✓	✗
02.04	Elect Murakoshi Akira	✓	✗
02.05	Elect Hirai Yasuteru	✓	✗
02.06	Elect Kashiwagi Yutaka	✓	✗
02.07	Elect Nishiyama Akihiko	✓	✓
02.08	Elect Saiki Akitaka	✓	✓
02.09	Elect Tatsuoka Tsuneyoshi	✓	✓
02.10	Elect Miyanaga Shunichi	✓	✗
02.11	Elect Akiyama Sakie	✓	✓

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve an Allocation of Profits/Dividends of JPY 67 per 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 02.01	BOARD	POLICY
Elect Kobayashi Ken	✓	✗
Proposer : Board		

Only 36% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. The company currently employs him. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.02	BOARD	POLICY
Elect Kakiuchi Takehiko	✓	✗
Proposer : Board		

Only 36% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently the chief executive officer of the firm. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.03	BOARD	POLICY
Elect Masu Kazuyuki	✓	✗
Proposer : Board		

Only 36% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to

the company. He is currently the chief financial officer of the firm. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.04			BOARD	POLICY
Elect Murakoshi Akira			✓	✗
Proposer : Board				

Only 36% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.05			BOARD	POLICY
Elect Hirai Yasuteru			✓	✗
Proposer : Board				

Only 36% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.06			BOARD	POLICY
Elect Kashiwagi Yutaka			✓	✗
Proposer : Board				

Only 36% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. The company currently employs him. A vote against the candidate was recorded.



<hr/>			Vote recorded	
ITEM 02.07			BOARD	POLICY
Elect Nishiyama Akihiko			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.08			BOARD	POLICY
Elect Saiki Akitaka			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.09			BOARD	POLICY
Elect Tatsuoka Tsuneyoshi			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.10			BOARD	POLICY
Elect Miyanaga Shunichi			✓	✗

Proposer : Board

Only 36% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the policy. He has other significant types of economic relationships with one of the company's clients, suppliers or consultants. A vote against the candidate was recorded.

Vote recorded

ITEM 02.11	BOARD	POLICY
Elect Akiyama Sakie		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Daito Trust Construction Co. Ltd (1878)	MEETING DATE 2021-06-25 ,
COUNTRY Japan	RECORD DATE 2021-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES J11151107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442096	Genus Pooled Funds - Fossil Free Dividend Fund - 000442096	9800

ITEM	PROPOSAL	BOARD	POLICY
01	To approve an Allocation of Profits/Dividends of JPY 455 per share	✓	✓
02.01	Elect Katsuma Kobayashi	✓	✗
02.02	Elect Shuji Kawai	✓	✗
02.03	Elect Kei Takeuchi	✓	✗
02.04	Elect Koji Sato	✓	✗
02.05	Elect Kanitsu Uchida	✓	✗
02.06	Elect Masafumi Tate	✓	✗
02.07	Elect Yoshihiro Mori	✓	✗
02.08	Elect Toshiaki Yamaguchi	✓	✓
02.09	Elect Mami Sasaki	✓	✓
02.10	Elect Takashi Shoda	✓	✓
02.11	Elect Atsushi Iritani	✓	✓
03.01	Elect Masayasu Uno	✓	✓
03.02	Elect Masa Matsushita	✓	✓
03.03	Elect Kenji Kobayashi	✓	✓
04	Appointment of Auditor	✓	✗

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve an Allocation of Profits/Dividends of JPY 455 per 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 02.01	BOARD	POLICY
Elect Katsuma Kobayashi	✓	✗

Proposer : Board

Katsuma Kobayashi 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 02.02	BOARD	POLICY
Elect Shuji Kawai	✓	✗

Proposer : Board

Only 36% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. Shuji Kawai is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.03	BOARD	POLICY
Elect Kei Takeuchi		

Proposer : Board

Only 36% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. Kei Takeuchi is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.04	BOARD	POLICY
Elect Koji Sato	✓	✗

Proposer : Board

Only 36% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. Koji Sato is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.05	BOARD	POLICY
Elect Kanitsu Uchida	✓	✗

Proposer : Board

Only 36% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. Kanitsu Uchida is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.06	BOARD	POLICY
Elect Masafumi Tate	✓	✗

Proposer : Board

Only 36% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. Masafumi Tate is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.07	BOARD	POLICY
Elect Yoshihiro Mori	✓	✗

Proposer : Board

Only 36% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. Yoshihiro Mori is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.08	BOARD	POLICY
Elect Toshiaki Yamaguchi	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.09	BOARD	POLICY
Elect Mami Sasaki	✓	✓

Proposer : Board



A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.10	BOARD	POLICY
Elect Takashi Shoda	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.11	BOARD	POLICY
Elect Atsushi Iritani	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 03.01	BOARD	POLICY
Elect Masayasu Uno	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 03.02	BOARD	POLICY
Elect Masa Matsushita		

| ✓ | ✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 03.03	BOARD	POLICY
Elect Kenji Kobayashi	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
Appointment of Auditor	✓	✗

Proposer : Board

We note that fees are not disclosed separately, which makes it impossible to assess whether the auditing firm is undertaking work that could put it in a position of conflict of interest. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Kyocera Corporation (6971)	MEETING DATE 2021-06-25 ,
COUNTRY Japan	RECORD DATE 2021-03-30
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES J37479110/501556203

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442029	Genus Fossil Free CanGlobe Equity fund	26800

ITEM	PROPOSAL	BOARD	POLICY
01	To approve a dividend of JPY 80 per common share.		
02.01	To approve the election of the director:		
02.02	To approve the election of the director:		
02.03	To approve the election of the director:		
02.04	To approve the election of the director:		
02.05	To approve the election of the director:		
02.06	To approve the election of the director:		
02.07	To approve the election of the director:		
02.08	To approve the election of the director:		
02.09	To approve the election of the director:		
03	To approve the election of an alternate Audit and Supervisory Committee member:		

### PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve a dividend of JPY 80 per common share.		

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02.01	BOARD	POLICY
To approve the election of the director:		

Proposer : Board

Only 3 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.


Vote recorded

ITEM 02.02	BOARD	POLICY
To approve the election of the director:		

Proposer : Board

Only 3 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

ITEM 02.03	BOARD	POLICY
To approve the election of the director:		

Proposer : Board

Only 3 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

ITEM 02.04	BOARD	POLICY
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To approve the election of the director:



Proposer : Board

Only 3 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

ITEM 02.05

BOARD

POLICY

To approve the election of the director:



Proposer : Board

Only 3 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

ITEM 02.06

BOARD

POLICY

To approve the election of the director:



Proposer : Board

Only 3 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

ITEM 02.07

BOARD

POLICY



To approve the election of the director:



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 02.08

BOARD

POLICY

To approve the election of the director:



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 02.09

BOARD

POLICY

To approve the election of the director:



Proposer : Board

Only 22,22% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the policy. He has other significant types of economic relationships with one of the company's clients, suppliers or consultants. A vote against the candidate was recorded.

Vote recorded

#### ITEM 03

BOARD

POLICY

To approve the election of an alternate Audit and Supervisory Committee member:



Proposer : Board

A vote in favour of the candidate was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Taisei Corporation (1801)	MEETING DATE 2021-06-25 ,
COUNTRY Japan	RECORD DATE 2021-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES J79561130

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442096	Genus Pooled Funds - Fossil Free Dividend Fund - 000442096	15800

ITEM	PROPOSAL	BOARD	POLICY
01	To approve an Allocation of Profits/Dividends of JPY 130 per share	✓	✓
02.01	Elect Takashi Yamauchi	✓	✗
02.02	Elect Yoshiro Aikawa	✓	✗
02.03	Elect Shigeyuki Sakurai	✓	✗
02.04	Elect Shigeyoshi Tanaka	✓	✗
02.05	Elect Norihiko Yaguchi	✓	✗
02.06	Elect Hiroshi Kimura	✓	✗
02.07	Elect Atsushi Yamamoto	✓	✗
02.08	Elect Yoshihiro Teramoto	✓	✗
02.09	Elect Atsuko Nishimura	✓	✓
02.10	Elect Takao Murakami	✓	✓
02.11	Elect Norio Otsuka	✓	✓
02.12	Elect Fumiya Kokubu	✓	✗
03	Elect Masamitsu Miura as Statutory Auditor	✓	✓

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve an Allocation of Profits/Dividends of JPY 130 per share	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02.01	BOARD	POLICY
Elect Takashi Yamauchi	✓	✗

Proposer : Board

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

ITEM 02.02	BOARD	POLICY
Elect Yoshiro Aikawa	✓	✗

Proposer : Board

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

ITEM 02.03	BOARD	POLICY
Elect Shigeyuki Sakurai	✓	✗

Proposer : Board

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.04			BOARD	POLICY
Elect Shigeyoshi Tanaka			✓	✗
Proposer : Board				

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.05			BOARD	POLICY
Elect Norihiko Yaguchi			✓	✗
Proposer : Board				

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.06			BOARD	POLICY
Elect Hiroshi Kimura			✓	✗
Proposer : Board				

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.07	BOARD	POLICY
Elect Atsushi Yamamoto	✓	✗
Proposer : Board		

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.08	BOARD	POLICY
Elect Yoshihiro Teramoto	✓	✗
Proposer : Board		

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.09	BOARD	POLICY
Elect Atsuko Nishimura	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.



<hr/>			Vote recorded	
ITEM 02.10			BOARD	POLICY
Elect Takao Murakami			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.11			BOARD	POLICY
Elect Norio Otsuka			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.12			BOARD	POLICY
Elect Fumiya Kokubu			✓	✗
Proposer : Board				

Only 25% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the policy. He has other significant types of economic relationships with one of the company's clients, suppliers or consultants. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY

Elect Masamitsu Miura as Statutory Auditor



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Nippon Telegraph & Telephone Corporation (NTT / 9432)	MEETING DATE 2021-06-24 ,
COUNTRY Japan	RECORD DATE 2021-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 654624105 / J59396101



ITEM	PROPOSAL	BOARD	POLICY
01	Allocation of Profits/Dividends	✓	✓
02	Trust Type Equity Plan	✓	✗
03	Directors' Fees	✓	✓
04	Shareholder Proposal Regarding Removal of Director Naoki Shibutani	✗	✗

### PROXY ANALYSIS

ITEM 01	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. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Trust Type Equity Plan	✓	✗
Proposer : Board		

The proposed share-based compensation plan does not meet all of the policy criteria. The company does not disclose the specific criteria that underpin its share-based compensation programs. A vote against the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
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Directors' Fees



Proposer : Board

The directors' compensation meets the policy criteria. It would have been desirable for the company to disclose the compensation paid to each director. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04

BOARD

POLICY

Shareholder Proposal Regarding Removal of Director Naoki Shibutani



Proposer : ND

The proponent is dissatisfied with the Internet service to which he has subscribed with the company and considers that Mr. Shibutani should be held responsible for any management and communication errors that may have occurred in the processing of his case. He, therefore, asks the board of directors to remove him from his duties. The arguments put forward by the proponent cannot be verified and the faults stated are not sufficiently important for the company to be considered admissible. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Nippon Telegraph & Telephone Corporation (NTT / 9432)	MEETING DATE 2021-06-24 ,
COUNTRY Japan	RECORD DATE 2021-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 654624105 / J59396101





ITEM	PROPOSAL	BOARD	POLICY
01	Allocation of Profits/Dividends	✓	✓
02	Trust Type Equity Plan	✓	✗
03	Directors' Fees	✓	✓
04	Shareholder Proposal Regarding Removal of Director Naoki Shibutani	✗	✗

### PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Allocation of Profits/Dividends	✓	✓
<b>Proposer :</b> 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 02	BOARD	POLICY
Trust Type Equity Plan	✓	✗
<b>Proposer :</b> Board		

The proposed share-based compensation plan does not meet all of the policy criteria. The company does not disclose the specific criteria that underpin its share-based compensation programs. A vote against the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
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Directors' Fees



Proposer : Board

The directors' compensation meets the policy criteria. It would have been desirable for the company to disclose the compensation paid to each director. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04

BOARD

POLICY

Shareholder Proposal Regarding Removal of Director Naoki Shibutani



Proposer : ND

The proponent is dissatisfied with the Internet service to which he has subscribed with the company and considers that Mr. Shibutani should be held responsible for any management and communication errors that may have occurred in the processing of his case. He, therefore, asks the board of directors to remove him from his duties. The arguments put forward by the proponent cannot be verified and the faults stated are not sufficiently important for the company to be considered admissible. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Kroger Co. (The) (KR)	MEETING DATE 2021-06-24 ,
COUNTRY United States	RECORD DATE 2021-04-26
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 501044101



ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Nora A. Aufreiter	✓	✓
01.02	Elect Kevin M. Brown	✓	✓
01.03	Elect Anne Gates	✓	✓
01.04	Elect Karen M. Hoguet	✓	✓
01.05	Elect W. Rodney McMullen	✓	✗
01.06	Elect Clyde R. Moore	✓	✗
01.07	Elect Ronald L. Sargent	✓	✗
01.08	Elect Judith Amanda Sourry Knox	✓	✓
01.09	Elect Mark S. Sutton	✓	✗
01.10	Elect Ashok Vemuri	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	To approve the Ratification of Auditor PwC	✓	✓
04	Shareholder proposal asking the company to prepare a report on its use of plastic packaging.	✗	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Nora A. Aufreiter	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Kevin M. Brown	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Anne Gates	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Karen M. Hoguet	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect W. Rodney McMullen		

|  |  |

Proposer : Board

W. Rodney McMullen 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 01.06	BOARD	POLICY
Elect Clyde R. Moore		

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 01.07	BOARD	POLICY
Elect Ronald L. Sargent		

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 01.08	BOARD	POLICY
Elect Judith Amanda Sourry Knox		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Mark S. Sutton	✓	✗

Proposer : Board

Mark S. Sutton is an executive of International Paper Company, 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 01.10	BOARD	POLICY
Elect Ashok Vemuri	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02	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.



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Vote recorded

ITEM 03

BOARD POLICY

To approve the Ratification of Auditor PwC



Proposer : Board

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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.

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Vote recorded

ITEM 04

BOARD POLICY

Shareholder proposal asking the company to prepare a report on its use of plastic packaging.



Proposer : Not Disclosed

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A similar proposal received an approval rate of 38.4% in 2020. Only 2 % of plastics are recycled into products with the same function and 8 % are recycled into a lower quality product. The rest is landfilled, released into the environment or incinerated. Waste incineration has the biggest climate impact with, in the United States alone, emissions of 5.9 million tonnes of carbon dioxide equivalents in 2015. If the production and incineration of plastics continues to increase as expected, these greenhouse gas (GHG) emissions will increase to 49 million tonnes by 2030 and 91 million tonnes by 2050, according to the World Energy Council. The impact of plastic in terms of GHG emissions and consumption of fossil fuels for its manufacture as well as its impact on the aggravation of risks related to climate change are far from being the only problems associated with this material. Plastics released into the environment break down into microplastics generating toxic chemicals and creating toxic pills for aquatic animals. They also harm animals through ingestion and entanglement. While one of the most common types of plastic in the ocean, polyethylene, releases GHGs when it breaks down, these microplastics further reduce the efficiency of photosynthesis and degrade the ability of plankton to remove carbon dioxide from the atmosphere. Without immediate and sustainable commitments along the plastic value chain, the annual flow of plastic into the oceans could almost triple by 2040. Plastic pollution alone, which has increased tenfold since 1980, kills nearly 1.5 million animals each year (<https://bit.ly/2ZxJbS5>). In addition, we note that the plastics industry continues to receive very significant funding: the portfolio.earth initiative revealed in January 2021 that the world's major banks are giving it nearly USD 800 million per day (<https://bit.ly/37lmkO4>). Given the importance of this issue, investors filed proposals on reducing the use of plastic with several companies in 2021, including Amazon.com and du Pont de Nemours (<https://bit.ly/3gnF98B>). As for Kroger, As You Sow asks it to report on the amount of plastic released to the environment due to packaging related to its activities. The board of directors recommends a vote against the proposal. While it acknowledges that plastic pollution is a global environmental issue, it believes the company's disclosure on the subject is already complete. It adds that in 2020, Kroger has set new sustainable packaging targets for all of its home-brand products by 2030. However, the company does not have a significant commitment to reduce the use of plastic or to build a circular economy through the incorporation of recycled plastic. The proponent also considers Kroger to be one of the worst-performing companies in terms of transparency of packaging data. However, it is highly dependent on the use of plastic and is therefore exposed to risks related to plastic pollution. It seems essential that it assess its potential exposure to these risks, including related environmental, social and regulatory concerns, in order to

integrate this information into its overall risk profile. A more detailed disclosure from Kroger on plastic pollution and achieving its sustainable development goals is in the best interest of the company and its shareholders. A vote in favour of the proposal was recorded.

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[Vote recorded](#)

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PROXY SUMMARY

ISSUER KDDI Corporation (9433)	MEETING DATE 2021-06-23 ,
COUNTRY Japan	RECORD DATE 2021-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES J31843105



ITEM	PROPOSAL	BOARD	POLICY
01	Approve appropriation of surplus	✓	✓
02.01	Elect Takashi Tanaka	✓	✗
02.02	Elect Makoto Takahashi	✓	✗
02.03	Elect Takashi Shoji	✓	✗
02.04	Elect Shinichi Muramoto	✓	✗
02.05	Elect Keiichi Mori	✓	✗
02.06	Elect Kei Morita	✓	✗
02.07	Elect Toshitake Amamiya	✓	✗
02.08	Elect Hirokuni Takeyama	✓	✗
02.09	Elect Kazuyuki Yoshimura	✓	✗
02.10	Elect Goro Yamaguchi	✓	✗
02.11	Elect Keiji Yamamoto	✓	✗
02.12	Elect Shigeo Oyagi	✓	✗
02.13	Elect Riyo Kano	✓	✗
02.14	Elect Shigeki Goto	✓	✗
03	Appoint a corporate auditor Yukuhiro Asahina	✓	✗

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Approve appropriation of surplus	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02.01	BOARD	POLICY
Elect Takashi Tanaka	✓	✗

Proposer : Board

Only 21,43% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. The company currently employs him. A vote against the candidate was recorded.

Vote recorded

ITEM 02.02	BOARD	POLICY
Elect Makoto Takahashi	✓	✗

Proposer : Board

Only 21,43% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently the chief executive officer of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.03	BOARD	POLICY
Elect Takashi Shoji		

Proposer : Board

Only 21,43% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.04	BOARD	POLICY
Elect Shinichi Muramoto	✓	✗

Proposer : Board

Only 21,43% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.05	BOARD	POLICY
Elect Keiichi Mori	✓	✗

Proposer : Board

Only 21,43% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.06	BOARD	POLICY
Elect Kei Morita	✓	✗

Proposer : Board

Only 21,43% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.07	BOARD	POLICY
Elect Toshitake Amamiya	✓	✗

Proposer : Board

Only 21,43% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.08	BOARD	POLICY
Elect Hirokuni Takeyama	✓	✗

Proposer : Board

Only 21,43% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.09	BOARD	POLICY
Elect Kazuyuki Yoshimura	✓	✗

Proposer : Board



Only 21,43% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.10	BOARD	POLICY
Elect Goro Yamaguchi	✓	✗
Proposer : Board		

Only 21,43% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. The information disclosed is not sufficient to allow an assessment of the nominee's independence and competence. The proxy statement only available in a foreign language. We asked the company for additional information, but it did not follow through with our request. A vote against the proposal was recorded, because the information required to do a proper analysis was not provided.

Vote recorded		
ITEM 02.11	BOARD	POLICY
Elect Keiji Yamamoto	✓	✗
Proposer : Board		

Only 21,43% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. The information disclosed is not sufficient to allow an assessment of the nominee's independence and competence. The proxy statement only available in a foreign language. We asked the company for additional information, but it did not follow through with our request. A vote against the proposal was recorded, because the information required to do a proper analysis was not provided.

Vote recorded		
ITEM 02.12	BOARD	POLICY

Elect Shigeo Oyagi



Proposer : Board

The information disclosed is not sufficient to allow an assessment of the nominee's independence and competence. The proxy statement only available in a foreign language. We asked the company for additional information, but it did not follow through with our request. A vote against the proposal was recorded, because the information required to do a proper analysis was not provided.

Vote recorded

#### ITEM 02.13

BOARD

POLICY

Elect Riyo Kano



Proposer : Board

The information disclosed is not sufficient to allow an assessment of the nominee's independence and competence. The proxy statement only available in a foreign language. We asked the company for additional information, but it did not follow through with our request. A vote against the proposal was recorded, because the information required to do a proper analysis was not provided.

Vote recorded

#### ITEM 02.14

BOARD

POLICY

Elect Shigeki Goto



Proposer : Board

The information disclosed is not sufficient to allow an assessment of the nominee's independence and competence. The proxy statement only available in a foreign language. We asked the company for additional information, but it did not follow through with our request. A vote against the proposal was recorded, because the information required to do a proper analysis was not provided.

Vote recorded

#### ITEM 03

BOARD

POLICY

Appoint a corporate auditor Yukuhiro Asahina



Proposer : Board

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The proxy statement only available in a foreign language. We asked the company for additional information, but it did not follow through with our request. A vote against the proposal was recorded, because the information required to do a proper analysis was not provided.

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PROXY SUMMARY

ISSUER Brother Industries Ltd (TYO:6448)	MEETING DATE 2021-06-23 ,
COUNTRY Japan	RECORD DATE 2021-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 114813108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	142700

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Toshikazu Koike	✓	✗
01.02	Elect Ichiro Sasaki	✓	✗
01.03	Elect Tadashi Ishiguro	✓	✗
01.04	Elect Yuichi Tada	✓	✗
01.05	Elect Kazufumi Ikeda	✓	✗
01.06	Elect Satoru Kuwabara	✓	✗
01.07	Elect Keisuke Takeuchi	✓	✓
01.08	Elect Aya Shirai	✓	✓
01.09	Elect Kazunari Uchida	✓	✓
01.10	Elect Naoki Hidaka	✓	✓
01.11	Elect Masahiko Miyaki	✓	✓
02	Bonus	✓	✗
03	Amendment to the Equity Compensation Plan	✓	✗

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Toshikazu Koike	✓	✗

Proposer : Board

Only 5 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. He is currently an executive of the firm. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.02	BOARD	POLICY
Elect Ichiro Sasaki	✓	✗
Proposer : Board		

Only 5 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. This nominee is not deemed independent according to the company. He is currently the chief executive officer of the firm. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY
Elect Tadashi Ishiguro	✓	✗
Proposer : Board		

Only 5 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect Yuichi Tada	✓	✗
Proposer : Board		

Only 5 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Kazufumi Ikeda	✓	✗
Proposer : Board		

Only 5 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Satoru Kuwabara	✓	✗
Proposer : Board		

Only 5 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Keisuke Takeuchi	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.



<hr/>			Vote recorded	
ITEM 01.08			BOARD	POLICY
Elect Aya Shirai			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.09			BOARD	POLICY
Elect Kazunari Uchida			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.10			BOARD	POLICY
Elect Naoki Hidaka			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.11			BOARD	POLICY
Elect Masahiko Miyaki			✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02

Bonus

BOARD



POLICY



Proposer : Board

The information submitted is not sufficient 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 03

Amendment to the Equity Compensation Plan

BOARD



POLICY



Proposer : Board

The bonuses awarded under this plan are not based on performance. This makes the bonuses ineffective as incentives for executives to do a good job. The option-exercise price is not set to at least 100% of the fair market value for shares that are issued and outstanding at the time of the granting of options. A vote against the proposal was recorded.

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PROXY SUMMARY

ISSUER West Japan Railway Company (9021)	MEETING DATE 2021-06-23 ,
COUNTRY Japan	RECORD DATE 2021-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES J95094108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	11300

ITEM	PROPOSAL	BOARD	POLICY
01	To approve an Allocation of Profits/Dividends of JPY 100 per share	✓	✓
02.01	Elect Kazuaki Hasegawa	✓	✗
02.02	Elect Norihiko Saito	✓	✓
02.03	Elect Hideo Miyahara	✓	✓
02.04	Elect Hikaru Takagi	✓	✓
02.05	Elect Yoshinobu Tsutsui	✓	✗
02.06	Elect Haruko Nozaki	✓	✓
02.07	Elect Fumito Ogata	✓	✗
02.08	Elect Atsushi Sugioka	✓	✗
02.09	Elect Shoji Kurasaka	✓	✗
02.10	Elect Keijiro Nakamura	✓	✗
02.11	Elect Tadashi Kawai	✓	✗
02.12	Elect Yutaka Nakanishi	✓	✗
02.13	Elect Eiji Tsubone	✓	✗

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve an Allocation of Profits/Dividends of JPY 100 per share	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02.01	BOARD	POLICY
Elect Kazuaki Hasegawa	✓	✗

Proposer : Board

Only 5 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

ITEM 02.02	BOARD	POLICY
Elect Norihiko Saito	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.03	BOARD	POLICY
Elect Hideo Miyahara	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.04	BOARD	POLICY
Elect Hikaru Takagi	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.05	BOARD	POLICY
Elect Yoshinobu Tsutsui	✓	✗
Proposer : Board		

Only 30,77% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the policy. He has other significant types of economic relationships with one of the company's clients, suppliers or consultants. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.06	BOARD	POLICY
Elect Haruko Nozaki	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.07	BOARD	POLICY



Elect Fumito Ogata



Proposer : Board

Only 5 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

#### ITEM 02.08

BOARD

POLICY

Elect Atsushi Sugioka



Proposer : Board

Only 5 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

#### ITEM 02.09

BOARD

POLICY

Elect Shoji Kurasaka



Proposer : Board

Only 5 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

#### ITEM 02.10

BOARD

POLICY

Elect Keijiro Nakamura

Proposer : Board

Only 5 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

ITEM 02.11	BOARD	POLICY
Elect Tadashi Kawai	✓	✗

Proposer : Board

Only 5 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

ITEM 02.12	BOARD	POLICY
Elect Yutaka Nakanishi	✓	✗

Proposer : Board

Only 5 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

ITEM 02.13	BOARD	POLICY
Elect Eiji Tsubone	✓	✗

Proposer : Board

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Only 5 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Softbank Corporation (TYO: 9434)	MEETING DATE 2021-06-22 ,
COUNTRY Japan	RECORD DATE 2021-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES J75963108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442096	Genus Pooled Funds - Fossil Free Dividend Fund - 000442096	41900

ITEM	PROPOSAL	BOARD	POLICY
01	Amendment to articles regarding Shareholders' Meeting	✓	✗
02.01	Elect Miyauchi Ken	✓	✗
02.02	Elect Miyakawa Junichi	✓	✗
02.03	Elect Shimba Jun	✓	✗
02.04	Elect Imai Yasuyuki	✓	✗
02.05	Elect Fujihara Kazuhiko	✓	✗
02.06	Elect Son Masayoshi	✓	✗
02.07	Elect Kawabe Kentaro	✓	✗
02.08	Elect Horiba Atsushi	✓	✓
02.09	Elect Kamigama Takehiro	✓	✓
02.10	Elect Oki Kazuaki	✓	✓
02.11	Elect Uemura Kyoko	✓	✓
02.12	Elect Hishiyama Reiko	✓	✓
02.13	Elect Koshi Naomi	✓	✓
03	To approve Directors' Fees	✓	✓

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY

Amendment to articles regarding Shareholders' Meeting



Proposer : Board

Vote recorded

ITEM 02.01

BOARD

POLICY

Elect Miyauchi Ken



Proposer : Board

Only 46% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. This nominee is not deemed independent according to the company. He is currently an executive of the firm. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

Vote recorded

ITEM 02.02

BOARD

POLICY

Elect Miyakawa Junichi



Proposer : Board

Only 46% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. This nominee is not deemed independent according to the company. He is currently the chief executive officer of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.03

BOARD

POLICY

Elect Shimba Jun



Proposer : Board

Only 46% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.04	BOARD	POLICY
Elect Imai Yasuyuki	✓	✗

Proposer : Board

Only 46% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.05	BOARD	POLICY
Elect Fujihara Kazuhiko	✓	✗

Proposer : Board

Only 46% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. This nominee is not deemed independent according to the company. He is currently the chief financial officer of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.06	BOARD	POLICY
Elect Son Masayoshi	✓	✗

Proposer : Board



Only 46% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.07	BOARD	POLICY
Elect Kawabe Kentaro	✓	✗
Proposer : Board		

Only 46% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.08	BOARD	POLICY
Elect Horiba Atsushi	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.09	BOARD	POLICY
Elect Kamigama Takehiro	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.10	BOARD	POLICY
Elect Oki Kazuaki	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.11	BOARD	POLICY
Elect Uemura Kyoko	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.12	BOARD	POLICY
Elect Hishiyama Reiko	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.13	BOARD	POLICY
Elect Koshi Naomi	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 03

BOARD      POLICY

To approve Directors' Fees



Proposer : Board

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

Vote recorded

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PROXY SUMMARY

ISSUER Dell Technologies Inc. (NYSE:DVMT)	MEETING DATE 2021-06-22 ,
COUNTRY United States	RECORD DATE 2021-04-26
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 24703L103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	18100

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Michael Dell	✓	
01.02	Elect David W. Dorman	✓	
01.03	Elect Egon Durban	✓	
01.04	Elect William D. Green	✓	✓
01.05	Elect Simon Patterson	✓	
01.06	Elect Lynn M. Vojvodich	✓	✓
01.07	Elect Ellen J. Kullman	✓	
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Michael Dell	✓	
Proposer : Board		

Michael Dell 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. However, he sits on the audit and the compensation committees, which should be made up entirely of independent directors. He is the CEO of this company and sits on more than two board. 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 David W. Dorman



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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

#### ITEM 01.03

BOARD

POLICY

Elect Egon Durban



Proposer : Board

Egon Durban is not an independent director because he has other significant types of economic relationships with a principal shareholder. However, he sits on the audit and the compensation committees, which should be made up entirely of independent directors. He is the co-CEO of another company 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. He is an external member of the Board and sits on more than a total of five boards. The total number of boards on which the nominee serves is too high and could compromise his ability to serve shareholder interests adequately. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

#### ITEM 01.04

BOARD

POLICY

Elect William D. Green



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 01.05

BOARD

POLICY

Elect Simon Patterson



Proposer : Board

Only 57% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. Simon Patterson has other significant types of economic relationships with a principal shareholder. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

#### ITEM 01.06

BOARD

POLICY

Elect Lynn M. Vojvodich



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 01.07

BOARD

POLICY

Elect Ellen J. Kullman



Proposer : Board

Ellen J. Kullman is the CEO of another company and sits on a total of more than two boards. The number of boards on which she sits is too high and could compromise her ability to adequately serve shareholder interest. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

#### ITEM 02

BOARD

POLICY

Ratification of Auditor



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 03

BOARD      POLICY

Advisory Vote on Executive Compensation



Proposer : Board

The COO 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

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PROXY SUMMARY

ISSUER Nomura Holdings Inc. (8604)	MEETING DATE 2021-06-21 ,
COUNTRY Japan	RECORD DATE 2021-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 65535H208/ J5893B104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442029	Genus Fossil Free CanGlobe Equity fund	136000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Koji Nagai	✓	✗
01.02	Elect Kentaro Okuda	✓	✓
01.03	Elect Tomoyuki Teraguchi	✓	✓
01.04	Elect Shoji Ogawa	✓	✗
01.05	Elect Kazuhiko Ishimura	✓	✗
01.06	Elect Takahisa Takahara	✓	✗
01.07	Elect Noriaki Shimazaki	✓	✓
01.08	Elect Mari Sono	✓	✓
01.09	Elect Laura S. Unger	✓	✓
01.10	Elect Victor Chu Lap Lik	✓	✗
01.11	Elect J. Christopher Giancarlo	✓	✓
01.12	Elect Patricia Mosser	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Koji Nagai	✓	✗
Proposer : Board		

This nominee, who is considered non-independent by the company, sits on the Compensation Committee and the Nomination Committee. He is a former executive of the company. This nominee, who is not independent, is also Chairman, which goes against policy. 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.

Vote recorded		
ITEM 01.02	BOARD	POLICY
Elect Kentaro Okuda	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY
Elect Tomoyuki Teraguchi	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect Shoji Ogawa	✓	✗
Proposer : Board		

Shoji Ogawa is not an independent director according to the company. However he will sit 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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ITEM 01.05	BOARD	POLICY
Elect Kazuhiko Ishimura	✓	✗

Proposer : Board

The chair of the board is not independent. 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 Takahisa Takahara	✓	✗

Proposer : Board

Takahisa Takahara is the CEO of another company 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 01.07	BOARD	POLICY
Elect Noriaki Shimazaki	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Mari Sono	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Laura S. Unger	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Victor Chu Lap Lik	✓	✗

Proposer : Board

Victor Chu Lap Lik is the CEO of another company 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 01.11	BOARD	POLICY
Elect J. Christopher Giancarlo	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

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Vote recorded

ITEM 01.12	BOARD	POLICY
Elect Patricia Mosser	✓	✓
Proposer : Board		

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A vote in favour of the candidate was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Sumitomo Corporation (8053)	MEETING DATE 2021-06-18 ,
COUNTRY Japan	RECORD DATE 2021-03-31
MEETING LOCATION	
MEETING TYPE Ordinary	SECURITIES J77282119

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	349900

ITEM	PROPOSAL	BOARD	POLICY
01	To approve an Allocation of Profits/Dividends of JPY 70 per share	✓	✓
02.01	Elect Kuniharu Nakamura	✓	✗
02.02	Elect Masayuki Hyodo	✓	✗
02.03	Elect Toshikazu Nambu	✓	✗
02.04	Elect Hideki Yamano	✓	✗
02.05	Elect Takayuki Seishima	✓	✗
02.06	Elect Masaru Shiomi	✓	✗
02.07	Elect Nobuyoshi Ehara	✓	✓
02.08	Elect Koji Ishida	✓	✓
02.09	Elect Kimie Iwata	✓	✓
02.10	Elect Hisashi Yamazaki	✓	✓
02.11	Elect Akiko Ide	✓	✓
03	Elect Yukiko Nagashima @ Yukiko Watanabe as Statutory Auditor	✓	✓
04	Adoption of Restricted Performance Stock Plan	✓	✓
05	Shareholder Proposal Regarding Reporting on Paris-aligned Targets for Coal, Oil, and Gas Assets	✗	✓

## PROXY ANALYSIS

ITEM 01

BOARD POLICY

| |

To approve an Allocation of Profits/Dividends of JPY 70 per 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 02.01

BOARD

POLICY

Elect Kuniharu Nakamura



Proposer : Board

Only 45 % of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

Vote recorded

#### ITEM 02.02

BOARD

POLICY

Elect Masayuki Hyodo



Proposer : Board

Only 45 % of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently the chief executive officer of the firm. A vote against the candidate was recorded.

Vote recorded

#### ITEM 02.03

BOARD

POLICY

Elect Toshikazu Nambu



Proposer : Board

Only 45 % of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. A vote against the candidate was recorded.

Vote recorded

ITEM 02.04	BOARD	POLICY
Elect Hideki Yamano	✓	✗

Proposer : Board

Only 45 % of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. A vote against the candidate was recorded.

Vote recorded

ITEM 02.05	BOARD	POLICY
Elect Takayuki Seishima	✓	✗

Proposer : Board

Only 45 % of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. A vote against the candidate was recorded.

Vote recorded

ITEM 02.06	BOARD	POLICY
Elect Masaru Shiomi	✓	✗

Proposer : Board

Only 45 % of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.07	BOARD	POLICY
Elect Nobuyoshi Ehara	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.08	BOARD	POLICY
Elect Koji Ishida	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.09	BOARD	POLICY
Elect Kimie Iwata	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
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ITEM 02.10	BOARD	POLICY
Elect Hisashi Yamazaki	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.11	BOARD	POLICY
Elect Akiko Ide	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
Elect Yukiko Nagashima @ Yukiko Watanabe as Statutory Auditor	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
Adoption of Restricted Performance Stock Plan	✓	✓
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 05	BOARD	POLICY
Shareholder Proposal Regarding Reporting on Paris-aligned Targets for Coal, Oil, and Gas Assets	✗	✓
Proposer : Market Forces		

To comply with the Paris Agreement, by 2030, carbon dioxide (CO2) emissions must fall by 45% compared to 2010 in order to keep global warming below 1.5 degrees Celsius. In order to achieve this, large companies have a key role to play in the energy transition, in particular through their financial flows, which must be compatible with the achievement of this objective. However, the proponent, Market Forces, raises that if other Japanese brokerage firms are gradually getting rid of their thermal assets (mines and power plants), Sumitomo Corp's policy still allows the acquisition of existing coal mines and the construction of new coal-fired power plants, which goes against the objectives of the Paris Agreement, and poses significant financial risks to the company, in a transition to a decarbonized economy. The proponent therefore asks the company to amend its article of association and bylaws in order to adopt oil, coal and gas reduction targets, aligned with the Paris Agreement. The Board of Directors recommends voting against the proposal, considering that it has developed a climate strategy in line with the Paris Agreement, relying on international benchmarks such as the Task Force on Climate-related Financial Disclosures (TCFD), and having set a goal of carbon neutrality by 2050, while adopting medium-term targets. However, its growing investments in mining, in particular, demonstrate the inconsistency of the company's actions towards climate change, as the burning of coal releases a lot of carbon dioxide (CO2), and other hazardous metals (<https://bit.ly/3z8SKrI>). Setting reduction targets for its most polluting assets and their disclosure by the company is therefore in the interests of shareholders, because this proposal would allow them to ensure an assessment of all potential risks to the company, and especially the environmental concerns, and their integration into the company's strategy. While a number of shareholder proposals was filed with financial institutions in 2021 on the financing of carbon-intensive projects (HSBC, Bank of America, Citigroup, Goldman Sachs and Wells Fargo, in particular), this type of proposal is likely to multiply with the movement of disinvestment or cessation of fossil fuel funding, which is likely to affect more financial institutions, including brokerage firm. Thus, Sumitomo Corp. should support this proposal, which would allow it to avoid financial and reputational risks and be more consistent with its own commitments. A vote in favour of the proposal was recorded.

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PROXY SUMMARY

ISSUER Ono Pharmaceutical Co. Ltd (4528)	MEETING DATE 2021-06-17 ,
COUNTRY Japan	RECORD DATE 2021-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES J61546115

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus Fossil Free Fund	61600

ITEM	PROPOSAL	BOARD	POLICY
01	Allocation of Profits/Dividends	✓	✓
02.01	Elect Gyo Sagara	✓	✗
02.02	Elect Toshihiro Tsujinaka	✓	✗
02.03	Elect Toichi Takino	✓	✗
02.04	Elect Isao Ono	✓	✗
02.05	Elect Kiyoaki Idemitsu	✓	✗
02.06	Elect Masao Nomura	✓	✓
02.07	Elect Akiko Okuno	✓	✓
02.08	Elect Shusaku Nagae	✓	✓
03	Elect Hironobu Tanisaka as Statutory Auditor	✓	✗
04	Equity Compensation Plan	✓	✗

## PROXY ANALYSIS

ITEM 01	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. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 02.01	BOARD	POLICY
Elect Gyo Sagara	✓	✗
Proposer : Board		

Only 37% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. Gyo Sagara 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.

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Vote recorded

ITEM 02.02	BOARD	POLICY
Elect Toshihiro Tsujinaka	✓	✗
Proposer : Board		

Only 37% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

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Vote recorded

ITEM 02.03	BOARD	POLICY
Elect Toichi Takino	✓	✗
Proposer : Board		

Only 37% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

ITEM 02.04

Elect Isao Ono

Proposer : Board

Vote recorded

BOARD	POLICY
✓	✗

Only 37% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

ITEM 02.05

Elect Kiyoaki Idemitsu

Proposer : Board

Vote recorded

BOARD	POLICY
✓	✗

Only 37% of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

ITEM 02.06

Elect Masao Nomura

Proposer : Board

Vote recorded

BOARD	POLICY
✓	✓

A vote in favour of the candidate was recorded.

ITEM 02.07

Vote recorded

BOARD	POLICY
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Elect Akiko Okuno	✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.08	BOARD	POLICY
Elect Shusaku Nagae	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
Elect Hironobu Tanisaka as Statutory Auditor	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the Board of Corporate Auditors is not exclusively made up of independent members. This nominee is not deemed independent according to the company. The company currently employs him. A vote against the candidate was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
Equity Compensation Plan	✓	✗

Proposer : Board

The bonuses awarded under this plan are not based on performance. This makes the bonuses ineffective as incentives for executives to do a good job. The term of the options awarded in the plan exceeds the time limit stipulated in the policy, which is 10 years. The option-exercise price is not set to at least 100% of the fair market value for shares that are issued and outstanding at the time of the granting of options. A vote against the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Tokyo Electron Ltd (8035)	MEETING DATE 2021-06-17 ,
COUNTRY Japan	RECORD DATE 2021-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES J86957115

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442096	Genus Pooled Funds - Fossil Free Dividend Fund - 000442096	2200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Tetsuo Tsuneishi	✓	✗
01.02	Elect Toshiki Kawai	✓	✗
01.03	Elect Sadao Sasaki	✓	✗
01.04	Elect Yoshikazu Nunokawa	✓	✗
01.05	Elect Tatsuya Nagakubo	✓	✗
01.06	Elect Kiyoshi Sunohara	✓	✗
01.07	Elect Seisu Ikeda	✓	✗
01.08	Elect Yoshinobu Mitano	✓	✗
01.09	Elect Charles D. Lake, II	✓	✗
01.10	Elect Michio Sasaki	✓	✗
01.11	Elect Makiko Eda	✓	✓
01.12	Elect Sachiko Ichikawa	✓	✓
02	Elect Kyosuke Wagai as Statutory Auditor	✓	✓
03	Bonus	✓	✗
04	Equity Compensation Plan for Inside Directors	✓	✓
05	Equity Compensation Plan for Executive Officers	✓	✓
06	Outside Directors' Fees	✓	✓

## PROXY ANALYSIS

### ITEM 01.01

Elect Tetsuo Tsuneishi

BOARD



POLICY



[Proposer : Board](#)

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

[Vote recorded](#)

### ITEM 01.02

Elect Toshiki Kawai

BOARD



POLICY



[Proposer : Board](#)

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

[Vote recorded](#)

### ITEM 01.03

Elect Sadao Sasaki

BOARD



POLICY



[Proposer : Board](#)

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Yoshikazu Nunokawa	✓	✗
Proposer : Board		

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Tatsuya Nagakubo	✓	✗
Proposer : Board		

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Kiyoshi Sunohara	✓	✗
Proposer : Board		

Only 4 of this company's directors are independent of management. The others are executives of the company. Two-thirds of directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are also executives. A vote against the candidate was recorded.

BOARD POLICY

✓ | ✗



**BOARD POLICY**

✓ | ✗



**BOARD POLICY**

✓ ✗



ITEM 01.10	BOARD	POLICY
Elect Michio Sasaki	✓	✗
Proposer : Board		

Michio Sasaki is an executive of SHIFT, Inc. 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 01.11	BOARD	POLICY
Elect Makiko Eda	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.12	BOARD	POLICY
Elect Sachiko Ichikawa	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Elect Kyosuke Wagai as Statutory Auditor	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
Bonus	✓	✗
Proposer : Board		

The company does not disclose the detailed criteria on which it bases performance-linked bonuses. A vote against the proposal was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
Equity Compensation Plan for Inside Directors	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Equity Compensation Plan for Executive Officers	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 06	BOARD	POLICY



Outside Directors' Fees



Proposer : Board

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

Vote recorded

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PROXY SUMMARY

ISSUER Best Buy Co. Inc. (BBY)	MEETING DATE 2021-06-16 ,
COUNTRY United States	RECORD DATE 2021-04-19
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 86516101

[illegible]

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Corie S. Barry	✓	✓
01.02	Elect Lisa M. Caputo	✓	✗
01.03	Elect J. Patrick Doyle	✓	✓
01.04	Elect David W. Kenny	✓	✗
01.05	Elect Mario J. Marte	✓	✓
01.06	Elect Karen A. McLoughlin	✓	✓
01.07	Elect Thomas L. Millner	✓	✗
01.08	Elect Claudia Fan Munce	✓	✓
01.09	Elect Richelle P. Parham	✓	✓
01.10	Elect Steven E. Rendle	✓	✓
01.11	Elect Eugene A. Woods	✓	✓
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder Proposal Regarding Right to Act by Written Consent	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Corie S. Barry	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Lisa M. Caputo	✓	✗

Proposer : Board

Lisa M. Caputo is EVP of The Travelers Companies, Inc. and sits on the Compensation Committee, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect J. Patrick Doyle	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect David W. Kenny	✓	✗

Proposer : Board

He is CEO of Nielsen Holdings plc and sits on the Compensation Committee, which goes against the policy. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY
Elect Mario J. Marte			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.06			BOARD	POLICY
Elect Karen A. McLoughlin			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.07			BOARD	POLICY
Elect Thomas L. Millner			✓	✗
Proposer : Board				

Thomas L. Millner is the CEO of Cabela’s Inc. 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.

<hr/>			Vote recorded	
ITEM 01.08			BOARD	POLICY
Elect Claudia Fan Munce			✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Richelle P. Parham	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Steven E. Rendle	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
Elect Eugene A. Woods	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Ratification of Auditor	✓	✓
<b>Proposer : Board</b>		
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.		
<b>Vote recorded</b>		
ITEM 03	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✗
<b>Proposer : Board</b>		
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. 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.		
<b>Vote recorded</b>		
ITEM 04	BOARD	POLICY
Shareholder Proposal Regarding Right to Act by Written Consent	✗	✓
<b>Proposer : John Chevedden</b>		
To prohibit the written consent of a majority of shareholders requires them to attend the annual meeting to express their opinion on a matter such as one of the director's removal or the closing of a shareholder rights plan. This requirement of the board significantly restrains shareholders who want some change, especially when this practice is combined with a high level of shareholder participation in order to call an extraordinary general meeting.A vote in favour of the proposal was recorded.		
<b>Vote recorded</b>		



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PROXY SUMMARY

ISSUER Autodesk Inc. (ADSK)	MEETING DATE 2021-06-16 ,
COUNTRY United States	RECORD DATE 2021-04-19
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 52769106



ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Andrew Anagnost	✓	✓
01.02	Elect Karen Blasing	✓	✓
01.03	Elect Reid French	✓	✓
01.04	Elect Ayanna Howard	✓	✓
01.05	Elect Blake J. Irving	✓	✓
01.06	Elect Mary T. McDowell	✓	✓
01.07	Elect Stephen D. Milligan	✓	⏸
01.08	Elect Lorrie M. Norrington	✓	✓
01.09	Elect Elizabeth S. Rafael	✓	✓
01.10	Elect Stacy J. Smith	✓	✓
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Andrew Anagnost	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.02	BOARD	POLICY
Elect Karen Blasing	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY
Elect Reid French	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect Ayanna Howard	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Blake J. Irving	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Mary T. McDowell	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Stephen D. Milligan	✓	⏸

Proposer : Board

Stephen D. Milligan is not an independent director because he is a former executive of Western Digital Corporation, which conducts business with the Company. However, he sits on the audit committee, which should be made up entirely of independent directors. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Lorrie M. Norrington	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.09	BOARD	POLICY
Elect Elizabeth S. Rafael	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.10	BOARD	POLICY
Elect Stacy J. Smith	✓	✓
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 firm were for financial auditing services. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

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

Proposer : Board

---

The executives' incentive pay is based on their performance over only one year. This encourages executives to focus on short-term results, to the potential detriment of the company's long-term performance. 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.

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Vote recorded

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PROXY SUMMARY

ISSUER Westshore Terminals Investment Corporation (WTE.UN)	MEETING DATE 2021-06-15 ,
COUNTRY Canada	RECORD DATE 2021-05-06
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 96145A101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	19100

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect William W. Stinson	✓	
01.02	Elect M. Dallas H. Ross	✓	
01.03	Elect Brian Canfield	✓	✓
01.04	Elect Glen Clark	✓	
01.05	Elect H. Clark Hollands	✓	✓
01.06	Elect Steve Akazawa	✓	✓
01.07	Elect Nick Desmarais	✓	
01.08	Elect Dianne Watts	✓	✓
02	To approve the Appointment of Auditor KPMG and Authority to Set Fees	✓	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect William W. Stinson	✓	
Proposer : Board		

William Stinson 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.In the absence of the option against, an abstention for the candidate was recorded.

		Vote recorded
ITEM 01.02	BOARD	POLICY

Elect M. Dallas H. Ross

✓

||

Proposer : Board

Only 50% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently the chief financial officer of the firm. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.03

Elect Brian Canfield

BOARD

POLICY

✓

✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04

Elect Glen Clark

BOARD

POLICY

✓

||

Proposer : Board

Only 50% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the policy. He is a representative of The Jim Pattison Group, a shareholder of the company, on the board of directors. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.05

Elect H. Clark Hollands

BOARD

POLICY

✓

✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Steve Akazawa	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Nick Desmarais	✓	⏸

Proposer : Board

Only 50% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Dianne Watts	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

---

Vote recorded

ITEM 02

BOARD      POLICY

To approve the Appointment of Auditor KPMG and Authority to Set Fees



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.

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Vote recorded

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PROXY SUMMARY

ISSUER Square Inc. (NYSE:SQ)	MEETING DATE 2021-06-15 ,
COUNTRY United States	RECORD DATE 2021-04-22
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 852234103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717026	Genus Canglobe Equity fund - 160717026	6000



ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Randy Garutti	✓	
01.02	Elect Mary Meeker	✓	
01.03	Elect Lawrence Summers	✓	
01.04	Elect Darren Walker	✓	
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of Auditor	✓	✓
04	Shareholder Proposal Regarding Independent Chair	✗	✓
05	Shareholder Proposal Regarding Recapitalization	✗	✓

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Randy Garutti	✓	
<a href="#">Proposer : Board</a>		

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. In the absence of the option against, an abstention for the candidate was recorded.

<a href="#">Vote recorded</a>		
ITEM 01.02	BOARD	POLICY
Elect Mary Meeker	✓	

Proposer : Board

The company does not disclose enough information regarding its board members' other mandates. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Lawrence Summers	✓	

Proposer : Board

The company does not disclose enough information regarding its board members' other mandates. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Darren Walker	✓	

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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 02	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 03	BOARD	POLICY
Ratification of Auditor	✓	✓
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
Shareholder Proposal Regarding Independent Chair	✗	✓
Proposer : the New York State Comptroller / the New York State Common Retirement Fund		

Jack Dorsey 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.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.The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 05	BOARD	POLICY
Shareholder Proposal Regarding Recapitalization	✗	✓
Proposer : NorthStar Asset Management, Inc. Funded Pension Plan		

When shares with lower voting rights are issued, it makes it possible for a few shareholders to maintain control of the company without holding an equivalent number of shares. Because a multiple-voting-rights structure isn't generally in the shareholders' best interest, it is recommended that it be abolished. The proposal

is in the shareholders' interest. A vote in favour of the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER eBay Inc. (EBAY)	MEETING DATE 2021-06-15 ,
COUNTRY United States	RECORD DATE 2021-04-19
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 278642103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717017	Genus Pooled Funds - Fossil Free Dividend Equity Fund - 160717017	18100

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Anthony J. Bates	✓	✗
01.02	Elect Adriane M. Brown	✓	✗
01.03	Elect Diana Farrell	✓	✓
01.04	Elect Logan D. Green	✓	✗
01.05	Elect Bonnie S. Hammer	✓	✓
01.06	Elect E. Carol Hayles	✓	✓
01.07	Elect Jamie Iannone	✓	✓
01.08	Elect Kathleen C. Mitic	✓	✗
01.09	Elect Matthew J. Murphy	✓	✓
01.10	Elect Paul S. Pressler	✓	✓
01.11	Elect Mohak Shroff	✓	✓
01.12	Elect Robert H. Swan	✓	✓
01.13	Elect Perry M. Traquina	✓	✓
02	To approve the Ratification of Auditor PwC	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder Proposal Regarding Improvement of Executive Compensation Program	✗	✓
05	Shareholder Proposal Regarding Right to Act by Written Consent	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Anthony J. Bates	<div>✓</div>	<div>✗</div>
Proposer : Board		

He is an executive of Genesys, 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 01.02	BOARD	POLICY
Elect Adriane M. Brown	<div>✓</div>	<div>✗</div>
Proposer : Board		

She is an executive of Flying Fish Ventures, 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 01.03	BOARD	POLICY
Elect Diana Farrell	<div>✓</div>	<div>✓</div>
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY



Elect Logan D. Green



Proposer : Board

He is CEO of Lyft and sits on the Compensation Committee, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.05

BOARD

POLICY

Elect Bonnie S. Hammer



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06

BOARD

POLICY

Elect E. Carol Hayles



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07

BOARD

POLICY

Elect Jamie Iannone



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Kathleen C. Mitic	✓	✗
Proposer : Board		

Kathleen C. Mitic is the co-CEO of SomethingElse and sits on a total of more than two boards. The number of boards on which she sits is too high and could compromise her ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.09	BOARD	POLICY
Elect Matthew J. Murphy	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.10	BOARD	POLICY
Elect Paul S. Pressler	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.11	BOARD	POLICY
Elect Mohak Shroff	✓	✓

Proposer : Board

---

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.12

BOARD      POLICY

Elect Robert H. Swan



Proposer : Board

---

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.13

BOARD      POLICY

Elect Perry M. Traquina



Proposer : Board

---

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02

BOARD      POLICY

To approve the Ratification of Auditor PwC



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 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 Improvement of Executive Compensation Program



Proposer : Jing Zhao

---

Although the proponent does not clearly demonstrate the benefits induced by the proposed changes, it is desirable to support this proposal in order to limit inequalities. 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. In addition, the use of the ratio can provide a measure of the relative performance of the company which should also be measured by the salary offered to employees. Compensation linked to company performance is in the interests of shareholders. A vote in favour of the proposal was recorded.

---

Vote recorded

ITEM 05

BOARD POLICY

Shareholder Proposal Regarding Right to Act by Written Consent



Proposer : John Chevedden

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To prohibit the written consent of a majority of shareholders requires them to attend the annual meeting to express their opinion on a matter such as one of the director's removal or the closing of a shareholder rights plan. This requirement of the board significantly restrains shareholders who want some change, especially when this practice is combined with a high level of shareholder participation in order to call an extraordinary general meeting. A vote in favour of the proposal was recorded.

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PROXY SUMMARY

ISSUER Metlife Inc. (MET)	MEETING DATE 2021-06-15 ,
COUNTRY United States	RECORD DATE 2021-04-22
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 59156R108



ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Cheryl W. Grisé	✓	✓
01.02	Elect Carlos M. Gutierrez	✓	✗
01.03	Elect Gerald L. Hassell	✓	✓
01.04	Elect David L. Herzog	✓	✓
01.05	Elect R. Glenn Hubbard	✓	✓
01.06	Elect Edward J. Kelly, III	✓	✓
01.07	Elect William E. Kennard	✓	✓
01.08	Elect Michel A. Khalaf	✓	✓
01.09	Elect Catherine R. Kinney	✓	✓
01.10	Elect Diana L. McKenzie	✓	✓
01.11	Elect Denise M. Morrison	✓	✓
01.12	Elect Mark A. Weinberger	✓	✓
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✓

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Cheryl W. Grisé	✓	✓



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Carlos M. Gutierrez	✓	✗

Proposer : Board

Carlos Gutierrez is the CEO of Empath, Inc. 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 01.03	BOARD	POLICY
Elect Gerald L. Hassell	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect David L. Herzog	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect R. Glenn Hubbard	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Edward J. Kelly, III	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect William E. Kennard	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Michel A. Khalaf	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.09	BOARD	POLICY
Elect Catherine R. Kinney	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.10	BOARD	POLICY
Elect Diana L. McKenzie	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.11	BOARD	POLICY
Elect Denise M. Morrison	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.12	BOARD	POLICY

Elect Mark A. Weinberger



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 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 03

BOARD

POLICY

Advisory Vote on Executive Compensation



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. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

<b>ISSUER</b> Activision Blizzard Inc. (NASDAQ:ATVI)	<b>MEETING DATE</b> 2021-06-14 ,
<b>COUNTRY</b> United States	<b>RECORD DATE</b> 2021-04-19
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 00507V109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	18500
160717026	Genus Canglobe Equity fund - 160717026	19100

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Reveta Bowers	✓	✓
01.02	Elect Robert J. Corti	✓	✓
01.03	Elect Hendrik Hartong III	✓	✗
01.04	Elect Brian G. Kelly	✓	✗
01.05	Elect Robert A. Kotick	✓	✓
01.06	Elect Barry Meyer	✓	✗
01.07	Elect Robert J. Morgado	✓	✗
01.08	Elect Peter Nolan	✓	✓
01.09	Elect Dawn Tarnofsky-Ostroff	✓	✗
01.10	Elect Casey Wasserman	✓	✗
02	Advisory Vote on Executive Compensation	✓	✗
03	To approve the Ratification of Auditor PwC	✓	✗

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Reveta Bowers	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.



Vote recorded		
ITEM 01.02	BOARD	POLICY
Elect Robert J. Corti	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY
Elect Hendrik Hartong III	✓	✗
Proposer : Board		

Hendrik Harting III is the CEO of Brynwood Partners 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 01.04	BOARD	POLICY
Elect Brian G. Kelly	✓	✗
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.This nominee is not deemed independent according to the company. He is a former employee of the company. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY

Elect Robert A. Kotick



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06

BOARD

POLICY

Elect Barry Meyer



Proposer : Board

The chair of the board is a former employee of the company. 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 01.07

BOARD

POLICY

Elect Robert J. Morgado



Proposer : Board

The chair of the board is a former employee of the company. 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 01.08

BOARD

POLICY

Elect Peter Nolan



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Dawn Tarnofsky-Ostroff	✓	✗
Proposer : Board		

Dawn Tarnofsky-Ostroff is an executive of Spotify, 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 01.10	BOARD	POLICY
Elect Casey Wasserman	✓	✗
Proposer : Board		

The chair of the board is a former employee of the company. 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 02	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✗
Proposer : Board		

The CEO's compensation is more than 3 times that of other executives and more than 170 times the median salary of the company's employees. A vote against the proposal was recorded.

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Vote recorded

ITEM 03

BOARD      POLICY

To approve the Ratification of Auditor PwC



Proposer : Board

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Activision Blizzard hired its auditors for tax, consulting and other services last year that made up more than one quarter of the auditors' total fees. The practice of hiring auditors to perform other work for the company compromises the independence of those auditors. At a minimum, two-thirds of an auditor's fees from the company should be for the annual audit. A vote against the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Dollarama Inc. (DOL)	MEETING DATE 2021-06-09 ,
COUNTRY Canada	RECORD DATE 2021-04-15
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 25675T107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	6300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Joshua Bekenstein	✓	⏸
01.02	Elect Gregory David	✓	✓
01.03	Elect Elisa D. Garcia	✓	⏸
01.04	Elect Stephen K. Gunn	✓	✓
01.05	Elect Kristin Mugford	✓	✓
01.06	Elect Nicholas Nomicos	✓	✓
01.07	Elect Neil Rossy	✓	✓
01.08	Elect Samira Sakhia	✓	✓
01.09	Elect Huw Thomas	✓	✓
02	To approve the Appointment of Auditor PwC and Authority to Set Fees	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder Proposal Regarding Use of Third-Party Staffing Agencies	✗	✓

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Joshua Bekenstein	✓	⏸

Proposer : Board

He is an executive of Bain Capital, 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. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.02			BOARD	POLICY
Elect Gregory David			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.03			BOARD	POLICY
Elect Elisa D. Garcia			<div>✓</div>	<div>  </div>
Proposer : Board				

She is CLO of Macy’s Inc. and sits on the Compensation Committee, which goes against the policy. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.04			BOARD	POLICY
Elect Stephen K. Gunn			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
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ITEM 01.05	BOARD	POLICY
Elect Kristin Mugford	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Nicholas Nomicos	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Neil Rossy	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Samira Sakhia	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Huw Thomas	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
To approve the Appointment of Auditor PwC and Authority to Set Fees	✓	✓
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 03	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 04	BOARD	POLICY
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**Proposer :** The BC Government and Service Employees' Union General Fund

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**Conflict of Interest Statement:** GIR wishes to inform you that it has a business relationship with the Proponent. We do not believe that this relationship in any way impairs our judgment and ability to apply the criteria of your policy. We remain at your disposal for any questions regarding this statement. The discovery of serious human and labor rights abuses in a company's operations and supply chain can expose the company to significant legal, operational and reputational risks, including boycotts and divestment. Adopting a credible, comprehensive human rights policy and supplier code of conduct that conforms to internationally recognized standards helps mitigate these risks, as long as the company ensures compliance through the use of qualified independent auditors. It must also take steps to effectively identify, assess and mitigate the risks of human rights violations in its operations and supply chain. In fact, as required by the United Nations Guiding Principles on Business and Human Rights, it should have a due diligence process in place and procedures to address any negative human rights impacts it may have or contribute to. Dollarama does not have a human rights policy, but its supplier code of conduct was recently revised and significantly improved. For example, its occupational health and safety requirements are detailed and recruitment practices are better regulated, including a zero-tolerance policy towards the use of employment agencies that charge recruitment fees or illegally deduct fees from employees' wages. However, this code still has gaps and does not mention the fundamental conventions of the International Labour Organization (ILO), important and internationally recognized normative references. For instance, although it covers the issue of forced labor, child labor and the worst forms of child labor, it does not address freedom of association and the right to collective bargaining, which are the subject of two of the eight core ILO conventions. The company continues to rely primarily on supplier self-assessments to verify compliance with the code, although it reserves the right to conduct audits. It should be noted that the company does not guarantee that it will employ independent auditors. Finally, it is not clear from the information provided whether it has a due diligence process to identify, manage, prevent and mitigate human rights risks. In short, while progress has been made, we believe that Dollarama needs to do more to effectively reduce its exposure to human rights risks. As a reminder, the adoption of a credible, comprehensive and internationally recognized human rights policy and supplier code of conduct, and the use of independent and qualified auditors to ensure compliance, are minimum measures to reduce these risks. The implementation of a due diligence process is equally essential. Given the deficiencies identified, we believe it is important to support the proposal to encourage Dollarama to continue its efforts. It is in the interest of shareholders that Dollarama report in detail on how it assesses and mitigates the risks to these rights arising from its operations and supply chain. A vote in favour of the proposal was recorded.

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**Vote recorded**

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PROXY SUMMARY

ISSUER Caterpillar Inc. (CAT)	MEETING DATE 2021-06-09 ,
COUNTRY United States	RECORD DATE 2021-04-12
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 149123101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	4300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Kelly A. Ayotte	✓	✗
01.02	Elect David L. Calhoun	✓	✗
01.03	Elect Daniel M. Dickinson	✓	✓
01.04	Elect Gerald Johnson	✓	✓
01.05	Elect David W. MacLennan	✓	✓
01.06	Elect Debra L. Reed-Klages	✓	✓
01.07	Elect Edward B. Rust, Jr.	✓	✓
01.08	Elect Susan C. Schwab	✓	✗
01.09	Elect D. James Umpleby III	✓	✗
01.10	Elect Miles D. White	✓	✓
01.11	Elect Rayford Wilkins Jr.	✓	✓
02	To approve the Ratification of Auditor PwC	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder Proposal Regarding Report on Net Zero Benchmark	✗	✓
05	Shareholder Proposal Regarding Diversity and Inclusion Report	✗	✓
06	Shareholder Proposal Regarding Becoming a Public Benefit Corporation	✗	✓
07	Shareholder Proposal Regarding Right to Act by Written Consent	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Kelly A. Ayotte	✓	✗
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 01.02	BOARD	POLICY
Elect David L. Calhoun	✓	✗
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 01.03	BOARD	POLICY
Elect Daniel M. Dickinson	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
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Elect Gerald Johnson		
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect David W. MacLennan		
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Debra L. Reed-Klages		
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Edward B. Rust, Jr.		
Proposer : Board		

A vote in favour of the candidate was recorded.



Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Susan C. Schwab	✓	✗
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 D. James Umpleby III	✓	✗
Proposer : Board		

D. James Umpleby III 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 01.10	BOARD	POLICY
Elect Miles D. White	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.11	BOARD	POLICY

Elect Rayford Wilkins Jr.



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 02

BOARD

POLICY

To approve the Ratification of Auditor PwC



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 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. 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 04

BOARD

POLICY

Shareholder Proposal Regarding Report on Net Zero Benchmark



By 2030, carbon dioxide emissions must fall by 45% compared to 2010 in order to keep global warming below 1.5 degrees Celsius. More and more companies are engaging in various initiatives to try to achieve this, including Climate Action 100+, an initiative led by more than 500 investors that seek to ensure that the world's largest greenhouse gas emitting companies take the necessary action to combat climate change. Its carbon neutrality benchmark (Net Zero Benchmark) includes 10 indicators of a company's alignment with the Paris Agreement, including a declaration of ambition to achieve carbon neutrality for of Scope 1 and 2 greenhouse gas (GHG) emissions, as well as Scope 3 for applicable emissions, by 2050. The proponent, who believes that Caterpillar's disclosure could be improved, asks Caterpillar to align with this initiative by publishing a report that includes the indicators of this carbon neutrality benchmark. The board of directors opposes the proposal because it believes that the company has long been committed to the fight against climate change, having set first targets in 2006. However, this rejection of the proposal is not supported by concrete elements and figures. In addition, the company's disclosure lags behind that of its peers and could be greatly improved. Caterpillar does not align with international benchmarks like the Task Force on Climate-related Financial Disclosures (TCFD), which was established to improve and increase reporting of climate-related financial information, or the Science Based Targets initiative (SBTi), which has set specific targets to ensure companies' goals align with climate science, even though Caterpillar says it has Scope 1 and 2 GHG emission science-based reduction targets. The company does not disclose its Scope 3 emissions and therefore has no reduction target for them. It does not present a climate scenario analysis at 2 degrees Celsius. In addition, although it has an absolute Scope 1 and 2 GHG emissions reduction target for its operations by 2030, which remains encouraging, this is a medium-term objective, as the company does not have a carbon neutrality target. In addition, Climate Action 100+ considers that Caterpillar's disclosure does not meet any of its criteria, which are necessary in order to avoid catastrophic climate disruption (<https://bit.ly/3yDVehe>). The failure to address major climate issues can have a negative effect on a company's cost of capital and shareholder financial returns, in addition to the impact on the environment. It is therefore essential for shareholders to support this proposal, in order to show that further disclosure on the part of the company is necessary, and ensure an assessment of all potential risks for the company, especially environmental concerns, and their integration into the company's strategy. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05

BOARD POLICY

Shareholder Proposal Regarding Diversity and Inclusion Report



Companies that do not respect the principle of employment equity are exposed to financial, legal and reputational risks, as well as risks of disinvestment by responsible investors. On the contrary, the prevention of discrimination and the creation of an open and diverse work environment, at all levels of the organization, offer many advantages to businesses, for example, by providing different perspectives, increasing productivity and employees' morale, eliminating the limitations of group think and reducing risks associated with discrimination. Studies have also shown that diversity has a positive effect on financial performance. Thus, according to a report released by McKinsey & Company in May 2020, companies with the most diverse management teams are more likely than ever to perform better than their peers. Its new study indicates that companies in the top quartile for ethnic and cultural diversity are now 36% more likely to have above average profitability than those in the fourth quartile. This likelihood reached 21% for those with more women among their managers. Despite this, the progress of women and members of minorities in leadership positions remains very slow. A report of LeanIn.Org and McKinsey on the place of women in workplaces in the United States, published in 2019, shows that they continue to be largely underrepresented at all hierarchical levels and that the situation is worse for women of color. It explains that the biggest obstacle faced by women is the first step towards the managerial position or the "broken echelon". It means that more women are stuck at the entry level and fewer are becoming managers. Therefore, there are much fewer women to move to higher levels. It should also be noted that this underrepresentation of

women and minorities in high-paying leadership positions has a direct impact on the gross wage gap. It is therefore in the interests of shareholders that the company provides detailed and comparable quantitative data on diversity at all levels of the organization, that it discloses the measures and programs put in place to increase diversity and inclusion, as well as the process followed by the board to assess their effectiveness. Caterpillar just published its consolidated EEO-1 workforce diversity report, which shows the distribution of its workforce by race, ethnicity, and gender across ten job categories. Note that following shareholder engagement, 71 companies in the S&P 100 index are now publishing this report or have committed to doing so from 2021. By following their example, Caterpillar is taking a step in the right direction. However, as useful as they may be, this information is not sufficient to fully assess the effectiveness of its diversity programmes. Investors need additional quantitative data, such as recruitment, retention and promotion rates based on race, ethnicity and gender. More comprehensive disclosure would allow investors to better assess the risks to which the company is exposed, assess the effectiveness of its efforts and the relevance of its actions and programs, and to measure its progress. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 06

BOARD      POLICY

Shareholder Proposal Regarding Becoming a Public Benefit Corporation

✗

✓

Proposer : Myra K. Young

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In August 2019, 181 CEOs of America's largest corporations, including that of Caterpillar, overturned a 22-year-old policy statement that defined the purpose of a company as maximizing return for shareholders. Indeed, the CEOs of the Business Roundtable have adopted a new statement on the purpose of a company, according to which companies should not only serve their shareholders but also bring value to their customers, invest in employees, deal fairly with suppliers and support the communities in which they operate (<https://bit.ly/3rhLFj1>). However, the proponent believes that this statement is not enough and that the company's actions are not going in the right direction. The focus is always on the company and its shareholders, at the expense of other stakeholders. According to the proponent, a company must strike a balance between the interests of shareholders and those of other stakeholders. It is essential that large companies realize the importance that their actions have for society. The proponent therefore requests that Caterpillar update its certificate of incorporation to become a public benefit corporation, under the law of the State of Delaware, with the objective of promoting a sustainable global economy. The proposal, which aims to further support companies' commitments to sustainable development and to avoid financial and reputational risks, is in the interests of shareholders. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 07

BOARD      POLICY

Shareholder Proposal Regarding Right to Act by Written Consent

✗

✓

Proposer : John Chevedden

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To prohibit the written consent of a majority of shareholders requires them to attend the annual meeting to express their opinion on a matter such as one of the director's removal or the closing of a shareholder rights plan. This requirement of the board significantly restrains shareholders who want some change, especially when this practice is combined with a high level of shareholder participation in order to call an extraordinary general meeting. A vote in favour of the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Target Corporation (TGT)	MEETING DATE 2021-06-09 ,
COUNTRY United States	RECORD DATE 2021-04-12
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 87612E106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717026	Genus Canglobe Equity fund - 160717026	10900
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	13000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Douglas M. Baker, Jr.	✓	✗
01.02	Elect George S. Barrett	✓	✓
01.03	Elect Brian C. Cornell	✓	✗
01.04	Elect Robert L. Edwards	✓	✓
01.05	Elect Melanie L. Healey	✓	✗
01.06	Elect Donald R. Knauss	✓	✗
01.07	Elect Christine A. Leahy	✓	✗
01.08	Elect Monica C. Lozano	✓	✗
01.09	Elect Mary E. Minnick	✓	✓
01.10	Elect Derica W. Rice	✓	✗
01.11	Elect Kenneth L. Salazar	✓	✗
01.12	Elect Dmitri L. Stockton	✓	✓
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder Proposal Regarding Proxy Access Bylaw Amendment	✗	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY



Elect Douglas M. Baker, Jr.



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 01.02

BOARD

POLICY

Elect George S. Barrett



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 01.03

BOARD

POLICY

Elect Brian C. Cornell



Proposer : Board

Brian Cornell 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 01.04

BOARD

POLICY

Elect Robert L. Edwards



Proposer : Board

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY
Elect Melanie L. Healey			✓	✗
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 01.06			BOARD	POLICY
Elect Donald R. Knauss			✓	✗
Proposer : Board				

Only 58,33% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the policy. He has other significant types of economic relationships with one of the company's clients, suppliers or consultants. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.07			BOARD	POLICY
Elect Christine A. Leahy			✓	✗
Proposer : Board				

Only 58,33% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed

independent according to the policy. She has other significant types of economic relationships with one of the company's clients, suppliers or consultants. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Monica C. Lozano	✓	✗
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 Mary E. Minnick	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.10	BOARD	POLICY
Elect Derica W. Rice	✓	✗
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 01.11	BOARD	POLICY
Elect Kenneth L. Salazar	✓	✗
Proposer : Board		

Only 58,33% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the policy. He works for a law firm or a placing broker that receives significant annual fees from the company. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.12	BOARD	POLICY
Elect Dmitri L. Stockton	✓	✓
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 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 03	BOARD	POLICY

Advisory Vote on Executive Compensation



Proposer : Board

The compensation comprises 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. 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 Proxy Access Bylaw Amendment



Proposer : John Chevedden

The proponent asks the board of directors to take the necessary measures to allow as many shareholders as necessary to consolidate their shares in order to reach the threshold of 3% of the shares held which allows proxy access and to submit candidates to the board of directors. The current maximum quota is 20 shareholders. In view of the difficulty that shareholders can sometimes encounter in reaching this threshold, an indefinite number would be preferable. As small shareholders are often disadvantaged, removing the quota will allow them to have a greater impact. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

<b>ISSUER</b> Freeport-McMoRan Inc. (NYSE:FCX)	<b>MEETING DATE</b> 2021-06-08 ,
<b>COUNTRY</b> United States	<b>RECORD DATE</b> 2021-04-12
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 35671D857

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	31600



ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect David P. Abney	✓	✓
01.02	Elect Richard C. Adkerson	✓	✗
01.03	Elect Robert W. Dudley	✓	✗
01.04	Elect Lydia H. Kennard	✓	✗
01.05	Elect Dustan E. McCoy	✓	✓
01.06	Elect John J. Stephens	✓	✓
01.07	Elect Frances F. Townsend	✓	✓
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect David P. Abney	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Richard C. Adkerson	✓	✗

Proposer : Board

Richard C. Adkerson 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 01.03	BOARD		POLICY	
	BOARD		POLICY	
Elect Robert W. Dudley	✓		✗	

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 01.04	BOARD		POLICY	
	BOARD		POLICY	
Elect Lydia H. Kennard	✓		✗	

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	
	BOARD		POLICY	
Elect Dustan E. McCoy	✓		✓	

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect John J. Stephens	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Frances F. Townsend	✓	✓
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 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 03	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

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PROXY SUMMARY

ISSUER Epam Systems Inc. (EPAM)	MEETING DATE 2021-06-08 ,
COUNTRY United States	RECORD DATE 2021-04-12
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 29414B104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	4400
160717026	Genus Canglobe Equity fund - 160717026	5300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Arkadiy Dobkin	✓	✗
01.02	Elect Robert E. Segert	✓	✗
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Frequency of Advisory Vote on Executive Compensation	1	1
05	Approval of the 2021 Employee Stock Purchase Plan	✓	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Arkadiy Dobkin	✓	✗

Proposer : Board

Arkadiy Dobkin 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 proposal was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Robert E. Segert	✓	✗

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 02

BOARD      POLICY

Ratification of Auditor



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 03

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 04

BOARD      POLICY

Frequency of Advisory Vote on Executive Compensation

1

1

Proposer : Board

Given that compensation committees typically make decisions on executive compensation every year, an annual vote will give the board more timely feedback on shareholders' views of executive pay. A yearly frequency is in the shareholders' interest and has been selected.

Vote recorded



ITEM 05

BOARD      POLICY

Approval of the 2021 Employee Stock Purchase Plan



Proposer : Board

The proposed savings plan meets all of the policy criteria. This plan's share-dilution rate is less than or equal to 5%. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Teradyne Inc. (TER)	MEETING DATE 2021-06-07 ,
COUNTRY United States	RECORD DATE 2021-03-11
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 880770102

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	11000
160717026	Genus Canglobe Equity fund - 160717026	25600

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Michael A. Bradley	✓	✓
01.02	Elect Edwin J. Gillis	✓	✓
01.03	Elect Timothy E. Guertin	✓	✓
01.04	Elect Peter Herweck	✓	✗
01.05	Elect Mark E. Jagiela	✓	✓
01.06	Elect Mercedes Johnson	✓	✓
01.07	Elect Marilyn Matz	✓	✓
01.08	Elect Paul J. Tufano	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	Elimination of Supermajority Requirement	✓	✓
04	Permit Shareholders to Act by Written Consent	✓	✓
05	Amendment to 1996 Employee Stock Purchase Plan	✓	✓
06	Amendment to the 2006 Equity and Cash Compensation Incentive Plan	✓	✗
07	Ratification of Auditor	✓	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Michael A. Bradley	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Edwin J. Gillis	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Timothy E. Guertin	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Peter Herweck	✓	✗

Proposer : Board

He is CEO of AVEVA Group plc and sits on the Compensation Committee, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Mark E. Jagiela	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Mercedes Johnson	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Marilyn Matz	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Paul J. Tufano	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02

BOARD      POLICY

Advisory Vote on Executive Compensation



Proposer : Board

The CEO is paid more than 3 times the compensation of any other named executive.A vote against the proposal was recorded.

Vote recorded

ITEM 03

BOARD      POLICY

Elimination of Supermajority Requirement



Proposer : Board

This proposal asks that the level of votes required to adopt a proposal be decreased to two-thirds or to a simple majority, which is reasonable and in the shareholders' interest. The two-thirds majority is not required for decisions other than those concerning a public purchase offer or company reorganization. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04

BOARD      POLICY

Permit Shareholders to Act by Written Consent



Proposer : Board

This proposal would allow shareholders with a reasonable percentage of share ownership (in relation to company size) of 50% to call special meetings. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Amendment to 1996 Employee Stock Purchase Plan	✓	✓
Proposer : Board		

The proposed savings plan meets all of the policy criteria. This plan's share-dilution rate is less than or equal to 5%. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 06	BOARD	POLICY
Amendment to the 2006 Equity and Cash Compensation Incentive Plan	✓	✗
Proposer : Board		

The proposed share-based compensation plan does not meet all of the policy criteria. The option plan could be intended for directors, among others. A vote against the proposal was recorded.

Vote recorded

ITEM 07	BOARD	POLICY
Ratification of Auditor	✓	✓
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

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PROXY SUMMARY

<b>ISSUER</b> UnitedHealth Group Inc. (UNH)	<b>MEETING DATE</b> 2021-06-07 ,
<b>COUNTRY</b> United States	<b>RECORD DATE</b> 2021-04-09
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 91324P102

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	2800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Richard T. Burke	✓	✗
01.02	Elect Timothy P. Flynn	✓	✓
01.03	Elect Stephen J. Hemsley	✓	✗
01.04	Elect Michele J. Hooper	✓	✗
01.05	Elect F. William McNabb, III	✓	✗
01.06	Elect Valerie C. Montgomery Rice	✓	✗
01.07	Elect John H. Noseworthy	✓	✓
01.08	Elect Gail R. Wilensky	✓	✓
01.09	Elect Andrew Witty	✓	✗
02	Advisory Vote on Executive Compensation	✓	✗
03	To approve the Ratification of Auditor Deloitte	✓	✓
04	Amendment to the 1993 Employee Stock Purchase Plan	✓	✗
05	Shareholder Proposal Regarding Right to Call Special Meetings	✗	✓

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Richard T. Burke	✓	✗

Proposer : Board

The chair of the board is a former CEO of the company. 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 01.02	BOARD	POLICY
Elect Timothy P. Flynn	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY
Elect Stephen J. Hemsley	✓	✗
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.Stephen Hemsley is the chair of the board and is not independent because he is a former CEO of the company. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect Michele J. Hooper	✓	✗
Proposer : Board		

The chair of the board is a former CEO of the company. 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.



ITEM 01.08	BOARD	POLICY
Elect Gail R. Wilensky	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Andrew Witty	✓	✗

Proposer : Board

Only 55,56% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. Andrew Witty is not independent because he is the CEO of the company. A vote against the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. 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. The global share-dilution rate is over 10%. A vote against the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
To approve the Ratification of Auditor Deloitte		

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 1993 Employee Stock Purchase Plan

✓

✗

Proposer : Board

The proposed savings plan does not meet all of the policy criteria. There is no required minimum-holding period. A vote against the proposal was recorded.

Vote recorded

ITEM 05

BOARD      POLICY

Shareholder Proposal Regarding Right to Call Special Meetings

✗

✓

Proposer : Board

The current requirement that shareholders own 15% of the company's shares in order to call a special meeting creates a nearly-insurmountable obstacle to what should be a right of shareholders. The proposed 10% requirement is easier to achieve but still high enough to discourage anyone from misusing the procedure. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER ServiceNow Inc. (NYSE:NOW)	MEETING DATE 2021-06-07 ,
COUNTRY United States	RECORD DATE 2021-04-09
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 81762P102

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717060	Genus Pooled Funds - 160717060	3300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Susan L. Bostrom	✓	✗
01.02	Elect Jonathan C. Chadwick	✓	✓
01.03	Elect Lawrence J Jackson, Jr.	✓	✓
01.04	Elect Frederic B. Luddy	✓	✗
01.05	Elect Jeffrey A. Miller	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	To approve the Ratification of Auditor PwC	✓	✓
04	Adoption of Shareholder Right to Call Special Meetings	✓	✓
05	Approval of the 2021 Equity Incentive Plan	✓	✗
06	Amendment to the 2012 Employee Stock Purchase Plan	✓	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Susan L. Bostrom	✓	✗
Proposer : Board		

The chair of the board is not independent. 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 01.02	BOARD	POLICY
Elect Jonathan C. Chadwick	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Lawrence J Jackson, Jr.	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Frederic B. Luddy	✓	✗

Proposer : Board

Frederic B. Luddy is the co-founder of the company, he was an executive until 2016 and is not considered independent by the company however he is Chairman of the 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. A vote against the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Jeffrey A. Miller	✓	✓

Proposer : Board

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A vote in favour of the candidate was recorded.

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Vote recorded

ITEM 02

Advisory Vote on Executive Compensation

BOARD      POLICY



Proposer : Board

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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.

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Vote recorded

ITEM 03

To approve the Ratification of Auditor PwC

BOARD      POLICY



Proposer : Board

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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

Adoption of Shareholder Right to Call Special Meetings

BOARD      POLICY



Proposer : Board

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This proposal would allow shareholders with a reasonable percentage of share ownership (in relation to company size) of 15% to call special meetings. It is reasonable to allow shareholders to demand a special meeting. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 05

BOARD POLICY

Approval of the 2021 Equity Incentive Plan



Proposer : Board

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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. A vote against the proposal was recorded.

---

Vote recorded

ITEM 06

BOARD POLICY

Amendment to the 2012 Employee Stock Purchase Plan



Proposer : Board

---

The proposed savings plan meets all of the policy criteria. A vote in favour of the proposal was recorded.

---

Vote recorded

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PROXY SUMMARY

ISSUER Citrix Systems Inc. (CTXS)	MEETING DATE 2021-06-04 ,
COUNTRY United States	RECORD DATE 2021-04-06
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 177376100



POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717017	Genus Pooled Funds - Fossil Free Dividend Equity Fund - 160717017	8100
160717060	Genus Pooled Funds - 160717060	12350

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Robert M. Calderoni	✓	✗
01.02	Elect Nanci E. Caldwell	✓	✗
01.03	Elect Murray J. Demo	✓	✓
01.04	Elect Ajei S. Gopal	✓	✗
01.05	Elect David Henshall	✓	✓
01.06	Elect Thomas E. Hogan	✓	✗
01.07	Elect Moira A. Kilcoyne	✓	✓
01.08	Elect Robert E. Knowling, Jr.	✓	✓
01.09	Elect Peter J. Sacripanti	✓	✗
01.10	Elect J. Donald Sherman	✓	✓
02	Ratification of Auditor	✓	✗
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder Proposal Regarding Simple Majority Vote	⊘	✓

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Robert M. Calderoni	✓	✗

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.Robert Calderoni is the chair of the board and is not considered independent because he is a former executive chair and interim CEO of the company. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.02	BOARD	POLICY
Elect Nanci E. Caldwell	✓	✗
Proposer : Board		

The chair of the board is a former executive chair and a former interim CEO of the company. 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 01.03	BOARD	POLICY
Elect Murray J. Demo	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect Ajei S. Gopal	✓	✗
Proposer : Board		

The chair of the board is a former executive chair and a former interim CEO of the company. 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 01.05			BOARD	POLICY
Elect David Henshall			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.06			BOARD	POLICY
Elect Thomas E. Hogan			✓	✗
Proposer : Board				

The chair of the board is a former executive chair and a former interim CEO of the company. 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 01.07			BOARD	POLICY
Elect Moira A. Kilcoyne			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.08			BOARD	POLICY

Elect Robert E. Knowling, Jr.



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09

BOARD

POLICY

Elect Peter J. Sacripanti



Proposer : Board

The chair of the board is a former executive chair and a former interim CEO of the company. 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 J. Donald Sherman



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02

BOARD

POLICY

Ratification of Auditor




Proposer : Board

Citrix Ssystems Inc. hired its auditors for tax, consulting and other services last year that made up more than one quarter of the auditors' total fees. The practice of hiring auditors to perform other work for the company compromises the independence of those auditors. At a minimum, two-thirds of an auditor's fees from the company should be for the annual audit. A vote against the proposal was recorded.

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

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. 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. 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. The share-dilution rate is over 10%. A vote against the proposal was recorded.

Vote recorded		
ITEM 04	BOARD	POLICY
Shareholder Proposal Regarding Simple Majority Vote		
Proposer : John Chevedden		

This proposal asks that the level of votes required to adopt a proposal be decreased to two-thirds or to a simple majority, which is reasonable and in the shareholders' interest. The two-thirds majority is not required for decisions other than those concerning a public purchase offer or company reorganization. A vote in favour of the proposal was recorded.

Vote recorded		
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PROXY SUMMARY

ISSUER T-Mobile US Inc. (TMUS)	MEETING DATE 2021-06-03 ,
COUNTRY United States	RECORD DATE 2021-04-07
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 872590104





ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Marcelo Claure	✓	
01.02	Elect Srikant M. Datar	✓	✓
01.03	Elect Bavan M. Holloway	✓	✓
01.04	Elect Timotheus Höttges	✓	
01.05	Elect Christian P. Illek	✓	
01.06	Elect Raphael Kübler	✓	
01.07	Elect Thorsten Langheim	✓	
01.08	Elect Dominique Leroy	✓	
01.09	Elect G. Michael Sievert	✓	
01.10	Elect Teresa A. Taylor	✓	
01.11	Elect Omar Tazi	✓	
01.12	Elect Kelvin R. Westbrook	✓	
01.13	Elect Michael Wilkens	✓	
02	Ratification of Auditor	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Marcelo Claure	✓	

Proposer : Board

Only 30,77% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is a representative of SoftBank, a shareholder of the company, on the board of directors. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Srikant M. Datar	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Bavan M. Holloway	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Timotheus Höttges	✓	

Proposer : Board

Only 30,77% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is a representative of Deutsche Telekom, a shareholder of the company, on the board of directors. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY
Elect Christian P. Illek				
Proposer : Board			<hr/>	

Only 30,77% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is a representative of Deutsche Telekom, a shareholder of the company, on the board of directors. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.06			BOARD	POLICY
Elect Raphael Kübler				
Proposer : Board			<hr/>	

Only 30,77% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is a representative of Deutsche Telekom, a shareholder of the company, on the board of directors. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.07			BOARD	POLICY
Elect Thorsten Langheim				
Proposer : Board				

Only 30,77% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is a representative of Deutsche Telekom, a shareholder of the company, on the board of directors. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Dominique Leroy		
Proposer : Board		

Only 30,77% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. She is a representative of Deutsche Telekom, a shareholder of the company, on the board of directors. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.09	BOARD	POLICY
Elect G. Michael Sievert		
Proposer : Board		

Only 30,77% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently the chief executive officer of the firm. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.10	BOARD	POLICY
Elect Teresa A. Taylor		


Proposer : Board

---

Teresa Taylor is the CEO of Blue Valley Advisors LLC and sits on a total of more than two boards. The number of boards on which she sits is too high and could compromise her ability to adequately serve shareholder interest. In the absence of the option against, an abstention for the candidate was recorded.

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Vote recorded

ITEM 01.11	BOARD	POLICY
Elect Omar Tazi		

Proposer : Board

---

Only 30,77% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is a representative of Deutsche Telekom, a shareholder of the company, on the board of directors. In the absence of the option against, an abstention for the candidate was recorded.

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Vote recorded

ITEM 01.12	BOARD	POLICY
Elect Kelvin R. Westbrook		

Proposer : Board

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Kelvin Westbrook is the CEO of KRW Advisors LLC and sits on a total of more than two boards. The number of boards on which she sits is too high and could compromise her ability to adequately serve shareholder interest. In the absence of the option against, an abstention for the candidate was recorded.

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Vote recorded

ITEM 01.13	BOARD	POLICY
Elect Michael Wilkens		

Proposer : Board

---

Only 30,77% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is a representative of Deutsche Telekom, a shareholder of the company, on the board of directors. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 02

BOARD      POLICY

Ratification of Auditor



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

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PROXY SUMMARY

ISSUER Netflix Inc. (NASDAQ:NFLX)	MEETING DATE 2021-06-03 ,
COUNTRY United States	RECORD DATE 2021-04-08
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 64110L106



POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	2500
160717026	Genus Canglobe Equity fund - 160717026	2900
000442088	Genus Global Alpha fund	2900

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Richard N. Barton	✓	
01.02	Elect Rodolphe Belmer	✓	
01.03	Elect Bradford L. Smith	✓	
01.04	Elect Anne M. Sweeney	✓	✓
02	To approve the Ratification of Auditor Ernst & Young	✓	✗
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder Proposal Regarding Political Contributions and Expenditures Report	✗	✓
05	Shareholder Proposal Regarding Simple Majority Vote	✗	✓
06	Shareholder Proposal Regarding Improvement of Executive Compensation Program	✗	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Richard N. Barton	✓	

Proposer : Board

Richard Barton is the CEO of Zillow Inc. 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 Rodolphe Belmer		

Proposer : Board

He is an executive of Eutelsat, 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Bradford L. Smith	✓	

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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Anne M. Sweeney	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
To approve the Ratification of Auditor Ernst & Young	✓	✗

Proposer : Board

Netflix hired its auditors for tax, consulting and other services last year that made up more than one quarter of the auditors' total fees. The practice of hiring auditors to perform other work for the company compromises the independence of those auditors. At a minimum, two-thirds of an auditor's fees from the company should be for the annual audit. A vote against the proposal was recorded.

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

The CEO is paid more than 3 times the compensation of any other named executive and the CEO to median employee pay ratio is 197:1. A vote against the proposal was recorded.

Vote recorded		
ITEM 04	BOARD	POLICY
Shareholder Proposal Regarding Political Contributions and Expenditures Report	✗	✓
Proposer : Myra K. Young		

Political contributions are a risky, controversial use of corporate funds that is best avoided. Political contributions may imply some degree of influence over the recipients, even if this is not explicit. These contributions may also leave companies open to pressure from political parties, candidates, or other organizations for additional contributions to political campaigns. If they make political contributions, companies should disclose to shareholders all of the activities they engage in to influence public policy, report on the full amounts spent and what the money was spent on, and explain the business reasons for engaging in these activities. This disclosure should include companies' memberships in trade associations and other organizations that engage in political activities on behalf of their members. At a minimum, companies should disclose to shareholders the amounts they spend trying to influence lawmakers and the public on policy issues, including contributions to third parties and non-monetary contributions. This disclosure should include the recipients of those contributions, and it should explain the business case for the contributions. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 05	BOARD	POLICY
Shareholder Proposal Regarding Simple Majority Vote	✗	✓

Proposer : John Chevedden

This proposal asks that the level of votes required to adopt a proposal be decreased to two-thirds or to a simple majority, which is reasonable and in the shareholders' interest. The two-thirds majority is not required for decisions other than those concerning a public purchase offer or company reorganization. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 06

BOARD POLICY

Shareholder Proposal Regarding Improvement of Executive Compensation Program

✗

✓

Proposer : Jing Zhao

The CEO was paid 197 times the pay of the company's median employee. Such large disparities in pay are not good for the company. They tend to foster a sense of unfairness, higher employee turnover and low productivity. [Company] would do well to revise its compensation structure to reflect the value of the contributions of all its employees. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER NVIDIA Corporation (NASDAQ:NVDA)	MEETING DATE 2021-06-03 ,
COUNTRY United States	RECORD DATE 2021-04-05
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 67066G104

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	1300
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	2500
160717060	Genus Pooled Funds - 160717060	4700

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Robert K. Burgess	✓	✓
01.02	Elect Tench Coxe	✓	✓
01.03	Elect John O. Dabiri	✓	✓
01.04	Elect Persis S. Drell	✓	✓
01.05	Elect Jen-Hsun Huang	✓	✓
01.06	Elect Dawn Hudson	✓	✓
01.07	Elect Harvey C. Jones	✓	✓
01.08	Elect Michael G. McCaffery	✓	✗
01.09	Elect Stephen C. Neal	✓	✓
01.10	Elect Mark L. Perry	✓	✓
01.11	Elect A. Brooke Seawell	✓	✗
01.12	Elect Aarti Shah	✓	✓
01.13	Elect Mark A. Stevens	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of Auditor: PwC	✓	✓
04	Increase in Authorized Common Stock	✓	✗

## PROXY ANALYSIS



ITEM 01.01	BOARD	POLICY
Elect Robert K. Burgess	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Tench Coxé	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect John O. Dabiri	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Persis S. Drell	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Jen-Hsun Huang	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Dawn Hudson	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Harvey C. Jones	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Michael G. McCaffery		



Proposer : Board

He is an executive of another company. The company does not disclose enough information regarding its board members' other mandates. A vote against the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Stephen C. Neal		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Mark L. Perry		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
Elect A. Brooke Seawell		

Proposer : Board

He is an executive of another company 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 01.12	BOARD	POLICY
Elect Aarti Shah	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.13	BOARD	POLICY
Elect Mark A. Stevens	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02	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 03	BOARD	POLICY

Ratification of Auditor: PwC



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

Increase in Authorized Common Stock



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 or without pre-emptive rights, is higher than 50% of outstanding shares, and is without a valid reason. The capital increase is not adequately justified. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER BRP Inc. (TSE:DOO)	MEETING DATE 2021-06-03 ,
COUNTRY Canada	RECORD DATE 2021-04-21
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 05577W200

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	2600
160717025	Genus Pooled Funds - Canglobe Equity fund - 160717025	22600

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Pierre Beaudoin	✓	II
01.02	Elect Joshua Bekenstein	✓	II
01.03	Elect José Boisjoli	✓	II
01.04	Elect Charles Bombardier	✓	II
01.05	Elect Michael S. Hanley	✓	✓
01.06	Elect Ernesto M. Hernández	✓	✓
01.07	Elect Katherine Kountze	✓	✓
01.08	Elect Louis Laporte	✓	II
01.09	Elect Estelle Métayer	✓	II
01.10	Elect Nicholas Nomicos	✓	✓
01.11	Elect Edward M. Philip	✓	II
01.12	Elect Barbara J. Samardzich	✓	II
02	To approve the Appointment of Auditor Deloitte	✓	✓
03	Advisory vote on Executive Compensation	✓	✗

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Pierre Beaudoin	✓	II



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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Joshua Bekenstein		

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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect José Boisjoli		

Proposer : Board

José Boisjoli 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Charles Bombardier		

Proposer : Board

Only 58,33% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. Charles Bombardier has family ties with people holding a percentage of the voting shares of the company, which compromises his independence. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Michael S. Hanley	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Ernesto M. Hernández	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Katherine Kountze	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
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ITEM 01.08	BOARD	POLICY
Elect Louis Laporte		
<a href="#">Proposer : Board</a>		

Only 58,33% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. Louis Laporte has family ties with people holding a percentage of the voting shares of the company, which compromises his independence. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Estelle Métayer		
<a href="#">Proposer : Board</a>		

Estelle Metayer is the president of EM Strategy Inc. and sits on a total of more than two boards. The number of boards on which she sits is too high and could compromise her ability to adequately serve shareholder interest. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Nicholas Nomicos		
<a href="#">Proposer : Board</a>		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
Elect Edward M. Philip		

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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.12	BOARD	POLICY
Elect Barbara J. Samardzich	✓	

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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
To approve the Appointment of Auditor Deloitte	✓	✓

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 03	BOARD	POLICY
Advisory vote on Executive Compensation	✓	✗

Proposer : Board

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The executives' incentive pay is based on their performance over only one year. This encourages executives to focus on short-term results, to the potential detriment of the company's long-term performance. A vote against the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Ballard Power Systems Inc. (BLD)	MEETING DATE 2021-06-02 ,
COUNTRY Canada	RECORD DATE 2021-04-12
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 05858H104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	7200
160717059	Genus Pooled Funds - Fossil Free Impact Equiy Component - 160717059	14200
160717027	Genus Fossil Free Canglobe Equity Fund	28800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Douglas P. Hayhurst	✓	✓
01.02	Elect Kui (Kevin) Jiang	✓	
01.03	Elect Duy-Loan T. Le	✓	
01.04	Elect R. Randy MacEwen	✓	✓
01.05	Elect Marty Neese	✓	✓
01.06	Elect James Roche	✓	✓
01.07	Elect Shaojun (Sherman) Sun	✓	
01.08	Elect Janet Woodruff	✓	✓
02	Appointment of Auditor and Authority to Set Fees	✓	✓
03	Advisory Vote on Executive Compensation		✗
04	Amendment to the Stock Option Plan and the Share Distribution Plan	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Douglas P. Hayhurst	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded



ITEM 01.02	BOARD	POLICY
Elect Kui (Kevin) Jiang		

Proposer : Board

Kevin Jiang is an external member of the Board and sits on more than a total of five boards. The total number of boards on which the nominee serves is too high and could compromise his ability to serve shareholder interests adequately. The nominee's attendance rate for the Board is less than 75%, without adequate reasons. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Duy-Loan T. Le		

Proposer : Board

Duy-Loan T. Le is the president of DLE Management Consulting LLC and sits on a total of more than two boards. The number of boards on which she sits is too high and could compromise her ability to adequately serve shareholder interest. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect R. Randy MacEwen		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Marty Neese		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect James Roche	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Shaojun (Sherman) Sun	✓	⏸

Proposer : Board

Sherman Sun is an executive of Weichai Power Co., Ltd, 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. The nominee's attendance rate for the Board is less than 75%, without adequate reasons. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Janet Woodruff	✓	✓

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

In the event of a change of control, the directors' employment contrat includes accelerated vesting of awards which goes against the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
Amendment to the Stock Option Plan and the Share Distribution 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. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

<b>ISSUER</b> Tourmaline Oil Corporation (TOU)	<b>MEETING DATE</b> 2021-06-02 ,
<b>COUNTRY</b> Canada	<b>RECORD DATE</b> 2021-04-16
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 89156V106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717031	Genus Pooled Funds - 160717031	188600

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Michael L. Rose	✓	II
01.02	Elect Brian G. Robinson	✓	II
01.03	Elect Jill T. Angevine	✓	II
01.04	Elect William D. Armstrong	✓	✓
01.05	Elect Lee A. Baker	✓	II
01.06	Elect John W. Elick	✓	✓
01.07	Elect Andrew B. MacDonald	✓	II
01.08	Elect Lucy M. Miller	✓	II
01.09	Elect Janet L. Weiss	✓	✓
01.10	Elect Ronald C. Wigham	✓	✓
02	To approve the Appointment of Auditor KPMG and Authority to Set Fees	✓	✓

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Michael L. Rose	✓	II

Proposer : Board

Michael L. Rose 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.In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.02			BOARD	POLICY
Elect Brian G. Robinson			<div>✓</div>	<div>  </div>
Proposer : Board				

He is the CFO of this company 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.

<hr/>			Vote recorded	
ITEM 01.03			BOARD	POLICY
Elect Jill T. Angevine			<div>✓</div>	<div>  </div>
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. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.04			BOARD	POLICY
Elect William D. Armstrong			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY



Elect Lee A. Baker		
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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. In the absence of the option against, an abstention for the candidate was recorded.

	Vote recorded
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ITEM 01.06	BOARD	POLICY
Elect John W. Elick		

Proposer : Board

A vote in favour of the candidate was recorded.

	Vote recorded
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ITEM 01.07	BOARD	POLICY
Elect Andrew B. MacDonald		

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. In the absence of the option against, an abstention for the candidate was recorded.

	Vote recorded
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ITEM 01.08	BOARD	POLICY
Elect Lucy M. Miller		

Proposer : Board

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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. In the absence of the option against, an abstention for the candidate was recorded.

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Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Janet L. Weiss	✓	✓

Proposer : Board

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A vote in favour of the candidate was recorded.

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Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Ronald C. Wigham	✓	✓

Proposer : Board

---

A vote in favour of the candidate was recorded.

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Vote recorded

ITEM 02	BOARD	POLICY
To approve the Appointment of Auditor KPMG and Authority to Set Fees	✓	✓

Proposer : Board

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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.

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PROXY SUMMARY

ISSUER Alphabet Inc. (NASDAQ:GOOG)	MEETING DATE 2021-06-02 ,
COUNTRY United States	RECORD DATE 2021-04-06
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 02079K305

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	400

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Larry Page	✓	✗
01.02	Elect Sergey Brin	✓	✗
01.03	Elect Sundar Pichai	✓	✗
01.04	Elect John L. Hennessy	✓	✓
01.05	Elect Frances H. Arnold	✓	✓
01.06	Elect L. John Doerr	✓	✗
01.07	Elect Roger W. Ferguson, Jr.	✓	✓
01.08	Elect Ann Mather	✓	✗
01.09	Elect Alan R. Mulally	✓	✓
01.10	Elect K. Ram Shriram	✓	✓
01.11	Elect Robin L. Washington	✓	✓
02	To approve the Ratification of Auditor Ernst & Young	✓	✓
03	Approval of the 2021 Stock Plan	✓	✗
04	Shareholder Proposal Regarding Recapitalization	✗	✓
05	Shareholder Proposal Regarding Human Rights/Civil Rights Expertise on Board	✗	✓
06	Shareholder Proposal Regarding Linking Executive Pay to Sustainability and Diversity	✗	✓
07	Shareholder Proposal Regarding Report on Government Takedown Requests	✗	✓

08	Shareholder Proposal Regarding Third-Party Review and Report on Whistleblower Policies	✗	✓
09	Shareholder Proposal Regarding Charitable Contributions Disclosure	✗	✓
10	Shareholder Proposal Regarding Anticompetitive Practices	✗	✓
11	Shareholder Proposal Regarding Becoming a Public Benefit Corporation	✗	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Larry Page	✓	✗
Proposer : Board		

Only 63,64% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. Larry Page is a former CEO of the company. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Sergey Brin	✓	✗
Proposer : Board		

Only 63,64% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. Sergey Brin is a former president of the company. A vote against the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Sundar Pichai		

Proposer : Board

Only 63,64% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. Sundar Pichai is the CEO of the company. A vote against the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect John L. Hennessy	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Frances H. Arnold	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect L. John Doerr	✓	✗

Proposer : Board



Only 63,64% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. L. John Doerr has other significant types of economic relationships with one of the company's clients, suppliers or consultants. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Roger W. Ferguson, Jr.	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Ann Mather	✓	✗
Proposer : Board		

Ann Mather is an external member of the Board and sits on more than a total of five 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 01.09	BOARD	POLICY
Elect Alan R. Mulally	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
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ITEM 01.10	BOARD	POLICY
Elect K. Ram Shriram	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
Elect Robin L. Washington	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
To approve the Ratification of Auditor Ernst & Young	✓	✓

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 03	BOARD	POLICY
Approval of the 2021 Stock Plan	✓	✗

Proposer : Board

The plan includes 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. A vote against the proposal was recorded.

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Vote recorded

ITEM 04

BOARD POLICY

Shareholder Proposal Regarding Recapitalization

✗

✓

Proposer : ND

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When shares with lower voting rights are issued, it makes it possible for a few shareholders to maintain control of the company without holding an equivalent number of shares. Because a multiple-voting-rights structure isn't generally in the shareholders' best interest, it is recommended that it be abolished. A similar proposal received an approval rate of 31.67% in 2020. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 05

BOARD POLICY

Shareholder Proposal Regarding Human Rights/Civil Rights Expertise on Board

✗

✓

Proposer : ND

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Aphabet operates in a risk area regarding several human and civil rights issues, and controversy about these issues exposes the company to financial, legal, regulatory, operational, and reputational risks that could impact its shareholder value. In recent years, its Google subsidiary has also been the subject of numerous social controversies affecting the management of online content (disinformation, interference in elections, hateful content targeting racial and ethnic minorities in particular), non-compliance children's privacy, sexual harassment at work, the impact of certain products on human rights, the use of unfair labour practices, as well as discrimination in employment. For example, in February 2021, Google agreed to pay US \$ 3.8 million to settle charges of pay discrimination against women and promotion discrimination against women and people of Asian descent, which had been brought by the U.S. Department of Labor. In May 2021, a California court also granted class action status to a lawsuit against Google over gender pay inequalities on behalf of more than 10,800 women. In another example, in September 2019, Google and its subsidiary YouTube agreed to pay a record US \$ 170 million to settle charges by the federal consumer protection agency (FTC) and the New York Attorney General that YouTube collected children's personal information without parental permission. Since then, a US\$ 3 billion lawsuit has been filed against YouTube for alleged violations of UK and EU children's privacy laws. Certainly, Alphabet has made progress over the past year on some social issues. It also clarified how its board of directors oversees human rights risks by amending its audit and compliance committee charter to explicitly include oversight of civil rights and human rights issues. It also established a human rights steering committee to oversee and guide its global human rights and U.S. civil rights agenda. These positive

measures must be emphasized. Nevertheless, Alphabet’s social record remains worrying and justifies the board of directors paying more attention to these issues and exercising stronger and more effective oversight of these. In addition, according to information published by Alphabet, none of its directors has recognized experience or expertise in civil and human rights matters. It is true that the addition of an independent director with this profile does not represent an improvement in the company's practices or the elimination of any risk that the company may be directly or indirectly associated with violations of these rights, but his presence on the board should at least ensure that these issues are raised at the highest level of the company and facilitate decisions to enhance its social performance. Its inclusion on the board could also help Alphabet ensure that its audit and compliance committee has the expertise to fully and effectively assume its responsibility for human and civil rights. Finally, a vote in favour of the proposal could send a strong message to directors regarding their concerns about financial risks related to human and civil rights and the importance that shareholders attach to them. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 06

BOARD      POLICY

Shareholder Proposal Regarding Linking Executive Pay to Sustainability and Diversity



Proposer : ND

Managing and disclosing sustainability issues helps the company better respond to the challenges of resource depletion, regulatory changes and public expectations of corporate responsibility. Transparency allows companies to benefit from their sustainability efforts and avoid risks. A company's lack of transparency prevents different stakeholders from assessing how it is addressing different challenges. At the same time, the relationship between sustainability and value creation is becoming increasingly evident. A study by Deutsche Bank concluded that companies with better environmental, social and governance (ESG) performance also perform better in the market. The introduction by the company of incentives in executive compensation to encourage them to improve the company's sustainability performance is therefore recommended because of the impact it can have on financial performance. A compensation related to the company SG performance is in the shareholders' interest. Clear disclosure of performance criteria assesses their relevance depending on the industry, peers, and company activities. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07

BOARD      POLICY

Shareholder Proposal Regarding Report on Government Takedown Requests



Proposer : ND

The proponents point out that the company has adopted 7 main principles on artificial intelligence, under which it must not work on technologies that cause harm, collect or use information for surveillance, or whose purpose contravenes widely accepted principles of international law and human rights. They argue that there is increasing evidence that the company is violating these principles. They report that according to data from Google, a subsidiary of Alphabet, the Russian government made 175 requests to remove sites it banned, which is more than 160,000 separate URLs; in about 80% of cases, Google acquiesced to the request. For

its part, the board believes that Alphabet already publishes a lot of information about requests to remove content. In its transparency report, it reveals the number of requests received from government agencies and courts over a six-month period and organizes them according to the reason for the withdrawal request and the type of product. Information is provided by country / region. Alphabet is also involved in Harvard University's Lumen project, which provides information on removal requests on the Internet and publishes and analyzes the types of removal requests for online material. The proposal focuses primarily on censorship, a major issue that can expose Alphabet to several risks, including reputational risk and those related to human capital management. For example, in 2018, 1,400 Google employees signed a letter of protest against the Dragonfly project, which was to develop a censored search engine for the Chinese market. Some have even resigned to avoid working on products that allow censorship and surveillance of citizens. Others joined Amnesty International in calling for the project to be cancelled. In short, this scandal has resulted in staff turmoil, litigation, the loss of highly skilled employees, and reduced morale and other employees' attachment to Google, which is all the more detrimental that its activities are based on its ability to attract and retain highly qualified talented employees, whose skills are often coveted by competitors. In January 2020, former Google international relations director Ross LaJeunesse in turn accused the company of betraying its founding moral values. AFP reported that according to him, Google no longer considers respect for human rights in the development of new products or the signing of new contracts. Scathingly, he points out that "there is a big difference between selling advertising space [...] and working with the Chinese government on artificial intelligence or hosting Saudi government applications, including Absher, which allows men to track and control the movements of female family members." In this context, we believe it is in the interests of shareholders to have additional information on government requests to change access to content. While some requests may be legitimate, others may infringe on human and civil rights. The list of censored sites, queries, and terms would provide shareholders with a better picture of the situation and allow them to better assess the risks to which Alphabet is exposed. Finally, it should be remembered that companies cannot simply comply with the laws of a country to ensure compliance with international human rights standards in the course of their activities. It would thus be interesting to know the criteria used by Google to decide whether or not it will agree to a request from a government agency, as suggested by the proponents. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 08

BOARD POLICY

Shareholder Proposal Regarding Third-Party Review and Report on Whistleblower Policies

✗

✓

Proposer : ND

Alphabet has been the subject of much criticism and controversy relating to workers' rights, human rights and civil rights in recent years. In addition, its Google subsidiary has been repeatedly accused of retaliating against employees who have denounced some of its practices, who have opposed projects because of their potential impact on human and civil rights, or who have made attempts to organize workers. For example, on November 27, 2019, France 24 reported that "the dismissal on Monday of four Google employees illustrates the brutal way Silicon Valley executives are dealing with the rising demands of some employees. Even if it implies to call on anti-unionism professionals". Among those fired were the employee who initiated an internal protest against the company's collaboration with immigration services at the border with Mexico, and an employee who had called for YouTube to be tougher on homophobic videos. Another high-profile example is the Dragonfly project, which focuses on the development of a censored search engine for the Chinese market. Four Google engineers filed a complaint with the National Labor Relations Board (NLRB), claiming that they suffered retaliation because of their protests against the project. Google's former director of international relations, Ross LaJeunesse, also argued in January 2020 that the company pushed him out of the door because of his criticism of the project. AFP reported that he notably said that: "Standing up for women, for the LGBTQ community, for colleagues of color, and for human rights — had cost me my career." On the other hand, in December 2020, the NLRB filed a lawsuit accusing Google of repeatedly violating U.S. labour law by using layoffs and intimidation to crack down on workplace activism, while illegally monitoring employees. Also in December 2020, Google was heavily criticized for firing artificial intelligence ethics specialist

Timnit Gebru, who had complained that Google censored one of her scientific articles. In it, the researcher argued that tech companies could do more to ensure that artificial intelligence systems do not exacerbate gender bias and the use of offensive language. Libération and AFP report that more than 1,200 Google employees and more than 1,800 academics and civil society members have signed a petition demanding explanations and a commitment from Google to respect scientific integrity and academic freedom. Alphabet recognizes the importance of the role played by whistleblowers, saying that "the ability to raise concerns helps protect and preserve the particular culture of the company and is a key to the long-term success of the company." Given the many troubling controversies and accusations that the corporation has faced, we believe it is appropriate and justified to conduct a thorough assessment of its policies and practices to protect whistleblowers. This would allow it to check whether his policies are flawed, whether they are being implemented effectively and whether its practices are in harmony with its speech. Alphabet states that it is committed to maintaining a culture that encourages employees to report their concerns, including their human rights commitments, and that it prohibits retaliation of any kind for raising such concerns or participating in an investigation into such concerns. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 09

BOARD POLICY

Shareholder Proposal Regarding Charitable Contributions Disclosure

✗

✓

Proposer : ND

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The publication of a detailed report on charitable donations would be helpful. At the moment, the company does not publish such a report. While corporate charity programs can attract sympathy capital, they can also create risks. Indeed, spending on charitable donations can promote the interests of executives without representing those of the company and its shareholders. The potential beneficiaries of these donations are numerous and represent a wide range of ideologies. It is true that the company's choices can clash with the beliefs and values of some investors and thus hurt its business. That is why it would be appropriate to publish the details of the amounts of charitable donations. The proposal is reasonable because it is in the interest of shareholders and has little additional cost since the publication would be on the Internet. This is not about taking a position on the ideological motives or values behind the proposal, but rather about the proposed process to increase the transparency of the company's charitable giving policies. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 10

BOARD POLICY

Shareholder Proposal Regarding Anticompetitive Practices

✗

✓

Proposer : ND

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In October 2020, the U.S. Department of Justice announced that it would file a lawsuit against Google, accusing it of having unfair practices in two markets: that of search engines and that of advertising related to these searches. Google has already faced justice many times for its dominant position in different markets. In Europe, the group has been fined three times in the past three years for anti-competitive practices in three different areas of its activities (<https://bit.ly/3oFVg3l>). As

of January 5, 2021, 38 U.S. States had filed a lawsuit against Google for these anti-competitive practices. The group is accused of favoring its own products to the detriment of those of its competitors in search results and of driving up the prices of digital advertising (<https://bit.ly/3u9pQU8>). The proponent requests that the Board of Directors report on how it oversees the risks associated with these anti-competitive practices. The Board of Directors rejects the proposal, believing that its audit and compliance committee is already specifically responsible for overseeing risks and exposures associated with competition and regulatory compliance. It meets regularly to discuss the impact of competition laws on company strategies. The board adds that the information requested by the proponent, regarding legal strategies and the risks of legal proceedings, is privileged and confidential. It therefore believes that if the proposal is adopted, it could interfere with the ability of management and the board of directors to adequately respond to and defend against ongoing investigations and legal proceedings. However, the proposal reflects growing concerns within the market, particularly from governments and investors, about the monopolistic practices of certain giants, with Facebook, Amazon and Apple affected by controls on the subject and facing potential claims for abuse of dominant position. These are important issues and to avoid financial and reputational risks, the company and its shareholders should support this proposal. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 11

BOARD      POLICY

Shareholder Proposal Regarding Becoming a Public Benefit Corporation



Proposer : ND

The proponent requests that Alphabet update its certificate of incorporation to become a public benefit corporation, under the law of the State of Delaware, with the objective of promoting a sustainable global economy, provided that the holders of Class B shares convert enough Class B shares into Class A or Class C shares to ensure that at least 60% of the voting rights of the company are not beneficially owned or controlled by Class B shareholders. According to the proponent, the focus in large corporations is always on the company and its shareholders, at the expense of other stakeholders. By becoming a public benefit corporation, its directors would be required to balance the interests of shareholders and other stakeholders, allowing the company to protect its communities, even if this reduces long-term financial returns for shareholders. By first abolishing its structure comprising shares with multiple voting rights, the company could limit the concentration of wealth to the detriment of social good. While its ability to connect people from all over the world through its services has its positive points, it unfortunately has the potential, according to the proponent, to contribute, for example, to threatening certain democratic principles or to fostering religious persecution. Because of its size, however, Alphabet has an important role to play towards communities, with more than 4 billion people using Google's services, out of the 4.39 billion Internet users worldwide (<https://bit.ly/3hE1MGC>). It should be noted that a similar proposal, motivated by the same reasons, was filed with Facebook this year, demonstrating growing investor concerns about social networks, information services, affected communities and the concentration of power and wealth in the hands of certain shareholders. The proposal, which aims to further support companies ' commitments to sustainable development and to avoid financial and reputational risks, is in the interests of shareholders. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER SMA Solar Technology AG (ETR: S92)	MEETING DATE 2021-06-01 ,
COUNTRY Germany	RECORD DATE 2021-05-10
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES D7008K108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus Fossil Free Fund	42000

ITEM	PROPOSAL	BOARD	POLICY
02	To approve an Allocation of Profits/Dividends of EUR 0.30 per share	✓	✓
03.01	Ratify Ulrich Hadding	✓	✓
03.02	Ratify Jürgen Reinert	✓	✓
04.01	Ratify Roland Bent	✓	✓
04.02	Ratify Martin Breul	✓	✓
04.03	Ratify Oliver Dietzel	✓	✓
04.04	Ratify Peter Drews	✓	✓
04.05	Ratify Erik Ehrentraut	✓	✓
04.06	Ratify Kim Fausing	✓	✓
04.07	Ratify Johannes Häde	✓	✓
04.08	Ratify Heike Haigis	✓	✓
04.09	Ratify Alexa Hergenröther	✓	✓
04.10	Ratify Uwe Kleinkauf	✓	✓
04.11	Ratify Ilonka Nussbaumer	✓	✓
04.12	Ratify Yvonne Siebert	✓	✓
04.13	Ratify Romy Sieger	✓	✓
04.14	Ratify Jan-Henrik Supady	✓	✓

04.15	Ratify Matthias Victor	✓	✓
04.16	Ratify Hans-Dieter Werner	✓	✓
05	To approve the Appointment of Auditor Deloitte	✓	✓
06	Management Board Remuneration Policy	✓	✗
07	Supervisory Board Members' Fees	✓	✓
08	Amendment to Corporate Purpose	✓	✓
09	Amendments to Articles Regarding Meeting Attendance	✓	✓
10	Amendments to Articles Regarding Meeting Chair	✓	✓
11	Authority to Repurchase and Reissue Shares	✓	✓

## PROXY ANALYSIS

ITEM 02	BOARD	POLICY
To approve an Allocation of Profits/Dividends of EUR 0.30 per share	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 03.01	BOARD	POLICY
Ratify Ulrich Hadding	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 03.02	BOARD	POLICY
Ratify Jürgen Reinert	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 04.01	BOARD	POLICY
Ratify Roland Bent	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 04.02	BOARD	POLICY
Ratify Martin Breul	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 04.03	BOARD	POLICY
Ratify Oliver Dietzel		

	✓	✓
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Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04.04	BOARD	POLICY
Ratify Peter Drews	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04.05	BOARD	POLICY
Ratify Erik Ehrentraut	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04.06	BOARD	POLICY
Ratify Kim Fausing	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04.07			BOARD	POLICY
Ratify Johannes Häde			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04.08			BOARD	POLICY
Ratify Heike Haigis			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04.09			BOARD	POLICY
Ratify Alexa Hergenröther			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04.10			BOARD	POLICY
Ratify Uwe Kleinkauf			✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04.11	BOARD	POLICY
Ratify Ilonka Nussbaumer	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04.12	BOARD	POLICY
Ratify Yvonne Siebert	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04.13	BOARD	POLICY
Ratify Romy Sieger	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04.14	BOARD	POLICY
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Ratify Jan-Henrik Supady		✓	✓
Proposer : Board			
A vote in favour of the proposal was recorded.			
		Vote recorded	
ITEM 04.15		BOARD	POLICY
Ratify Matthias Victor		✓	✓
Proposer : Board			
A vote in favour of the proposal was recorded.			
		Vote recorded	
ITEM 04.16		BOARD	POLICY
Ratify Hans-Dieter Werner		✓	✓
Proposer : Board			
A vote in favour of the proposal was recorded.			
		Vote recorded	
ITEM 05		BOARD	POLICY
To approve the Appointment of Auditor Deloitte		✓	✓
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 06	BOARD	POLICY
Management Board Remuneration Policy	✓	✗
Proposer : Board		

A complete analysis of the compensation policy shows that it does not meet all of the policy criteria. The company does not have any recovery provisions to make executives reimburse any sums granted, following a restatement of accounts. A vote against the proposal was recorded.

Vote recorded		
ITEM 07	BOARD	POLICY
Supervisory Board Members' Fees	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 08	BOARD	POLICY
Amendment to Corporate Purpose	✓	✓
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		
ITEM 09	BOARD	POLICY

Amendments to Articles Regarding Meeting Attendance



Proposer : Board

The proposal aims to update the articles and by-laws, in particular, to allow the holding of virtual meetings and to define their modalities. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 10

BOARD

POLICY

Amendments to Articles Regarding Meeting Chair



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

#### ITEM 11

BOARD

POLICY

Authority to Repurchase and Reissue Shares



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER LVMH Moet Hennessy Louis Vuitton SE (EPA:MC)	MEETING DATE 2021-05-28 ,
COUNTRY France	RECORD DATE 2021-05-25
MEETING LOCATION	
MEETING TYPE Extraordinary	SECURITIES F58485115

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	2600

ITEM	PROPOSAL	BOARD	POLICY
01	Authority to Repurchase and Reissue Shares	✓	✓

PROXY ANALYSIS

ITEM 01		BOARD	POLICY
Authority to Repurchase and Reissue Shares		✓	✓

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. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Lowe's Companies Inc. (LOW)	MEETING DATE 2021-05-28 ,
COUNTRY United States	RECORD DATE 2021-03-22
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 548661107



POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717026	Genus Canglobe Equity fund - 160717026	8400
160717017	Genus Pooled Funds - Fossil Free Dividend Equity Fund - 160717017	32003

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Raul Alvarez	✓	✓
01.02	Elect David H. Batchelder	✓	✓
01.03	Elect Angela F. Braly	✓	✓
01.04	Elect Sandra B. Cochran	✓	
01.05	Elect Laurie Z. Douglas	✓	✓
01.06	Elect Richard W. Dreiling	✓	✓
01.07	Elect Marvin R. Ellison	✓	✓
01.08	Elect Daniel J. Heinrich	✓	✓
01.09	Elect Brian C. Rogers	✓	✓
01.10	Elect Bertram L. Scott	✓	✓
01.11	Elect Mary Beth West	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	To approve the Ratification of Auditor Deloitte	✓	✓
04	Shareholder Proposal Regarding Proxy Access Bylaw Amendment	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Raul Alvarez	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect David H. Batchelder	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Angela F. Braly	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Sandra B. Cochran	✓	

Proposer : Board

Sandra B. Cochran is an executive of Cracker Barrel Old Country Store, Inc., 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Laurie Z. Douglas	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Richard W. Dreiling	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Marvin R. Ellison	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Daniel J. Heinrich	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Brian C. Rogers	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Bertram L. Scott	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
Elect Mary Beth West	✓	✓

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



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

To approve the Ratification of Auditor Deloitte



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

Shareholder Proposal Regarding Proxy Access Bylaw Amendment



Proposer : John Chevedden

The nominator asks the board of directors to take the necessary measures to allow as many shareholders as necessary to consolidate their shares in order to reach the threshold of 3% of the shares held which allows proxy access. The current maximum quota is 20. Faced with the difficulty that shareholders can sometimes encounter, an indefinite number would be preferable. As small shareholders are often disadvantaged, the removal of the quota will allow them to have a greater impact, in particular for the presentation of candidates for the board of directors. 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 Seven & I Holdings Co. Ltd (TYO)	MEETING DATE 2021-05-27 ,
COUNTRY Japan	RECORD DATE 2021-02-28
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES J7165H108



POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	57000

ITEM	PROPOSAL	BOARD	POLICY
01	To approve an Allocation of Profits/Dividends of JPY 98.50 per share	✓	✓
02.01	Elect Ryuichi Isaka	✓	✗
02.02	Elect Katsuhiko Goto	✓	✗
02.03	Elect Junro Ito	✓	✗
02.04	Elect Kimiyoshi Yamaguchi	✓	✗
02.05	Elect Yoshimichi Maruyama	✓	✗
02.06	Elect Fumihiko Nagamatsu	✓	✗
02.07	Elect Shigeki Kimura	✓	✗
02.08	Elect Joseph M. DePinto	✓	✗
02.09	Elect Yoshio Tsukio	✓	✓
02.10	Elect Kunio Ito	✓	✗
02.11	Elect Toshiro Yonemura	✓	✓
02.12	Elect Tetsuro Higashi	✓	✓
02.13	Elect Kazuko Rudy @ Kazuko Kiriama	✓	✓
03	Elect Noriyuki Habano as Statutory Auditor	✓	✗

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY

To approve an Allocation of Profits/Dividends of JPY 98.50 per 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 02.01

BOARD

POLICY

Elect Ryuichi Isaka



Proposer : Board

Ryuichi Isaka 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 02.02

BOARD

POLICY

Elect Katsuhiro Goto



Proposer : Board

Only 31% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

#### ITEM 02.03

BOARD

POLICY

Elect Junro Ito



Proposer : Board

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Only 31% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

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Vote recorded		
ITEM 02.04	BOARD	POLICY
Elect Kimiyoshi Yamaguchi	✓	✗
Proposer : Board		

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Only 31% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

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Vote recorded		
ITEM 02.05	BOARD	POLICY
Elect Yoshimichi Maruyama	✓	✗
Proposer : Board		

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Only 31 % of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

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Vote recorded		
ITEM 02.06	BOARD	POLICY
Elect Fumihiko Nagamatsu	✓	✗
Proposer : Board		

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Only 31 % of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.07	BOARD	POLICY
Elect Shigeki Kimura	✓	✗
Proposer : Board		

Only 31 % of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.08	BOARD	POLICY
Elect Joseph M. DePinto	✓	✗
Proposer : Board		

Only 31 % of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.09	BOARD	POLICY
Elect Yoshio Tsukio	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.10	BOARD	POLICY
Elect Kunio Ito	✓	✗
Proposer : Board		

Only 31 % of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the policy. He is a member of an organization that receives a significant grant or financial contribution from the company. A vote against the candidate was recorded.

Vote recorded		
ITEM 02.11	BOARD	POLICY
Elect Toshiro Yonemura	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.12	BOARD	POLICY
Elect Tetsuro Higashi	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.13	BOARD	POLICY

Elect Kazuko Rudy @ Kazuko Kiriya

✓

✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 03

BOARD

POLICY

Elect Noriyuki Habano as Statutory Auditor

✓

✗

Proposer : Board

Noriyuki Habano is not an independent director because he is an insider of the company. However he sits on the Board of Statutory Auditors, 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 Telenor ASA (TEL)	MEETING DATE 2021-05-27 ,
COUNTRY Norway	RECORD DATE 2021-05-19
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES R21882106



**POLICY: Share - Genus**

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	422700

ITEM	PROPOSAL	BOARD	POLICY
03	To approve the Agenda	✓	✓
06	To approve Accounts & Reports and the distribution of a dividend of NOK 9.00 per share	✓	✓
07	To approve Auditors' Fees	✓	✓
08	To approve Corporate Governance Statement	✓	✓
09	To approve Executive Management Fees	✓	✗
10	Authority to acquire own shares	✓	✓
11.01	Elect Bjorn Erik Naess as Member of the Corporate Assembly	✓	✗
11.02	Elect John Gordon Bernander as Member of the Corporate Assembly	✓	✗
11.03	Elect Heidi Finskas as Member of the Corporate Assembly	✓	✗
11.04	Elect Widar Salbuviik as Member of the Corporate Assembly	✓	✗
11.05	Elect Silvija Seres as Member of the Corporate Assembly	✓	✗
11.06	Elect Lisbeth Karin Naero as Member of the Corporate Assembly	✓	✗
11.07	Elect Trine Saether Romuld as Member of the Corporate Assembly	✓	✗
11.08	Elect Marianne Bergmann Roren as Member of the Corporate Assembly	✓	✗
11.09	Elect Maalfrid Brath as Member of the Corporate Assembly	✓	✗
11.10	Elect Kjetil Houg as Member of the Corporate Assembly	✓	✗
11.11	Elect Elin Myrmel Johansen as Deputy Member of the Corporate Assembly	✓	✗

11.12	Elect Randi Marjamaa as Deputy Member of the Corporate Assembly	✓	✗
11.13	Elect Lars Tronsgaard as Deputy Member of the Corporate Assembly	✓	✗
12.01	Elect Jan Tore Fosund as member of the Nominating Committee	✓	✗
13	Approve Remuneration of Corporate Assembly and Nominating Committee	✓	✓

## PROXY ANALYSIS

ITEM 03	BOARD	POLICY
To approve the Agenda	✓	✓
Proposer : Board		

This is a formality. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 06	BOARD	POLICY
To approve Accounts & Reports and the distribution of a dividend of NOK 9.00 per share	✓	✓
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. The auditing firm that reviewed them is independent. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07	BOARD	POLICY
To approve Auditors' Fees	✓	✓
Proposer : Board		

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

Vote recorded

ITEM 08

BOARD      POLICY

To approve Corporate Governance Statement



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 09

BOARD      POLICY

To approve Executive Management Fees



Proposer : Board

The executives' incentive pay is based on their performance over only 2 years. This encourages executives to focus on short-term results, to the potential detriment of the company's long-term performance. The proposal is not consistent with the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 10

BOARD      POLICY

Authority to acquire own shares



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. This buyback has a well-structured timeline and the price is reasonably limited. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 11.01			BOARD	POLICY
Elect Bjorn Erik Naess as Member of the Corporate Assembly			<div>✓</div>	<div>✗</div>
Proposer : Board				

The information disclosed in the proxy statement is not sufficient to allow an assessment of the nominee's independence and competence. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 11.02			BOARD	POLICY
Elect John Gordon Bernander as Member of the Corporate Assembly			<div>✓</div>	<div>✗</div>
Proposer : Board				

The information disclosed in the proxy statement is not sufficient to allow an assessment of the nominee's independence and competence. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 11.03			BOARD	POLICY
Elect Heidi Finskas as Member of the Corporate Assembly			<div>✓</div>	<div>✗</div>
Proposer : Board				

The information disclosed in the proxy statement is not sufficient to allow an assessment of the nominee's independence and competence. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 11.04			BOARD	POLICY

Elect Widar Salbuviik as Member of the Corporate Assembly



Proposer : Board

The information disclosed in the proxy statement is not sufficient to allow an assessment of the nominee's independence and competence. A vote against the candidate was recorded.

Vote recorded

#### ITEM 11.05

BOARD

POLICY

Elect Silvija Seres as Member of the Corporate Assembly



Proposer : Board

The information disclosed in the proxy statement is not sufficient to allow an assessment of the nominee's independence and competence. A vote against the candidate was recorded.

Vote recorded

#### ITEM 11.06

BOARD

POLICY

Elect Lisbeth Karin Naero as Member of the Corporate Assembly



Proposer : Board

The nominees' independence was verified and it was found that a majority of them are independent. The information disclosed in the proxy statement is not sufficient to allow an assessment of the nominee's independence and competence. A vote against the candidate was recorded.

Vote recorded

#### ITEM 11.07

BOARD

POLICY

Elect Trine Saether Romuld as Member of the Corporate Assembly



Proposer : Board

The information disclosed in the proxy statement is not sufficient to allow an assessment of the nominee's independence and competence. A vote against the candidate was recorded.

Vote recorded

ITEM 11.08	BOARD	POLICY
Elect Marianne Bergmann Roren as Member of the Corporate Assembly	✓	✗

Proposer : Board

The information disclosed in the proxy statement is not sufficient to allow an assessment of the nominee's independence and competence. A vote against the candidate was recorded.

Vote recorded

ITEM 11.09	BOARD	POLICY
Elect Maalfrid Brath as Member of the Corporate Assembly	✓	✗

Proposer : Board

The information disclosed in the proxy statement is not sufficient to allow an assessment of the nominee's independence and competence. A vote against the candidate was recorded.

Vote recorded

ITEM 11.10	BOARD	POLICY
Elect Kjetil Houg as Member of the Corporate Assembly	✓	✗

Proposer : Board

The information disclosed in the proxy statement is not sufficient to allow an assessment of the nominee's independence and competence. A vote against the candidate was recorded.





ITEM 12.01	BOARD	POLICY
Elect Jan Tore Fosund as member of the Nominating Committee	✓	✗
Proposer : Board		

The election of Committee members is the responsibility of the Board. The information disclosed in the proxy statement is not sufficient to allow an assessment of the nominee's independence and competence. A vote against the candidate was recorded.

Vote recorded

ITEM 13	BOARD	POLICY
Approve Remuneration of Corporate Assembly and Nominating Committee	✓	✓
Proposer : Board		

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

Vote recorded

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PROXY SUMMARY

<b>ISSUER</b> East West Bancorp Inc. (NASDAQ:EWBC)	<b>MEETING DATE</b> 2021-05-27 ,
<b>COUNTRY</b> United States	<b>RECORD DATE</b> 2021-03-30
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 27579R104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	15000
000442088	Genus Global Alpha fund	18900
160717026	Genus Canglobe Equity fund - 160717026	56200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Molly Campbell	✓	✗
01.02	Elect Iris S. Chan	✓	✓
01.03	Elect Archana Deskus	✓	✓
01.04	Elect Rudolph I. Estrada	✓	✓
01.05	Elect Paul H. Irving	✓	✗
01.06	Elect Jack C. Liu	✓	✗
01.07	Elect Dominic Ng	✓	✗
01.08	Elect Lester M. Sussman	✓	✓
02	Advisory Vote on Executive Compensation	✓	✓
03	Approval of the 2021 Stock Incentive Plan	✓	✗
04	Ratification of Auditor : KPMG	✓	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Molly Campbell	✓	✗

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 01.02			BOARD	POLICY
Elect Iris S. Chan			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.03			BOARD	POLICY
Elect Archana Deskus			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.04			BOARD	POLICY
Elect Rudolph I. Estrada			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY
Elect Paul H. Irving			✓	✗

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 Jack C. Liu	✓	✗

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 01.07	BOARD	POLICY
Elect Dominic Ng	✓	✗

Proposer : Board

Dominic Ng 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 01.08	BOARD	POLICY
Elect Lester M. Sussman	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✓
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. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 03	BOARD	POLICY
Approval of the 2021 Stock 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. A vote against the proposal was recorded.

Vote recorded		
ITEM 04	BOARD	POLICY
Ratification of Auditor : KPMG	✓	✓
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.

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PROXY SUMMARY

ISSUER Shopify Inc. (TSE:SHOP)	MEETING DATE 2021-05-26 ,
COUNTRY Canada	RECORD DATE 2021-04-13
MEETING LOCATION	
MEETING TYPE Mix	SECURITIES 82509L107



ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Tobias Lütke	✓	
01.02	Elect Robert G. Ashe	✓	✓
01.03	Elect Gail Goodman	✓	✓
01.04	Elect Colleen M. Johnston	✓	
01.05	Elect Jeremy Levine	✓	
01.06	Elect John Phillips	✓	
02	Appointment of Auditor and Authority to Set Fees	✓	✓
03	Amendment of Stock Option Plan	✓	✗
04	Amendment to the Long-Term Incentive Plan	✓	✗
05	Advisory Vote on Executive Compensation	✓	✗

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Tobias Lütke	✓	

Proposer : Board

Tobias Lutke 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.In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
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Elect Robert G. Ashe	✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Gail Goodman	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Colleen M. Johnston	✓	

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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Jeremy Levine	✓	

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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect John Phillips	✓	
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. He is an executive of Klister Credit Corporation, 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 02	BOARD	POLICY
Appointment of Auditor and Authority to Set Fees	✓	✓
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 03	BOARD	POLICY
Amendment of Stock Option 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. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
Amendment to the Long-Term Incentive Plan			✓	✗
Proposer : Board				

The proposed share-based compensation plan does not meet all of the policy criteria. The plan includes an automatic-share-replacement clause. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 05			BOARD	POLICY
Advisory Vote on Executive Compensation			✓	✗
Proposer : Board				

The share-dilution rate is over 10%. A vote against the proposal was recorded.

<hr/>			Vote recorded	
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PROXY SUMMARY

ISSUER Anthem Inc. (NYSE:ANTM)	MEETING DATE 2021-05-26 ,
COUNTRY United States	RECORD DATE 2021-03-22
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 36752103



POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717017	Genus Pooled Funds - Fossil Free Dividend Equity Fund - 160717017	1300
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	3500
160717026	Genus Canglobe Equity fund - 160717026	5200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Lewis Hay III	✓	✓
01.02	Elect Antonio F. Neri	✓	✓
01.03	Elect Ramiro G. Peru	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	To approve the Ratification of Auditor Ernst & Young	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Lewis Hay III	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Antonio F. Neri	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
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Elect Ramiro G. Peru



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 02

BOARD

POLICY

Advisory Vote on Executive Compensation



Proposer : Board

The CEO's compensation is more than 3 times that of at least one other executive, and the ratio of his compensation to the company's median employee is more than 170:1. A vote against the proposal was recorded.

Vote recorded

#### ITEM 03

BOARD

POLICY

To approve the Ratification of Auditor Ernst & Young



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

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PROXY SUMMARY

<b>ISSUER</b> Dollar General Corporation (DG)	<b>MEETING DATE</b> 2021-05-26 ,
<b>COUNTRY</b> United States	<b>RECORD DATE</b> 2021-03-18
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 256677105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	4500

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Warren F. Bryant	✓	✓
01.02	Elect Michael M. Calbert	✓	✓
01.03	Elect Patricia D. Fili-Krushel	✓	✓
01.04	Elect Timothy I. McGuire	✓	✓
01.05	Elect William C. Rhodes, III	✓	✓
01.06	Elect Debra A. Sandler	✓	✗
01.07	Elect Ralph E. Santana	✓	✓
01.08	Elect Todd J. Vasos	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	To approve the Ratification of Auditor Ernst & Young	✓	✗
04	Approval of the 2021 Stock Incentive Plan	✓	✓
05	Charter Amendment to Allow Shareholders to Call Special Meetings	✓	✗
06	Shareholder Proposal Regarding Right to Call Special Meetings	✗	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Warren F. Bryant	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.02	BOARD	POLICY
Elect Michael M. Calbert	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY
Elect Patricia D. Fili-Krushel	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect Timothy I. McGuire	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect William C. Rhodes, III		



| ✓ | ✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06

BOARD POLICY

Elect Debra A. Sandler

| ✓ | ✗

Proposer : Board

She is the CEO of La Grenade Group, LLC and Mavis Foods, LLC, and sits on a total of more than two boards. The number of boards on which she sits is too high and could compromise her ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 01.07

BOARD POLICY

Elect Ralph E. Santana

| ✓ | ✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08

BOARD POLICY

Elect Todd J. Vasos

| ✓ | ✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02	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		
ITEM 03	BOARD	POLICY
To approve the Ratification of Auditor Ernst & Young	✓	✗
Proposer : Board		

Dollar General hired its auditors for tax, consulting and other services last year that made up more than one quarter of the auditors' total fees. The practice of hiring auditors to perform other work for the company compromises the independence of those auditors. At a minimum, two-thirds of an auditor's fees from the company should be for the annual audit. The proposal is not consistent with the policy. A vote against the proposal was recorded.

Vote recorded		
ITEM 04	BOARD	POLICY
Approval of the 2021 Stock Incentive Plan	✓	✓
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 05	BOARD	POLICY

Charter Amendment to Allow Shareholders to Call Special Meetings



Proposer : Board

It is reasonable to allow shareholders to demand a special meeting. This proposal represents an improvement in the company's practices. However, the threshold of 25% shareholder participation required to convene an extraordinary general meeting is too high. The 10% threshold recommended by the shareholder proposal (no 06) seems more adequate. The proposal is not in the shareholders' interest. A vote against the proposal was recorded.

Vote recorded

#### ITEM 06

BOARD

POLICY

Shareholder Proposal Regarding Right to Call Special Meetings



Proposer : John Chevedden

The current requirement that shareholders own 25 % of the company's shares in order to call a special meeting creates a nearly-insurmountable obstacle to what should be a right of shareholders. The proposed 10 % requirement is easier to achieve but still high enough to discourage anyone from misusing the procedure. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

<b>ISSUER</b> Graphic Packaging Holding Company (NYSE: GPK)	<b>MEETING DATE</b> 2021-05-26 ,
<b>COUNTRY</b> United States	<b>RECORD DATE</b> 2021-03-29
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 388689101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717017	Genus Pooled Funds - Fossil Free Dividend Equity Fund - 160717017	64200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Paul D. Carrico	✓	✓
01.02	Elect Philip R. Martens	✓	✓
01.03	Elect Lynn A. Wentworth	✓	✓
02	To approve the Ratification of Auditor PwC	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Paul D. Carrico	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Philip R. Martens	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
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Elect Lynn A. Wentworth



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 02

BOARD

POLICY

To approve the Ratification of Auditor PwC



Proposer : Board

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

Vote recorded

#### ITEM 03

BOARD

POLICY

Advisory Vote on Executive Compensation



Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. In the event of a change of control, the directors' employment contrat includes accelerated vesting of awards which goes against the policy. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

<b>ISSUER</b> New York Community Bancorp Inc. (NYSE:NYCB)	<b>MEETING DATE</b> 2021-05-26 ,
<b>COUNTRY</b> United States	<b>RECORD DATE</b> 2021-04-01
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 649445103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717017	Genus Pooled Funds - Fossil Free Dividend Equity Fund - 160717017	122700

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Thomas R. Cangemi	✓	✗
01.02	Elect Hanif Dahya	✓	✗
01.03	Elect James J. O'Donovan	✓	✓
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Repeal of Classified Board	✓	✓
05	Shareholder Proposal Regarding Right to Act by Written Consent	✗	✓

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Thomas R. Cangemi	✓	✗
Proposer : Board		

Thomas R. Cangemi 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 01.02	BOARD	POLICY
Elect Hanif Dahya	✓	✗
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 01.03	BOARD	POLICY
Elect James J. O'Donovan	✓	✓
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 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 03	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. In the event of a change of control, the directors' employment contrat includes accelerated vesting of awards which goes against the policy. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
Repeal of Classified Board			✓	✓
Proposer : Board				

The Board is made up of directors whose terms of office are staggered, which is known to have a significant negative impact on the value of the shareholders' holdings. It is in the shareholders' interest that the directors be required to renew their mandate each year. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 05			BOARD	POLICY
Shareholder Proposal Regarding Right to Act by Written Consent			✗	✓
Proposer : Board				

To prohibit the written consent of the majority of shareholders requires them to attend the annual meeting to express their opinions on a matter such as the removal of a director or the closure of a shareholder rights plan. This requirement of the board of directors considerably restricts shareholders who want a change, especially when this practice is combined with a high threshold of shareholder participation to be able to call an extraordinary general meeting. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
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PROXY SUMMARY

ISSUER Amazon.com Inc. (AMZN)	MEETING DATE 2021-05-26 ,
COUNTRY United States	RECORD DATE 2021-04-01
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 23135106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	240
160717026	Genus Canglobe Equity fund - 160717026	600

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Jeffrey P. Bezos	✓	✗
01.02	Elect Keith B. Alexander	✓	✓
01.03	Elect Jamie S. Gorelick	✓	✗
01.04	Elect Daniel P. Huttenlocher	✓	✓
01.05	Elect Judith A. McGrath	✓	✓
01.06	Elect Indra K. Nooyi	✓	✓
01.07	Elect Jonathan J. Rubinstein	✓	✗
01.08	Elect Thomas O. Ryder	✓	✗
01.09	Elect Patricia Q. Stonesifer	✓	✗
01.10	Elect Wendell P. Weeks	✓	✓
02	To approve the Ratification of Auditor Ernst & Young	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder Proposal Regarding Report on Customer Due Diligence	✗	✓
05	Shareholder Proposal Regarding Independent Chair	✗	✓
06	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	✗	✓
07	Shareholder Proposal Regarding Report on Promotion Data	✗	✓
08	Shareholder Proposal Regarding Report on Plastic Packaging	✗	✓



09	Shareholder Proposal Regarding Racial Equity Audit	✗	✓
10	Shareholder Proposal Regarding Hourly Associate Representation on the Board	✗	✓
11	Shareholder Proposal Regarding Anticompetitive Practices	✗	✓
12	Shareholder Proposal Regarding Right to Call Special Meetings	✗	✓
13	Shareholder Proposal Regarding Lobbying Report	✗	✓
14	Shareholder Proposal Regarding the Human Rights Impacts of Facial Recognition Technology	✗	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Jeffrey P. Bezos	✓	✗

Proposer : Board

Jeffrey P. Bezos 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 01.02	BOARD	POLICY
Elect Keith B. Alexander	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
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Elect Jamie S. Gorelick



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 01.04

BOARD

POLICY

Elect Daniel P. Huttenlocher



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 01.05

BOARD

POLICY

Elect Judith A. McGrath



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 01.06

BOARD

POLICY

Elect Indra K. Nooyi



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Jonathan J. Rubinstein	✓	✗
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 01.08	BOARD	POLICY
Elect Thomas O. Ryder	✓	✗
Proposer : Board		

Thomas O. Ryder is not an independent director because his son-in-law is employed by the company. However he sits on the compensation committee, which should be made up entirely of independent directors. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.09	BOARD	POLICY
Elect Patricia Q. Stonesifer	✓	✗
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 01.10			BOARD	POLICY
Elect Wendell P. Weeks			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02			BOARD	POLICY
To approve the Ratification of Auditor Ernst & Young			✓	✓
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.

<hr/>			Vote recorded	
ITEM 03			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. The NEOs were 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.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY

Shareholder Proposal Regarding Report on Customer Due Diligence



Proposer : ND

Proponents are concerned that Amazon markets and sells surveillance technologies and cloud-based services that could pose significant human rights risks, such as its partnership with Palantir, its Ring smart doorbell and Neighbors app, and its Rekognition facial recognition technology (for more details, see the analysis of the latest shareholder proposal). Among other things, Amazon's highly controversial partnership with Palantir, a data analytics company, has allowed the U.S. Immigration and Customs Enforcement (ICE) to identify, detain and deport illegal migrants. This association with a government department that enforced the Trump administration's zero-tolerance immigration policy, which led to the separation of children from their parents, has been strongly denounced by various stakeholders, who believe that Amazon has helped dehumanize the treatment of immigrants. For example, employees of Amazon and its subsidiary Whole Foods urged it to sever its ties with ICE and Palantir. As for Ring, these smart doorbells have caused controversy in the United States since it was discovered that Amazon has a partnership with more than 600 U.S. police departments, which can ask Ring and Neighbors users to give them access to images captured by these home surveillance devices, without the need for a warrant. Today, there are thousands of partnerships with police and fire departments. Radio-Canada reported that more than 10,000 people have signed a petition from the privacy organization Fight for the Future, asking the police to end this collaboration, while around 40 civil rights organizations published an open letter on the same subject. We note that in 2019, the UN Special Rapporteur for Freedom of Opinion and Expression called for an immediate moratorium on the sale, transfer, and use of surveillance technologies until the implementation of regulatory frameworks to prevent companies from selling products that allow States to violate human rights. He states that these technologies can interfere with human rights such as the right to privacy, freedom of expression, freedom of association and assembly, freedom of religion or belief, non-discrimination, and rights to public participation. He adds that States are not the only ones with a responsibility in this regard and that companies must also fulfill their responsibilities in matters of human rights, including by carrying out rigorous assessments of the impacts on these rights and by avoiding transfers to States unable to guarantee the respect of their obligations relating to these rights. We also recall that companies directly or indirectly related to human rights violations are exposed to financial, legal, operational, and reputational risks, and even to boycott and disinvestment, which can adversely affect shareholder value. It therefore appears justified and reasonable to call for an independent assessment of Amazon's due diligence process to ensure that the use of its products and services does not contribute to human rights abuses. It should be noted that a similar proposal submitted to Amazon in 2020 obtained an approval rate of 32.1 %, which is high for a proposal of a social character. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 05

BOARD

POLICY

Shareholder Proposal Regarding Independent Chair



Proposer : ND

It would be in the shareholders' interest for the board to be chaired by an independent director. We note that the roles of chairman of the board of directors and chief executive officer are assumed by the same person. In addition, the board has not demonstrated that it intends to change this practice. The executive oversight role of the Chair of the board is compromised when the chair is not independent. This would avoid situations in which the chairman of the board finds himself in a conflict of interest. Indeed, the latter must be able to represent the interests of shareholders in its mission of controlling the actions of management. If he is not independent of management, his ability to represent the interests of shareholders is compromised. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 06

BOARD POLICY

Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report

✗

✓

Proposer : Arjuna Capital

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Large wage disparities based on gender, race, and ethnicity persist in the United States, whether or not factors such as experience, training, industry, or hours of work are considered. For example, the median salary of Black people was 75.6% of that of their white peers, in 2019, according to the Economic Policy Institute. Far from closing, this gap has widened since 2000. Meanwhile, according to Glassdoor, the adjusted gender pay gap is 4.9%, while the gross gap is 21.4%. Several researchers and economists believe that this inexplicable gap could be attributable to gender-based discrimination, which can lead to expensive lawsuits and harm the image of companies and their ability to recruit and retain talented employees. Legal risks are increasing. In 2019, the U.S. House of Representatives passed a bill to amend the 1963 Equal Pay Act, which requires employers to prove that pay gaps are related to employee's performance and not to their gender; the bill has been in the hands of the Senate since then. On their side, California, Massachusetts, New York and Maryland have already tightened their legislation on that matter. In Iceland, companies with at least 25 full-time employees must prove that they pay equal pay for equal work, regardless of the sex of the employee, or financial penalties may ensue, while in the United Kingdom companies with more than 250 employees must disclose the gender pay gap every year. On the other hand, studies show that companies that demonstrate transparency, who track down and do their utmost to eliminate wage gaps are promoting a better representation of women at all levels of the organization, which allows them to profit from the many benefits of diversifying the workforce, including within the senior management. Amazon said it does not have a median gender-based pay gap for its UK operations, but it has not released this data for its U.S. and global workforce. It also states that women earn 99.5 per cent of the salary paid to men and that members of minorities receive 98.5 per cent of the salary paid to non-minority people, on an adjusted basis. However, while the existence of adjusted gaps may reveal the presence of wage discrimination, whether conscious or not, the gross gaps may indicate an underrepresentation of women or members of minorities in high-paying jobs, or even a problem of systemic discrimination in promotion. Note that, unlike Amazon, the companies Citigroup, Mastercard, Starbucks, Bank of New York Mellon, Adobe, Wyndham Hotels and Resorts, and Pfizer have adopted the best practice for the publication of pay equity reports, which consists in also declaring the gross gap as well as the adjusted gap. As a result, we believe that it is in the interest of the shareholders that the company is more transparent and publish the requested information. By fighting these gaps and disclosing more information on this question, it will mitigate the legal, financial and reputational risk associated with discriminatory practices, while increasing their ability to attract and retain a skilled workforce in order to build diverse and innovative teams by demonstrating that their employees are paid fairly and equitably, regardless of their gender or their ethnic or racial origin. Note that a similar proposal submitted to Amazon in 2020 obtained an approval rate of 15.3%, which is quite honourable for a proposal of a social nature. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 07

BOARD POLICY

Shareholder Proposal Regarding Report on Promotion Data

✗

✓

Proposer : ND

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Companies that do not respect the principle of employment equity are exposed to financial, legal and reputational risks, as well as risks of disinvestment by responsible investors. On the contrary, the prevention of discrimination and the creation of an open and diverse work environment, at all levels of the organization, offer many advantages to businesses, for example, by providing different perspectives, increasing productivity and employees' morale, eliminating the limitations of group think and reducing risks associated with discrimination. Studies have also shown that diversity has a positive effect on financial performance. Thus, according to a report released by McKinsey & Company in May 2020, companies with the most diverse management teams are more likely than ever to perform better than their peers. Its new study indicates that companies in the top quartile for ethnic and cultural diversity are now 36% more likely to have above average profitability than those in the fourth quartile. This likelihood reached 21% for those with more women among their managers. Despite this, the progress of women and members of minorities in leadership positions remains very slow. A report of LeanIn.Org and McKinsey on the place of women in workplaces in the United States, published in 2019, shows that they continue to be largely underrepresented at all hierarchical levels and that the situation is worse for women of color. It explains that the biggest obstacle faced by women is the first step towards the managerial position or the "broken echelon". It means that more women are stuck at the entry level and fewer are becoming managers. Therefore, there are much fewer women to move to higher levels. It should also be noted that this underrepresentation of women and minorities in high-paying leadership positions has a direct impact on the gross wage gap. Amazon is committed to increasing diversity in leadership positions, especially for black people. Notably, it adopted a "Rooney rule," which requires it to consider qualified women and racial and ethnic minorities when recruiting new directors, and it promised to release its consolidated EEO-1 2020 report on workforce diversity. Amazon says that in 2020, women made up 44.6% of its global workforce, 29.3% of its managers and 22.1% of its executives. In addition, in the United States, white people made up 32.1% of its workforce, 56.4% of its managers, and 70.7% of its executives, while black people made up 26.5% of its workforce, 10.6% of its managers, and 3.8% of its executives. This portrait shows that women and members of minorities are significantly underrepresented in its leadership positions compared to white men. In this context, it is important that Amazon make every effort to ensure better representation of women and minorities at all levels of its organization, which means that it must effectively identify and manage issues related to their advancement, including ensuring that there is no bias, conscious or otherwise, towards them when awarding promotions. The requested report could shed useful light on this and inform shareholders about Amazon's handling of these issues. Note that a similar proposal submitted to Amazon in 2020 obtained an approval rate of 12.2%, which is quite honourable for a proposal of a social nature. A vote in favour of the proposal was recorded.

		Vote recorded	
ITEM 08		BOARD	POLICY
Shareholder Proposal Regarding Report on Plastic Packaging			
Proposer : ND			

In 2019, Amazon reportedly generated more than 211 million kilograms of plastic packaging waste, according to a report by Oceana (<https://bit.ly/3yjpw8I>). That figure includes air cushions, bubble wrap and other plastic packaging included in the more than 7 billion packages Amazon delivered that year. Air cushions alone would circle the Earth more than 500 times. According to the same report, up to 10.18 million kilograms of plastic packaging from Amazon polluted the world's freshwater and marine ecosystems in 2019, equivalent to dumping the contents of a delivery truck into the oceans every 70 minutes. Plastic is a major and devastating source of pollution to the world's oceans. Recent studies have estimated that 90% of seabirds and 52% of sea turtles have ingested plastic (<https://bit.ly/2QuqQEU>). Oceana's study also found that most of the plastic packaging and waste generated by Amazon's packaging is not recycled, but rather buried, incinerated or released into the environment, including waterways and oceans, where plastic can harm marine life. This phenomenon is unfortunately common, since only 9% of all plastic ever produced would have been recycled (<https://bit.ly/3eSODHZ>). The proposer thus asks the company to report on the amount of plastic released to the environment due to packaging related to its activities. The board rejected the proposal, believing that Amazon's initiatives are sufficient, given that the company is pushing its manufacturers to use recyclable packaging, limiting the use of single-use plastic, and working to reduce the weight

and size of its packaging. However, it generated more than 465 million pounds of plastic packaging waste in 2020, as the proposer indicates, which demonstrates the inconsistency of its commitments. In addition, even if Amazon does not disclose how much plastic packaging it uses, it would be one of the largest companies that use soft plastic packaging, which cannot be recycled. With Unilever taking the step of reducing the use of plastic packaging by 100,000 tonnes by 2025, while PepsiCo has pledged to replace 35% of its beverage division's virgin plastic with recycled content, pressure is increasing on Amazon to take action on the issue. It is therefore in the interest of shareholders to support the proposal, which would allow them to obtain more complete disclosure about the company's plastic pollution, while allowing the company to avoid financial and reputational risks. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 09

Shareholder Proposal Regarding Racial Equity Audit

BOARD POLICY

✗

✓

Proposer : New York State Comptroller Thomas P. DiNapoli

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The events of the past year in the United States, including the assassination of George Floyd and protests in support of the Black Lives Matter movement, as well as the disproportionate effects of the COVID-19 pandemic on ethnic minority communities, and the accession to power of a president who appears determined to advance racial equity has helped to focus the attention of the media, the public and policymakers on systemic racism, racial violence and inequalities in employment, health care and criminal justice. Thus, the crucial issue of racial equity now occupies a prominent place in the United States. In the aftermath of George Floyd's murder and the racial justice protests, several companies including Amazon have expressed support for racial equity and denounced systemic racism. It has notably adopted a policy to increase the presence of black people in leadership positions and donated nearly \$ 27 million to organizations working to improve the lives of African Americans. While these announcements deserve to be highlighted, it should be noted that the company does not have an irreproachable record with regard to racial equity and that it has previously faced charges of racial discrimination. For example, its Ring doorbell cameras and Neighbours app have been criticized for leading users to disproportionately label people of color as suspicious (<https://bit.ly/3eXSIQH>). Therefore, we consider it in the interests of shareholders that Amazon conduct the requested audit, which would allow it to assess whether its practices and policies may have adverse effects on non-white stakeholders and communities of color. All in all, it is a matter for the company to exercise due diligence in this area, to ensure that it does not unconsciously contribute to systemic racism and, where appropriate, to correct problematic practices and policies. This would proactively identify and mitigate the risk of being associated with a racial equity controversy, which would expose the company to significant legal, financial, reputational, and even consumer boycott risks. In addition, its statements on racial equity have set expectations: it must now act and be held accountable for its actions, or else it will increase the reputational risks to which it is exposed. The implementation of the shareholder proposal would be a good step in this direction. Finally, the publication of the results of the requested review would allow investors to assess its efforts, as well as the effectiveness and relevance of its racial equity policies and practices, and could reassure various stakeholders, including its clients, in terms of the seriousness and depth of its commitments. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 10

Shareholder Proposal Regarding Hourly Associate Representation on the Board

BOARD POLICY

✗

✓



Proposer : Oxfam America

The proposer asks Amazon to adopt a policy to include employee representatives (including hourly employees) in the list of proposed candidates for the election of board members. He states that employee representation on the board of Directors would be particularly useful for more informed decision-making on issues critical to the company's success. We note that forms of employee participation in the management of private enterprises are present in Austria, Denmark, Finland, France, Germany, Hungary, Luxembourg, the Netherlands, Norway, Poland, Slovakia, Slovenia, and Sweden. There is no single model of employee representation; their representatives could be nominated directly by employees, unions or other employee committees (<http://bit.ly/2WywpPo>). Employees and management can engage in win-win relationships, especially in times of economic difficulties. According to a recent study on open non-financial corporations in Denmark, Sweden, and Norway during the 2008 financial crisis, those with salaried directors were able to more easily negotiate ways to reduce their labour costs to avoid layoffs, thanks to the ability of salaried directors to reduce information asymmetry and moral hazard inherent in employer-employee contracts (<http://bit.ly/2WuLW2I>). A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 11

Shareholder Proposal Regarding Anticompetitive Practices

BOARD	POLICY
✗	✓

Proposer : ND

The proposal calls for a report on the risks associated with Amazon's anti-competitive practices and how the board is supposed to manage them. Amazon has been repeatedly targeted by investigations into anti-competitive practices in recent years. For example, in November 2020, the European Commission accused it of using non-public business data from independent sellers on its platform in order to use it for the benefit of its own retail business, which competes directly with these sellers. Several other countries and U.S. States are investigating this practice. It should also be noted that a new investigation has been opened by the European Commission concerning the preferential treatment in referencing offers on the platform for sellers using Amazon logistics services and products sold by Amazon itself. In the light of these practices, the European Union is considering the introduction of new regulations on anti-competitive practices that could help fight current abuses. Improving governance practices makes it possible to minimize financial and extra-financial risks. It is in the shareholders' interest that the quality of the information available or disclosed be improved. Furthermore, there are risks to the company's reputation. The proposal is in the interest of shareholders and should allow the company to limit and better manage the risks associated with these practices. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 12

Shareholder Proposal Regarding Right to Call Special Meetings

BOARD	POLICY
✗	✓

Proposer : ND

The current requirement that shareholders own 25% of the company's shares in order to call a special meeting creates a nearly-insurmountable obstacle to what should be a right of shareholders. The proposed 20% requirement is easier to achieve but still high enough to discourage anyone from misusing the procedure. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 13	BOARD	POLICY
Shareholder Proposal Regarding Lobbying Report	✗	✓
Proposer : ND		

These companies obtain benefits at the expense of more effective strategies, such as investing in research and development. Charitable donations can also promote executives' interests without representing those of the company or its shareholders. It is in the shareholders' interest that the company disclose all information on its lobbying efforts, because there are risks to the company's reputation. The proposal is deemed reasonable. It is in shareholders' interest and could be produce at a low cost since the report would only be published on the company's website. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 14	BOARD	POLICY
Shareholder Proposal Regarding the Human Rights Impacts of Facial Recognition Technology	✗	✓
Proposer : ND		

The proponent is concerned that Amazon is marketing and selling to governments facial recognition technology which can facilitate immigrant surveillance and racial profiling, and pose a risk to civil rights, human rights and shareholder value. He notes that several stakeholders, including employees, have called for a halt to the sale of Rekognition to governments, fearing that it would allow a monitoring system to be put in place. It also states that it has little evidence that the Commission has rigorously assessed the financial risks of privacy and human rights breaches to clients and other stakeholders. Like any technology, facial recognition is neither good nor bad in itself, it all depends on its user. For example, the Indian government has developed an app that has found 3,000 missing children in 4 days, while China uses this technology to constantly monitor more than a billion citizens and assign them a social rating. In the context of the Trump administration's zero-tolerance immigration policy, many have expressed concern that Rekognition is helping to flout civil and human rights. Google, by the way, refused to participate in a Pentagon tender, unlike Amazon, because it wants to ensure that the use of facial recognition services is consistent with its principles and values, and that it avoids abuse and harmful consequences. Microsoft has also refused to install the technology in the cars and body cameras of California police officers, citing human rights issues, and has called for better regulation of the technology, a request echoed by Amazon. These positions did not, however, reassure a collective of 85 non-governmental organizations, which urges these companies to stop selling biometric identification tools to U.S. government agencies. He claims that by continuing to sell Rekognition to governments, "Amazon seriously threatens the safety of citizens, ignores the protests of its own employees and loses the trust that the public has in it." Rekognition also worries lawmakers. In November 2018, 8 members of Congress asked Amazon for clarification on how it works and

how to use it, after an ACLU test revealed significant flaws and biases in the program. Cities and States are also considering banning the use of facial recognition software by police or other services, which San Francisco did in 2019. Note that Amazon declared a one-year moratorium on police employment in Rekognition in June 2020 and extended it "until further notice" in May 2021 (<https://bit.ly/3fNjzs7>). For its part, Microsoft has banned the sale of these software to the police until the adoption of a federal regulation, while IBM said it no longer offers this type of product. It therefore appears justified and reasonable to call for an independent assessment of the risks of human and civil rights violations arising from the use of Rekognition by government bodies, in order to prevent Amazon from causing or contributing to negative impacts on these rights. We recall that companies directly or indirectly related violations of these rights are exposed to financial, legal, operational, and reputational risks, and even to boycott and disinvestment, which can adversely affect shareholder value. It is their responsibility to take measures to effectively identify, assess and mitigate the risks of human rights violations in their activities, as required by the Guiding Principles on Business and Human Rights. A vote in favour of the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

<b>ISSUER</b> Merck & Co. Inc. (MRK)	<b>MEETING DATE</b> 2021-05-25 ,
<b>COUNTRY</b> United States	<b>RECORD DATE</b> 2021-03-26
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 589331107/58933Y105

[illegible]

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Leslie A. Brun	✓	✗
01.02	Elect Mary Ellen Coe	✓	✓
01.03	Elect Pamela J. Craig	✓	✗
01.04	Elect Kenneth C. Frazier	✓	✗
01.05	Elect Thomas H. Glocer	✓	✗
01.06	Elect Risa Lavizzo-Mourey	✓	✗
01.07	Elect Stephen L. Mayo	✓	✓
01.08	Elect Paul B. Rothman	✓	✓
01.09	Elect Patricia F. Russo	✓	✗
01.10	Elect Christine E. Seidman	✓	✓
01.11	Elect Inge G. Thulin	✓	✗
01.12	Elect Kathy J. Warden	✓	✓
01.13	Elect Peter C. Wendell	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of Auditor	✓	✓
04	Shareholder Proposal Regarding Right to Act by Written Consent	✗	✓
05	Shareholder Proposal Regarding Report on Access to COVID-19 Products	✗	✓

## PROXY ANALYSIS

### ITEM 01.01

Elect Leslie A. Brun

BOARD



POLICY



[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. He is the CEO of another company 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 01.02

Elect Mary Ellen Coe

BOARD



POLICY



[Proposer : Board](#)

A vote in favour of the candidate was recorded.

[Vote recorded](#)

### ITEM 01.03

Elect Pamela J. Craig

BOARD



POLICY



[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 01.04	BOARD	POLICY
Elect Kenneth C. Frazier		
Proposer : Board		

Kenneth C. Frazier 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 01.05	BOARD	POLICY
Elect Thomas H. Glocer		
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 Risa Lavizzo-Mourey		
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 01.07	BOARD	POLICY



Elect Stephen L. Mayo



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08

BOARD

POLICY

Elect Paul B. Rothman



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 01.09

BOARD

POLICY

Elect Patricia F. Russo



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 Christine E. Seidman



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.11	BOARD	POLICY
Elect Inge G. Thulin	✓	✗
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 01.12	BOARD	POLICY
Elect Kathy J. Warden	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.13	BOARD	POLICY
Elect Peter C. Wendell	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02	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. 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 03

BOARD

POLICY

Ratification of Auditor



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

Shareholder Proposal Regarding Right to Act by Written Consent



Proposer : Kenneth Steiner

To prohibit the written consent of a majority of shareholders requires them to attend the annual meeting to express their opinion on a matter such as one of the director's removal or the closing of a shareholder rights plan. This requirement of the board significantly restrains shareholders who want some change, especially when this practice is combined with a high level of shareholder participation in order to call an extraordinary general meeting. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05

BOARD

POLICY



**Proposer :** The Province of Saint Joseph of the Capuchin Order, of Milwaukee, WI, and other co-filers

The proposal aims to promote better access and better pricing for COVID-19 medicines, as well as to serve as an accountability mechanism to prevent abusive pricing and ensure that pharmaceutical companies exercise prudence in setting the price of these vital products. The proponents recall that governments have invested heavily in these companies to stimulate the development of vaccines and drugs, making the public the largest investor in these products. However, government contracts limited the government's intellectual property rights, which could restrict the mass production needed to meet global demand. However, vaccine availability on a global scale is essential to maintain stability, boost the economy and portfolio returns, as well as prevent outbreaks of new variants that could affect the effectiveness of current vaccines. The proponents' position is similar to that of scientists, experts, and public health authorities, such as the World Health Organization (WHO), which warns against "vaccine nationalism" because it will prolong the pandemic. In January 2021, the head of the WHO also explained that bilateral agreements between pharmaceutical companies and countries risk "pushing up the price" of vaccines, to the detriment of all, which "means high-risk people in the poorest and most marginalized countries don't get the vaccine" (<https://bit.ly/2QqgXHQ>). However, unlike some of its competitors, Merck & Co. has not committed to supply its COVID-19 products on a non-profit basis during the pandemic. The proponents point out that although the company has halted development of its COVID-19 vaccine since the proposal was filed, it is continuing work on two investigational therapies, one of which has received federal financial support. They also note that it has not stated whether it will share the intellectual property for its drugs. The proposal raises critical issues. The associated risks to which pharmaceutical companies are exposed are significant and similar to those arising from the problem of drug access and affordability in the United States. We recall that high drug prices and large and unjustified price increases can lead to legislative, regulatory, financial, and reputational risks which can adversely affect shareholder value. In the context of the pandemic and massive government investments to develop products against COVID-19, these risks, particularly that of damage to reputation, are accentuated. It is therefore appropriate and reasonable for the company to comply with the proponents' request for information, which could help it mitigate the potential risks associated with the access and affordability of drugs. 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 NN Group NV (AMS:NN)	MEETING DATE 2021-05-20 ,
COUNTRY Netherlands	RECORD DATE 2021-04-22
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES N64038107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442096	Genus Pooled Funds - Fossil Free Dividend Fund - 000442096	25100

ITEM	PROPOSAL	BOARD	POLICY
03	Remuneration Report	✓	✓
04.01	Accounts and Reports	✓	✓
04.03	Allocation of Profits/Dividends	✓	✓
05.01	Ratification of Management Board Acts	✓	✓
05.02	Ratification of Supervisory Board Acts	✓	✓
06.01	Elect Cecilia Reyes to the Supervisory Board	✓	✓
06.02	Elect Rob Lelieveld to the Supervisory Board	✓	✓
06.03	Elect Inga K. Beale to the Supervisory Board	✓	✓
07	Maximum Variable Pay Ratio	✓	✓
08.01.01	Authority to Issue Shares w/ Preemptive Rights	✓	✓
08.01.02	Authority to Suppress Preemptive Rights	✓	✓
08.02	Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	✓	✓
09	Authority to Repurchase Shares	✓	✓
10	Cancellation of Shares	✓	✓

## PROXY ANALYSIS

ITEM 03	BOARD	POLICY
Remuneration Report	✓	✓

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. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04.01	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. Those reports were distributed to all shareholders before the meeting, and the auditing firm that examined them is independent. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04.03	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. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05.01	BOARD	POLICY
Ratification of Management Board Acts	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.



<hr/>			Vote recorded	
ITEM 05.02			BOARD	POLICY
Ratification of Supervisory Board Acts			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 06.01			BOARD	POLICY
Elect Cecilia Reyes to the Supervisory Board			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 06.02			BOARD	POLICY
Elect Rob Lelieveld to the Supervisory Board			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 06.03			BOARD	POLICY
Elect Inga K. Beale to the Supervisory Board			✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 07

Maximum Variable Pay Ratio

BOARD



POLICY



Proposer : Board

A complete analysis of the compensation policy shows that it meets all of the policy criteria. The proposal aims to approve the increase in the variable pay ratio for employees based outside Europe. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 08.01.01

Authority to Issue Shares w/ Preemptive Rights

BOARD



POLICY



Proposer : Board

This proposal would allow the company to increase the number of shares, with pre-emptive rights, by no more than 10%. 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 08.01.02

Authority to Suppress Preemptive Rights

BOARD



POLICY



Proposer : Board

It is the responsibility of the Board to recommend the discontinuation of pre-emptive rights that apply to certain shares or share classes, based on an analysis of needs and strategic opportunities. The lifting of pre-emptive rights is limited to 10% of outstanding shares. A vote in favour of the proposal was recorded.



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PROXY SUMMARY

<b>ISSUER</b> Crescent Point Energy Corporation (CPG)	<b>MEETING DATE</b> 2021-05-20 ,
<b>COUNTRY</b> Canada	<b>RECORD DATE</b> 2021-04-08
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 22576C101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	98600

ITEM	PROPOSAL	BOARD	POLICY
01	To establish the number of Directors at 10	✓	✓
02.01	Elect Craig Bryksa	✓	✓
02.02	Elect Laura A. Cillis	✓	✓
02.03	Elect James E. Craddock	✓	✓
02.04	Elect John P. Dielwart	✓	✓
02.05	Elect Ted Goldthorpe	✓	⏸
02.06	Elect Mike Jackson	✓	✓
02.07	Elect Jennifer F. Koury	✓	✓
02.08	Elect Francois Langlois	✓	✓
02.09	Elect Barbara Munroe	✓	✓
02.10	Elect Myron Stadnyk	✓	✓
03	To approve the Appointment of Auditor PwC and Authority to Set Fees	✓	✓
04	Advisory Vote on Executive Compensation	✓	✓

### PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To establish the number of Directors at 10	✓	✓

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.

<hr/>			Vote recorded	
ITEM 02.01			BOARD	POLICY
Elect Craig Bryksa			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.02			BOARD	POLICY
Elect Laura A. Cillis			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.03			BOARD	POLICY
Elect James E. Craddock			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.04			BOARD	POLICY



Elect John P. Dielwart		
<b>Proposer :</b> Board		

A vote in favour of the candidate was recorded.

<b>ITEM 02.05</b>		<b>Vote recorded</b>
Elect Ted Goldthorpe		
<b>Proposer :</b> Board		

Ted Goldthorpe is the CEO of Portman Ridge Finance Corporation 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.

<b>ITEM 02.06</b>		<b>Vote recorded</b>
Elect Mike Jackson		
<b>Proposer :</b> Board		

A vote in favour of the candidate was recorded.

<b>ITEM 02.07</b>		<b>Vote recorded</b>
Elect Jennifer F. Koury		
<b>Proposer :</b> Board		

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.08			BOARD	POLICY
Elect Francois Langlois			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.09			BOARD	POLICY
Elect Barbara Munroe			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.10			BOARD	POLICY
Elect Myron Stadnyk			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
To approve the Appointment of Auditor PwC and Authority to Set Fees			✓	✓

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

Advisory Vote on Executive Compensation



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Morgan Stanley (MS)	MEETING DATE 2021-05-20 ,
COUNTRY United States	RECORD DATE 2021-03-22
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 617446448

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717026	Genus Canglobe Equity fund - 160717026	35500

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Elizabeth Corley	✓	✗
01.02	Elect Alistair Darling	✓	✓
01.03	Elect Thomas H. Glocer	✓	✗
01.04	Elect James P. Gorman	✓	✗
01.05	Elect Robert H. Herz	✓	✗
01.06	Elect Nobuyuki Hirano	✓	✓
01.07	Elect Hironori Kamezawa	✓	✓
01.08	Elect Shelley B. Leibowitz	✓	✓
01.09	Elect Stephen J. Luczo	✓	✓
01.10	Elect Jami Miscik	✓	✓
01.11	Elect Dennis M. Nally	✓	✓
01.12	Elect Mary L. Schapiro	✓	✗
01.13	Elect Perry M. Traquina	✓	✓
01.14	Elect Rayford Wilkins Jr.	✓	✗
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Amendment to the Equity Incentive Compensation Plan	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Elizabeth Corley	✓	✗
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 01.02	BOARD	POLICY
Elect Alistair Darling	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Thomas H. Glocer	✓	✗
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 01.04	BOARD	POLICY
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Elect James P. Gorman	✓	✗
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Proposer : Board

James P. Gorman 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 01.05	BOARD	POLICY
Elect Robert H. Herz	✓	✗

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 Nobuyuki Hirano	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Hironori Kamezawa	✓	✓

Proposer : Board



A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Shelley B. Leibowitz	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Stephen J. Luczo	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Jami Miscik	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
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Elect Dennis M. Nally



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.12

BOARD

POLICY

Elect Mary L. Schapiro



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 01.13

BOARD

POLICY

Elect Perry M. Traquina



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.14

BOARD

POLICY

Elect Rayford Wilkins Jr.



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 02	BOARD	POLICY
Ratification of Auditor	✓	✓
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 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
Amendment to the Equity Incentive Compensation 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. A vote against the proposal was recorded.

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[Vote recorded](#)

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PROXY SUMMARY

ISSUER Yeti Holdings Inc. (NYSE: YETI)	MEETING DATE 2021-05-20 ,
COUNTRY United States	RECORD DATE 2021-03-24
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 98585X104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	15300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Tracey D. Brown	✓	✓
01.02	Elect Alison Dean	✓	✓
01.03	Elect David L. Schnadig	✓	✗
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of Auditor	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Tracey D. Brown	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

		Vote recorded	
ITEM 01.02		BOARD	POLICY
Elect Alison Dean		<div>✓</div>	<div>✓</div>
Proposer : Board			

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY

Elect David L. Schnadig



Proposer : Board

David L. Schnadig is an executive of Cortec Management Services, LLC, 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. He has other significant types of economic relationships with a principal shareholder. A vote against the proposal was recorded.

Vote recorded

## ITEM 02

BOARD

POLICY

Advisory Vote on Executive Compensation



Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. The company does not disclose the specific criteria (or targets) that underpin its performance-based compensation programs. A vote against the proposal was recorded.

Vote recorded

## ITEM 03

BOARD

POLICY

Ratification of Auditor



Proposer : Board

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

Vote recorded

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PROXY SUMMARY

ISSUER Home Depot Inc. (The) (HD)	MEETING DATE 2021-05-20 ,
COUNTRY United States	RECORD DATE 2021-03-22
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 437076102

[illegible]

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Gerard J. Arpey	✓	✗
01.02	Elect Ari Bousbib	✓	✓
01.03	Elect Jeffery H. Boyd	✓	✗
01.04	Elect Gregory D. Brenneman	✓	✓
01.05	Elect J. Frank Brown	✓	✓
01.06	Elect Albert P. Carey	✓	✗
01.07	Elect Helena B. Foulkes	✓	✗
01.08	Elect Linda R. Gooden	✓	✓
01.09	Elect Wayne M. Hewett	✓	✓
01.10	Elect Manuel Kadre	✓	✗
01.11	Elect Stephanie C. Linnartz	✓	✗
01.12	Elect Craig A. Menear	✓	✗
02	To approve the Ratification of Auditor KPMG	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent	✗	✓
05	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	✗	✓
06	Shareholder Proposal Regarding Prison Labor	✗	⏸

## PROXY ANALYSIS

### ITEM 01.01

Elect Gerard J. Arpey

BOARD



POLICY



[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 01.02

Elect Ari Bousbib

BOARD



POLICY



[Proposer : Board](#)

A vote in favour of the candidate was recorded.

[Vote recorded](#)

### ITEM 01.03

Elect Jeffery H. Boyd

BOARD



POLICY



[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 01.04

BOARD

POLICY

Elect Gregory D. Brenneman		
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect J. Frank Brown		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Albert P. Carey		

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 01.07	BOARD	POLICY
Elect Helena B. Foulkes		

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 01.08	BOARD	POLICY
Elect Linda R. Gooden	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.09	BOARD	POLICY
Elect Wayne M. Hewett	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.10	BOARD	POLICY
Elect Manuel Kadre	✓	✗
Proposer : Board		

Manuel Kadre is the CEO MBB Auto group 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 01.11	BOARD	POLICY
Elect Stephanie C. Linnartz	<div>✓</div>	<div>✗</div>
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 01.12	BOARD	POLICY
Elect Craig A. Menear	<div>✓</div>	<div>✗</div>
Proposer : Board		

Craig Menear 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 02	BOARD	POLICY
To approve the Ratification of Auditor KPMG	<div>✓</div>	<div>✓</div>
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 03	BOARD	POLICY



Advisory Vote on Executive Compensation



Proposer : Board

The CEO was paid more than 200 times the median pay of employees. 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 Reducing Ownership Threshold Required to Act by Written Consent



Proposer : John Chevedden

The current requirement that shareholders own 25% of the company's shares in order to call a special meeting creates a nearly-insurmountable obstacle to what should be a right of shareholders. The proposed 10% requirement is easier to achieve but still high enough to discourage anyone from misusing the procedure. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 05

BOARD

POLICY

Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency



Proposer : Tara Health Foundation

Political contributions are a risky, controversial use of corporate funds that is best avoided. Political contributions may imply some degree of influence over the recipients, even if this is not explicit. These contributions may also leave companies open to pressure from political parties, candidates, or other organizations for additional contributions to political campaigns. If a company chooses to engage in political activity, it should be transparent about these activities. Shareholders have a right to know how companies they invest in are spending money, particularly when such expenditures are beyond the scope of normal business activities, or where their interests and the interests of management may not be aligned. This proposal asks the company to disclose its lobbying activity and its policies governing this activity. This is a reasonable proposal that improve the transparency of the company's efforts to influence public policy. A vote in favour of the proposal was recorded.

## ITEM 06

Shareholder Proposal Regarding Prison Labor

BOARD



POLICY



Proposer : The NorthStar Asset Management Inc

In 2019, NorthStar had already submitted a proposal calling for Home Depot to publish an annual report on prison work in its supply chain. The asset manager returns to this issue in 2021, also approaching it from the perspective of the fight against systemic racism. In the requested report, he recommends examining the pros and cons of improving the company's policies for suppliers, so that they require: payment of the prevailing local salary and transparency over inmates' salary; additional mechanisms to verify the voluntary nature of prison work; and programs to support the transition of prisoners to the labor market after their incarceration. The issue raised by the proponent is important. Some argue that legal work programmes in detention promote the social reintegration of prisoners while providing them with an income and occupation more attractive than idleness during their sentence. Others argue that it is difficult to ensure that prisoners' participation is voluntary, that work is often performed in unsafe or unsanitary conditions, that pay is minimal, when there is one, and that this form of work is akin to modern slavery. In any case, it is clear that in some countries, including the United States, prison labour, whether legal or not, is a breeding ground for violations of human rights and workers' rights. As a result, its presence in supply chains can expose companies to financial, legal, operational and reputational risks that can undermine shareholder value. There are many examples of companies whose image was tarnished after media reports revealed that some of their products had been manufactured, sometimes without their knowledge, by inmates. In addition, it is illegal to import into the United States goods derived in part or in whole from forced labour. Aware of the risks associated with this issue, Home Depot has taken steps to reduce its exposure. The company already forbade its suppliers to use various forms of forced labour, including involuntary or abusive prison work, in its standards relating to responsible sources of supply, specifying that the employment of prisoners or of convicted cannot be enforced and must respect the laws of the country in which the products are made, as well as the laws of the country that imports those products. This ban did not cover "voluntary" prison work, however, and it was not framed by minimum standards for the treatment of prisoners, posing a significant risk to the company. In this context, NorthStar's new proposal provided some very interesting elements to ensure, among other things, that work is truly voluntary and that pay conditions for inmates are fair. However, in 2021, Home Depot strengthened its responsible sourcing program and policy to outlaw all forms of prison labour, removing the provision that previously allowed voluntary prison labour. To the extent that Home Depot no longer tolerates this form of work in its supply chain, it no longer appears relevant to regulate the working conditions of inmates. This proposal would have been most sensible and most welcome if the company had maintained the possibility of using "voluntary" prison work. It should be added that while there may be risks of suppliers not complying with the Home Depot prison work ban, implementing the proposal will not reduce these risks. For these reasons, we can only recommend an abstention. An abstention has been recorded.

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PROXY SUMMARY

ISSUER Advanced Micro Devices Inc. (AMD)	MEETING DATE 2021-05-19 ,
COUNTRY United States	RECORD DATE 2021-03-23
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 7903107

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	11700
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	16300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect John E. Caldwell	✓	✓
01.02	Elect Nora M. Denzel	✓	✓
01.03	Elect D. Mark Durcan	✓	✓
01.04	Elect Michael P. Gregoire	✓	✓
01.05	Elect Joseph A. Householder	✓	✓
01.06	Elect John W. Marren	✓	✗
01.07	Elect Lisa T. Su	✓	✓
01.08	Elect Abhijit Y. Talwalkar	✓	✓
02	Ratification of Ernst & Young as Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect John E. Caldwell	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
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Elect Nora M. Denzel		
<b>Proposer : Board</b>		

A vote in favour of the candidate was recorded.

**Vote recorded**

ITEM 01.03	BOARD	POLICY
Elect D. Mark Durcan		
<b>Proposer : Board</b>		

A vote in favour of the candidate was recorded.

**Vote recorded**

ITEM 01.04	BOARD	POLICY
Elect Michael P. Gregoire		
<b>Proposer : Board</b>		

A vote in favour of the candidate was recorded.

**Vote recorded**

ITEM 01.05	BOARD	POLICY
Elect Joseph A. Householder		
<b>Proposer : Board</b>		

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.06			BOARD	POLICY
Elect John W. Marren			<div>✓</div>	<div>✗</div>
Proposer : Board				

John W. Marren is an executive of Temasek, 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 01.07			BOARD	POLICY
Elect Lisa T. Su			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.08			BOARD	POLICY
Elect Abhijit Y. Talwalkar			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02			BOARD	POLICY
Ratification of Ernst & Young as Auditor			<div>✓</div>	<div>✓</div>



Proposer : Board

More than 75% of the fees paid to the firm were for financial 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

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PROXY SUMMARY

ISSUER Reliance Steel & Aluminum Co. (NYSE: RS)	MEETING DATE 2021-05-19 ,
COUNTRY United States	RECORD DATE 2021-03-26
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 759509102

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717017	Genus Pooled Funds - Fossil Free Dividend Equity Fund - 160717017	7300
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	23800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Sarah J. Anderson	✓	✓
01.02	Elect Lisa L. Baldwin	✓	✗
01.03	Elect Karen W. Colonias	✓	✗
01.04	Elect John G. Figueroa	✓	✗
01.05	Elect James D. Hoffman	✓	✓
01.06	Elect Mark V. Kaminski	✓	✓
01.07	Elect Karla R. Lewis	✓	✓
01.08	Elect Robert A. McEvoy	✓	✓
01.09	Elect Andrew G. Sharkey III	✓	✓
01.10	Elect Douglas W. Stotlar	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	To approve the Ratification of Auditor KPMG	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Sarah J. Anderson	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

ITEM 01.02

Elect Lisa L. Baldwin

BOARD

POLICY

Proposer : Board

Lisa Baldwin is an executive of Tiffany & 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.

ITEM 01.03

Elect Karen W. Colonias

BOARD

POLICY

Proposer : Board

Karen Colonias is an executive of Simpson Manufacturing Co., Inc., 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.

ITEM 01.04

Elect John G. Figueroa

BOARD

POLICY

Proposer : Board

John Figueroa is the CEO of Carepathrx 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.

ITEM 01.05

BOARD

POLICY

Elect James D. Hoffman	✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Mark V. Kaminski	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Karla R. Lewis	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Robert A. McEvoy	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.09	BOARD	POLICY
Elect Andrew G. Sharkey III	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.10	BOARD	POLICY
Elect Douglas W. Stotlar	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02	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 03	BOARD	POLICY
To approve the Ratification of Auditor KPMG	✓	✓

Proposer : Board

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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.

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Vote recorded

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PROXY SUMMARY

ISSUER Thermo Fisher Scientific Inc. (TMO)	MEETING DATE 2021-05-19 ,
COUNTRY United States	RECORD DATE 2021-03-26
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 883556102

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	2900

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Marc N. Casper	✓	✗
01.02	Elect Nelson J. Chai	✓	✗
01.03	Elect C. Martin Harris	✓	✗
01.04	Elect Tyler Jacks	✓	✓
01.05	Elect R. Alexandra Keith	✓	✗
01.06	Elect Thomas J. Lynch	✓	✓
01.07	Elect Jim P. Manzi	✓	✓
01.08	Elect James C. Mullen	✓	✓
01.09	Elect Lars Rebien Sørensen	✓	✗
01.10	Elect Debora L. Spar	✓	✓
01.11	Elect Scott M. Sperling	✓	✓
01.12	Elect Dion J. Weisler	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	To approve the Ratification of Auditor PwC	✓	✗
04	Shareholder Proposal Regarding Right to Call Special Meetings	✗	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY

Elect Marc N. Casper



Proposer : Board

Marc N. Casper 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 01.02

BOARD POLICY

Elect Nelson J. Chai



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 01.03

BOARD POLICY

Elect C. Martin Harris



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 01.04

BOARD POLICY

Elect Tyler Jacks



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect R. Alexandra Keith	✓	✗

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 Thomas J. Lynch	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Jim P. Manzi	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.08			BOARD	POLICY
Elect James C. Mullen			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.09			BOARD	POLICY
Elect Lars Rebien Sørensen			✓	✗
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 01.10			BOARD	POLICY
Elect Debora L. Spar			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.11			BOARD	POLICY

Elect Scott M. Sperling	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

ITEM 01.12		Vote recorded	
Elect Dion J. Weisler	BOARD	POLICY	
	✓	✓	
Proposer : Board			

A vote in favour of the candidate was recorded.

ITEM 02		Vote recorded	
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.			
ITEM 03		Vote recorded	
To approve the Ratification of Auditor PwC	BOARD	POLICY	
	✓	✗	
Proposer : Board			

Thermo Fischer scientific Inc. hired its auditors for tax, consulting and other services last year that made up more than one quarter of the auditors' total fees. The practice of hiring auditors to perform other work for the company compromises the independence of those auditors. At a minimum, two-thirds of an auditor's fees from the company should be for the annual audit. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
Shareholder Proposal Regarding Right to Call Special Meetings				
Proposer : John Chevedden				

The current requirement that shareholders own 25% of the company's shares in order to call a special meeting creates a nearly-insurmountable obstacle to what should be a right of shareholders. The proposed 15% requirement is easier to achieve but still high enough to discourage anyone from misusing the procedure. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Old Dominion Freight Line (NASDAQ:ODFL)	MEETING DATE 2021-05-19 ,
COUNTRY United States	RECORD DATE 2021-03-11
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 679580100

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	100

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Sherry A. Aaholm	✓	
01.02	Elect David S. Congdon	✓	
01.03	Elect John R. Congdon, Jr.	✓	✓
01.04	Elect Bradley R. Gabosch	✓	
01.05	Elect Greg C. Gantt	✓	✓
01.06	Elect Patrick D. Hanley	✓	✓
01.07	Elect John D. Kasarda	✓	
01.08	Elect Wendy T. Stallings	✓	✓
01.09	Elect Thomas A. Stith, III	✓	✓
01.10	Elect Leo H. Suggs	✓	
01.11	Elect D. Michael Wray	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of Auditor	✓	✓

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Sherry A. Aaholm	✓	

Proposer : Board

The chair of the board is not independent. 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. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.02			BOARD	POLICY
Elect David S. Congdon				
Proposer : Board				

David S. Congdon is executive chair of the board and a former CEO of the company. This arrangement creates potential conflicts of interest that are not in the best interests of the company or its shareholders. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.03			BOARD	POLICY
Elect John R. Congdon, Jr.				
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.04			BOARD	POLICY
Elect Bradley R. Gabosch				
Proposer : Board				

The chair of the board is not independent. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Greg C. Gantt	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Patrick D. Hanley	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect John D. Kasarda	✓	
Proposer : Board		

The chair of the board is not independent. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY

Elect Wendy T. Stallings



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09

BOARD

POLICY

Elect Thomas A. Stith, III



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10

BOARD

POLICY

Elect Leo H. Suggs



Proposer : Board

The chair of the board is not independent. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.11

BOARD

POLICY

Elect D. Michael Wray



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02

BOARD      POLICY

Advisory Vote on Executive Compensation



Proposer : Board

The executives' incentive pay is based on their performance over only one year. This encourages executives to focus on short-term results, to the potential detriment of the company's long-term performance. In the event of a change of control, the directors' employment contrat includes accelerated vesting of awards which goes against the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 03

BOARD      POLICY

Ratification of Auditor



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

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PROXY SUMMARY

<b>ISSUER</b> Signify NV (AMS: LIGHT)	<b>MEETING DATE</b> 2021-05-18 ,
<b>COUNTRY</b> Netherlands	<b>RECORD DATE</b> 2021-04-20
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 82670P101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus Fossil Free Fund	17000

ITEM	PROPOSAL	BOARD	POLICY
02	Remuneration Report	✓	✓
04	Accounts and Reports	✓	✓
05.01	Allocation of Profits/Dividends	✓	✓
05.02	Allocation of Profits/Dividends	✓	✓
06.01	Ratification of Management Board Acts	✓	✓
06.02	Ratification of Supervisory Board Acts	✓	✓
07	Elect Gerard J.A. van de Aast to the Supervisory Board	✓	✓
08.01	Authority to Issue Shares w/ Preemptive Rights	✓	✓
08.02	Authority to Suppress Preemptive Rights	✓	✓
09	Authority to Repurchase Shares	✓	✗
10	Cancellation of Shares	✓	✓

## PROXY ANALYSIS

ITEM 02	BOARD	POLICY
Remuneration Report	✓	✓

Proposer : Board

A complete analysis of the compensation report shows that it meets all of the policy criteria. Compensation is based on company performance. The share-based compensation plan meets all of the policy criteria. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04			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. These reports were provided to all shareholders before the day of the meeting. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 05.01			BOARD	POLICY
Allocation of Profits/Dividends			✓	✓
Proposer : Board				

The distribution of a surplus dividend is in the interest of shareholders. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 05.02			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. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 06.01			BOARD	POLICY

Ratification of Management Board Acts	✓	✓
Proposer : Board		

This is a formality. A vote in favour of the proposal was recorded.

		Vote recorded	
ITEM 06.02		BOARD	POLICY
Ratification of Supervisory Board Acts		✓	✓
Proposer : Board			

This is a formality. A vote in favour of the proposal was recorded.

		Vote recorded
ITEM 07		
		BOARDPOLICY
Elect Gerard J.A. van de Aast to the Supervisory Board		✓✓
Proposer : Board		

A vote in favour of the candidate was recorded.

		Vote recorded	
ITEM 08.01		BOARD	POLICY
Authority to Issue Shares w/ Preemptive Rights		<div>✓</div>	<div>✓</div>
Proposer : Board			

This proposal would allow the company to increase the number of shares, with pre-emptive rights, by no more than 10%. That is an acceptable amount of dilution and it gives the company some flexibility in managing its share capital. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 08.02			BOARD	POLICY
Authority to Suppress Preemptive Rights			✓	✓
Proposer : Board				

It is the responsibility of the Board to recommend pre-emptive rights for certain shares or share classes, based on an analysis of needs and strategic opportunities. Pre-emptive rights give shareholders priority to subscribe for newly issued shares pro rated according to their previous level of participation. Shareholders exercising their subscription rights prevent the dilution of their participation in the company. The lifting of pre-emptive rights is limited to 10% of outstanding shares. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 09			BOARD	POLICY
Authority to Repurchase Shares			✓	✗
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 represent more than 10% of outstanding shares. The proposal is in the shareholders’ interest. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 10			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. A vote in favour of the proposal was recorded.

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PROXY SUMMARY

ISSUER BNP Paribas (BNP)	MEETING DATE 2021-05-18 ,
COUNTRY France	RECORD DATE 2021-05-13
MEETING LOCATION	
MEETING TYPE Mix	SECURITIES F1058Q238



POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442029	Genus Fossil Free CanGlobe Equity fund	17900

ITEM	PROPOSAL	BOARD	POLICY
01	Accounts and Reports; Non Tax-Deductible Expenses	✓	✗
02	Consolidated Accounts and Reports	✓	✗
03	To approve an Allocation of Profits/Dividends of EUR 1.11 per share	✓	✗
04	Special Auditors Report on Regulated Agreements	✓	✓
05	Authority to Repurchase and Reissue Shares	✓	✗
06	Elect Pierre-André de Chalendar	✓	✓
07	Elect Rajna Gibson Brandon	✓	✓
08	Elect Christian Noyer	✓	✓
09	Elect Juliette Brisac (Employee Shareholder Representatives)	✓	✓
10	2021 Remuneration Policy (Board of Directors)	✓	✓
11	2021 Remuneration Policy (Chair)	✓	✓
12	2021 Remuneration Policy (CEO and Deputy CEOs)	✓	✓
13	2020 Remuneration Report	✓	✓
14	2020 Remuneration of Jean Lemierre, Chair	✓	✓
15	2020 Remuneration of Jean-Laurent Bonnafé, CEO	✓	✓
16	2020 Remuneration of Philippe Bordenave, Deputy CEO	✓	✓
17	2020 Remuneration of Identified Staff	✓	✓

18	2021 Directors' Fees	✓	✓
19	Authority to Set the Maximum Variable Compensation Ratio for Persons Belonging to the Company's Identified Staff	✓	✓
20	Authority to Cancel Shares and Reduce Capital	✓	✓
21	Authorisation of Legal Formalities	✓	✓
A	Election of Isabelle Coron (Employee Shareholder Representatives)	✗	✗
B	Election of Cécile Besse Advani (Employee Shareholder Representatives)	✗	✗
C	Election of Dominique Potier (Employee Shareholder Representatives)	✗	✗

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Accounts and Reports; Non Tax-Deductible Expenses	✓	✗
Proposer : Board		

We observe that less 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 not independent. A vote against the proposal was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Consolidated Accounts and Reports	✓	✗
Proposer : Board		

We observe that less 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 not independent. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
To approve an Allocation of Profits/Dividends of EUR 1.11 per share				
Proposer : Board				

The dividend ratio is less than 30%. In addition, BNP Paribas did not pay a dividend last year. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
Special Auditors Report on Regulated Agreements				
Proposer : Board				

This special report verifies the relationships between related parties and any possible resulting conflicts of interest. This is advisable in order to better manage the company's reputation-related risk and any possible loss of reputation. The transactions covered in the special report meet policy criteria. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 05			BOARD	POLICY
Authority to Repurchase and Reissue Shares				
Proposer : Board				

It is the Board of Directors' responsibility to make recommendations on the allotment of some of its share or share categories based on an analysis of the company's needs and strategic opportunities. The allotment of securities is acceptable given that it has a specific timeframe and is justified by sound business reasons. 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. The buyback premium could exceed 20%.A vote against the proposal was recorded.

<hr/>			Vote recorded	
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ITEM 06		BOARD	POLICY
Elect Pierre-André de Chalendar		✓	✓
Proposer : Board			
A vote in favour of the candidate was recorded.			
Vote recorded			
ITEM 07		BOARD	POLICY
Elect Rajna Gibson Brandon		✓	✓
Proposer : Board			
A vote in favour of the candidate was recorded.			
Vote recorded			
ITEM 08		BOARD	POLICY
Elect Christian Noyer		✓	✓
Proposer : Board			
A vote in favour of the candidate was recorded.			
Vote recorded			
ITEM 09		BOARD	POLICY
Elect Juliette Brisac (Employee Shareholder Representatives)		✓	✓
Proposer : Board			

In France, the board of directors must appoint representatives of employee-shareholders. This year, the company's employees have decided to nominate 4 people for this position, even if only one seat is to be filled. All of these candidates could have a positive impact on the board. However, since only one seat is to be filled and the policy does not indicate criteria to decide between them, it was decided to support Ms. Juliette Brisac, as she enjoys the support of the Board of Directors, and her skills in finance and management will enable her to serve the board at best. In addition, she is Chairman of the Supervisory Board of the preponderant employee shareholding group of BNP Paribas. A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 10			BOARD	POLICY
2021 Remuneration Policy (Board of Directors)			<div>✓</div>	<div>✓</div>
Proposer : Board			<hr/>	

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

<hr/>			Vote recorded	
ITEM 11			BOARD	POLICY
2021 Remuneration Policy (Chair)			<div>✓</div>	<div>✓</div>
Proposer : Board			<hr/>	

The remuneration of the chairman of the board of directors meets the criteria of the policy. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 12			BOARD	POLICY
2021 Remuneration Policy (CEO and Deputy CEOs)			<div>✓</div>	<div>✓</div>
Proposer : Board			<hr/>	

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 13			BOARD	POLICY
2020 Remuneration Report			✓	✓
Proposer : Board				

A complete analysis of the compensation report shows that it meets all of the policy criteria. Compensation is based on company performance. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 14			BOARD	POLICY
2020 Remuneration of Jean Lemierre, Chair			✓	✓
Proposer : Board				

<hr/>			Vote recorded	
ITEM 15			BOARD	POLICY
2020 Remuneration of Jean-Laurent Bonnafé, CEO			✓	✓
Proposer : Board				

The compensation package consists of a fixed remuneration of EUR 1 562 000, a variable remuneration in performance-based shares of EUR 2 128 850 and benefits in kind valued at EUR 64 954. The compensation meets all of the policy criteria. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 16			BOARD	POLICY
2020 Remuneration of Philippe Bordenave, Deputy CEO			✓	✓

Proposer : Board

---

The compensation package consists of a fixed remuneration of EUR 1 000 000, a variable remuneration in performance-based shares of EUR 1 362 9000 and benefits in kind valued at EUR 3 952. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 17

BOARD POLICY

2020 Remuneration of Identified Staff



Proposer : Board

---

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

---

Vote recorded

ITEM 18

BOARD POLICY

2021 Directors' Fees



Proposer : Board

---

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

---

Vote recorded

ITEM 19

BOARD POLICY

Authority to Set the Maximum Variable Compensation Ratio for Persons Belonging to the Company's Identified Staff



Proposer : Board

---

A complete analysis of the compensation policy shows that it meets all of the policy criteria. The variable remuneration cannot exceed 200% of the fixed salary. A vote in favour of the proposal was recorded.



<hr/>			Vote recorded	
ITEM 20			BOARD	POLICY
Authority to Cancel Shares and Reduce Capital			✓	✓
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. The cancellation of repurchased shares results in a share-capital reduction.This is a way of restoring assets to shareholders when liquidities are greater than investment needs. 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. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 21			BOARD	POLICY
Authorisation of Legal Formalities			✓	✓
Proposer : Board				

This is a formality. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM A			BOARD	POLICY
Election of Isabelle Coron (Employee Shareholder Representatives)			✗	✗
Proposer : BNP Paribas Actionnariat Monde				

In France, the board of directors must appoint representatives of employee-shareholders. This year, the company's employees have decided to nominate 4 people for this position, even if only one seat is to be filled. All of these candidates could have a positive impact on the board. However, since only one seat is to be filled and the policy does not indicate criteria to decide between them, it was decided to support Ms. Juliette Brisac, as she enjoys the support of the Board of Directors, and her skills in finance and management will enable her to serve the board at best. A vote against the candidate was recorded.

---

Vote recorded

ITEM B	BOARD	POLICY
Election of Cécile Besse Advani (Employee Shareholder Representatives)	✗	✗
Proposer : Employés Actionnaires		

---

In France, the board of directors must appoint representatives of employee-shareholders. This year, the company's employees have decided to nominate 4 people for this position, even if only one seat is to be filled. All of these candidates could have a positive impact on the board. However, since only one seat is to be filled and the policy does not indicate criteria to decide between them, it was decided to support Ms. Juliette Brisac, as she enjoys the support of the Board of Directors, and her skills in finance and management will enable her to serve the board at best. A vote against the candidate was recorded.

---

Vote recorded

ITEM C	BOARD	POLICY
Election of Dominique Potier (Employee Shareholder Representatives)	✗	✗
Proposer : Employés Actionnaires		

---

In France, the board of directors must appoint representatives of employee-shareholders. This year, the company's employees have decided to nominate 4 people for this position, even if only one seat is to be filled. All of these candidates could have a positive impact on the board. However, since only one seat is to be filled and the policy does not indicate criteria to decide between them, it was decided to support Ms. Juliette Brisac, as she enjoys the support of the Board of Directors, and her skills in finance and management will enable her to serve the board at best. A vote against the candidate was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Vistry Group PLC (LON: VTY)	MEETING DATE 2021-05-17 ,
COUNTRY United Kingdom	RECORD DATE 2021-04-08
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES GB0001859296

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus Fossil Free Fund	64300

ITEM	PROPOSAL	BOARD	POLICY
01	To approve Accounts and Reports	✓	✓
02	Remuneration Report	✓	✗
03	To approve a Final Dividend of GBP 0.20 per share	✓	✓
04	Elect Ian Tyler	✓	✓
05	Elect Margaret Christine Browne	✓	✓
06	Elect Ralph Findlay	✓	✗
07	Elect Nigel Keen	✓	✓
08	Elect Mike John Stansfield	✓	✗
09	Elect Katherine Innes Ker	✓	✓
10	Elect Greg Fitzgerald	✓	✗
11	Elect Earl Sibley	✓	✓
12	Elect Graham Prothero	✓	✓
13	To approve the Appointment of Auditor PwC	✓	✓
14	Authority to Set Auditor's Fees	✓	✓
15	Authority to Issue Shares w/ Preemptive Rights	✓	✗
16	Authority to Set General Meeting Notice Period at 14 Days	✓	✗
17	Authority to Issue Shares w/o Preemptive Rights	✓	✓



## PROXY ANALYSIS

## ITEM 01

BOARD

POLICY

To approve 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. Those reports were distributed to all shareholders before the meeting, and the auditing firm that examined them is independent. A vote in favour of the proposal was recorded.

Vote recorded

## ITEM 02

BOARD

POLICY

Remuneration Report



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. The board asks for the authorization to buyback shares through proposal 18. Thus, executives could receive a bonus simply because of the decrease in the number of shares. A vote against the proposal was recorded.

Vote recorded

## ITEM 03

BOARD

POLICY

To approve a Final Dividend of GBP 0.20 per share



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 04	BOARD	POLICY
Elect Ian Tyler	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 05	BOARD	POLICY
Elect Margaret Christine Browne	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 06	BOARD	POLICY
Elect Ralph Findlay	✓	✗
Proposer : Board		

Ralph Findlay is an executive of Marston's PLC, 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 07	BOARD	POLICY
Elect Nigel Keen	✓	✓



Proposer : Board

---

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 08

Elect Mike John Stansfield

BOARD



POLICY



Proposer : Board

---

John Stansfield is a partner of MUS Development Consultancy LLP 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 09

Elect Katherine Innes Ker

BOARD



POLICY



Proposer : Board

---

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 10

Elect Greg Fitzgerald

BOARD



POLICY



Proposer : Board

---

Greg Fitzgerald is the CEO of this company 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.

<hr/>			Vote recorded	
ITEM 11			BOARD	POLICY
Elect Earl Sibley			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 12			BOARD	POLICY
Elect Graham Prothero			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 13			BOARD	POLICY
To approve the Appointment of Auditor PwC			✓	✓
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.

<hr/>			Vote recorded	
ITEM 14			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 firm were for financial auditing services. A vote in favour of the proposal was recorded.

---

Vote recorded

ITEM 15

BOARD POLICY

Authority to Issue Shares w/ Preemptive Rights



Proposer : Board

---

This proposal would allow the company to increase the number of shares by as much as 66%. That is more dilution than shareholders should accept without a good, specific purpose for the increase. A vote against the proposal was recorded.

---

Vote recorded

ITEM 16

BOARD POLICY

Authority to Set General Meeting Notice Period at 14 Days



Proposer : Board

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Shareholders outside Britain often must cast their proxy ballots 7 days before a shareholders' meeting. If this proposal were adopted, it would give those shareholders only 7 days to obtain and absorb the information needed to cast a well-considered ballot. This is too little time, especially since the matters considered at special meetings are often complex, such as mergers or acquisitions. A vote against the proposal was recorded.

---

Vote recorded

ITEM 17

BOARD POLICY

Authority to Issue Shares 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.

<hr/>		Vote recorded	
ITEM 18		BOARD	POLICY
Authority to Repurchase Shares			
Proposer : Board		<hr/>	

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. A vote against the proposal was recorded.

<hr/>	Vote recorded
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PROXY SUMMARY

ISSUER Hudbay Minerals Inc. (HBM)	MEETING DATE 2021-05-17 ,
COUNTRY Canada	RECORD DATE 2021-03-29
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 443628102

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	65700

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Carol T. Banducci	✓	✓
01.02	Elect Igor A. Gonzales	✓	⏸
01.03	Elect Richard Howes	✓	✓
01.04	Elect Sarah B. Kavanagh	✓	✓
01.05	Elect Carin S. Knickel	✓	✓
01.06	Elect Peter Kukielski	✓	✓
01.07	Elect Stephen A. Lang	✓	✓
01.08	Elect Daniel Muñoz Quintanilla	✓	✓
01.09	Elect Colin Osborne	✓	✓
01.10	Elect David Smith	✓	✓
02	To approve the Appointment of Auditor Deloitte and Authority to Set Fees	✓	✓
03	Advisory Vote on Executive Compensation	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Carol T. Banducci	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.02			BOARD	POLICY
Elect Igor A. Gonzales				
Proposer : Board				

Igor Gonzales is the COO of Appian 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.

<hr/>			Vote recorded	
ITEM 01.03			BOARD	POLICY
Elect Richard Howes				
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.04			BOARD	POLICY
Elect Sarah B. Kavanagh				
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY
Elect Carin S. Knickel				



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Peter Kukielski	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Stephen A. Lang	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Daniel Muñoz Quintanilla	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Colin Osborne	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect David Smith	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
To approve the Appointment of Auditor Deloitte and Authority to Set Fees	✓	✓

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 03	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✓

Proposer : Board

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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. A vote in favour of the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

<b>ISSUER</b> BOC Hong Kong (Holdings) Ltd (2388)	<b>MEETING DATE</b> 2021-05-17 ,
<b>COUNTRY</b> Hong-Kong	<b>RECORD DATE</b> 2021-05-10
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> Y0920U103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	1372100

ITEM	PROPOSAL	BOARD	POLICY
01	To approve Accounts and Reports	✓	✓
02	To approve an Allocation of Profits/Dividends of HKD 0.795 per share	✓	✓
03.01	Elect LIN Jingzhen	✓	✗
03.02	Elect CHOI Koon Shum	✓	✗
03.03	Elect Quinn LAW Yee Kwan	✓	✓
04	Appointment of Auditor PwC and Authority to Set Fees	✓	✗
05	Authority to Issue Shares w/o Preemptive Rights	✓	✗
06	Authority to Repurchase Shares	✓	✓
07	Authority to Issue Repurchased Shares	✓	✓
08	Adoption of New Articles of Association	✓	✓

### PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve Accounts and Reports	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
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To approve an Allocation of Profits/Dividends of HKD 0.795 per 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 03.01

BOARD

POLICY

Elect LIN Jingzhen



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 oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is a former executive of the company. A vote against the candidate was recorded.

Vote recorded

#### ITEM 03.02

BOARD

POLICY

Elect CHOI Koon Shum



Proposer : Board

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 this reason, we have voted against the members of the nominating committee. A vote against the candidate was recorded.

Vote recorded

#### ITEM 03.03

BOARD

POLICY

Elect Quinn LAW Yee Kwan

| ✓ | ✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 04

BOARD POLICY

Appointment of Auditor PwC and Authority to Set Fees

| ✓ | ✗

Proposer : Board

More than 25% of the fees paid to the firm were for services other than financial auditing. A vote against the proposal was recorded.

Vote recorded

ITEM 05

BOARD POLICY

Authority to Issue Shares w/o Preemptive Rights

| ✓ | ✗

Proposer : Board

The minimum issue price is not set at 100% of the share market value. A vote against the proposal was recorded.

Vote recorded

ITEM 06

BOARD POLICY

Authority to Repurchase Shares

| ✓ | ✓

Proposer : Board

A vote in favour of the proposal was recorded.



Vote recorded		
ITEM 07	BOARD	POLICY
Authority to Issue Repurchased Shares	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 08	BOARD	POLICY
Adoption of New Articles of Association	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
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PROXY SUMMARY

ISSUER Western Union Company (The) (WU)	MEETING DATE 2021-05-14 ,
COUNTRY United States	RECORD DATE 2021-03-24
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 959802109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717017	Genus Pooled Funds - Fossil Free Dividend Equity Fund - 160717017	60400
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	280300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Martin I. Cole	✓	✓
01.02	Elect Hikmet Ersek	✓	✓
01.03	Elect Richard A. Goodman	✓	✓
01.04	Elect Betsy D. Holden	✓	✓
01.05	Elect Jeffrey A. Joerres	✓	✓
01.06	Elect Michael A. Miles, Jr.	✓	✓
01.07	Elect Timothy P. Murphy	✓	✓
01.08	Elect Joyce A. Phillips	✓	✗
01.09	Elect Jan Siegmund	✓	✓
01.10	Elect Angela A. Sun	✓	✓
01.11	Elect Solomon D. Trujillo	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of Auditor	✓	✓
04	Shareholder Proposal Regarding Right to Act by Written Consent	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Martin I. Cole	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Hikmet Ersek	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Richard A. Goodman	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Betsy D. Holden	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Jeffrey A. Joerres	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Michael A. Miles, Jr.	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Timothy P. Murphy	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Joyce A. Phillips	✓	✗

Proposer : Board

She is an executive of EqualFuture Corp, 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 01.09			BOARD	POLICY
Elect Jan Siegmund			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.10			BOARD	POLICY
Elect Angela A. Sun			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.11			BOARD	POLICY
Elect Solomon D. Trujillo			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02			BOARD	POLICY

Advisory Vote on Executive Compensation



Proposer : Board

The CEO was paid more than 3 times the compensation of other executive of the company and the CEO was paid 339 the median employee pay. 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



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

Shareholder Proposal Regarding Right to Act by Written Consent



Proposer : John Chevedden

To prohibit the written consent of the majority of shareholders requires them to attend the annual meeting to express their opinions on a matter such as the removal of a director or the closure of a shareholder rights plan. This requirement of the board of directors considerably restricts shareholders who want to bring changes, especially when this practice is combined with a high threshold of shareholder participation to be able to call an extraordinary general meeting. 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 Weyerhaeuser Company (WY)	MEETING DATE 2021-05-14 ,
COUNTRY United States	RECORD DATE 2021-03-18
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 962166104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	18000
160717026	Genus Canglobe Equity fund - 160717026	87900

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Mark A. Emmert	✓	✓
01.02	Elect Rick R. Holley	✓	✗
01.03	Elect Sara Grootwassink Lewis	✓	✓
01.04	Elect Deidra C. Merriwether	✓	✓
01.05	Elect Al Monaco	✓	✗
01.06	Elect Nicole W. Piasecki	✓	✗
01.07	Elect Lawrence A. Selzer	✓	✗
01.08	Elect Devin W. Stockfish	✓	✓
01.09	Elect Kim Williams	✓	✗
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of KPMG as Auditor	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Mark A. Emmert	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Rick R. Holley		
Proposer : Board		

Rick R. Holly is not an independent director because he served as CEO of Plum Creek Timber Company, Inc. until it merged with the Company in February 2016. However he sits on the compensation committee, which should be made up entirely of independent directors. 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.A vote against the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Sara Grootwassink Lewis		
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Deidra C. Merriwether		
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Al Monaco		

Proposer : Board

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Al Monaco is an executive of Enbridge Inc., 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.

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Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Nicole W. Piasecki	✓	✗

Proposer : Board

---

The chair of the board is not independent. 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.

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Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Lawrence A. Selzer	✓	✗

Proposer : Board

---

The chair of the board is not independent. 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 01.08	BOARD	POLICY
Elect Devin W. Stockfish	✓	✓

Proposer : Board

---

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Kim Williams	✓	✗
Proposer : Board		

The chair of the board is not independent. 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 02	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 03	BOARD	POLICY
Ratification of KPMG as Auditor	✓	✓
Proposer : Board		

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

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PROXY SUMMARY

ISSUER GPT Group (GPT)	MEETING DATE 2021-05-13,
COUNTRY Australia	RECORD DATE 2021-05-11
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES Q4252X155

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus Fossil Free Fund	516100

ITEM	PROPOSAL	BOARD	POLICY
01	Re-elect Vickki McFadden	✓	✓
02	Elect Robert Whitfield	✓	✓
03	Remuneration Report	✓	✓
04	Equity Grant (MD/CEO Robert Johnston)	✓	✓
05	Renew Proportional Takeover Provisions	✓	✓

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Re-elect Vickki McFadden	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

		Vote recorded	
ITEM 02		BOARD	POLICY
Elect Robert Whitfield		✓	✓
Proposer : Board			

A vote in favour of the candidate was recorded.

		Vote recorded	
ITEM 03		BOARD	POLICY

Remuneration Report	✓	✓
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Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 04

BOARD POLICY

Equity Grant (MD/CEO Robert Johnston)	✓	✓
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Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 05

BOARD POLICY

Renew Proportional Takeover Provisions	✓	✓
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Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Quebecor Inc. (QBR/QBR.A)	MEETING DATE 2021-05-13,
COUNTRY Canada	RECORD DATE 2021-03-16
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 748193208

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	6500
160717016	Genus Fossil Free Dividend Equity Fund	47200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Chantal Bélanger	✓	✓
01.02	Elect Lise Croteau	✓	
01.03	Elect Normand Provost	✓	✓
02	To approve the Appointment of Auditor Ernst & Young	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Chantal Bélanger	✓	✓
<b>Proposer : Board</b>		

A vote in favour of the candidate was recorded.

**Vote recorded**

ITEM 01.02	BOARD	POLICY
Elect Lise Croteau	✓	
<b>Proposer : Board</b>		

The Chair of the Board is not independent because he is senior partner of a law firm that provides legal services to the Company. 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. In the absence of the option against, an abstention for the candidate was recorded.



<hr/>			Vote recorded	
ITEM 01.03			BOARD	POLICY
Elect Normand Provost			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02			BOARD	POLICY
To approve the Appointment of Auditor Ernst & Young			✓	✓
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.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
Advisory Vote on Executive Compensation			✓	✗
Proposer : Board				

The granting of options is not conditional on the achievement of performance targets. A vote against the proposal was recorded.

<hr/>			Vote recorded	
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PROXY SUMMARY

ISSUER Cheniere Energy Inc. (LNG)	MEETING DATE 2021-05-13 ,
COUNTRY United States	RECORD DATE 2021-03-29
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 16411R208

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	2100

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect G. Andrea Botta	✓	✗
01.02	Elect Jack A. Fusco	✓	✗
01.03	Elect Vicky A. Bailey	✓	✗
01.04	Elect Nuno Brandolini	✓	✗
01.05	Elect David B. Kilpatrick	✓	✓
01.06	Elect Sean T. Klimczak	✓	✗
01.07	Elect Andrew N. Langham	✓	✗
01.08	Elect Donald F. Robillard, Jr.	✓	✗
01.09	Elect Neal A. Shear	✓	✗
01.10	Elect Andrew J. Teno	✓	✗
02	Advisory Vote on Executive Compensation	✓	✗
03	To approve the Ratification of Auditor KPMG	✓	✓

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect G. Andrea Botta	✓	✗
Proposer : Board		

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 this reason, we have voted against the members of the nominating committee. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.02			BOARD	POLICY
Elect Jack A. Fusco			✓	✗
Proposer : Board				

Only 60% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. He is currently the chief executive officer of the firm. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.03			BOARD	POLICY
Elect Vicky A. Bailey			✓	✗
Proposer : Board				

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 this reason, we have voted against the members of the nominating committee. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.04			BOARD	POLICY
Elect Nuno Brandolini			✓	✗
Proposer : Board				

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 this reason, we have voted against the members of the nominating committee. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect David B. Kilpatrick	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Sean T. Klimczak	✓	✗
Proposer : Board		

Only 60% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. He has other significant types of economic relationships with a principal shareholder. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Andrew N. Langham	✓	✗
Proposer : Board		

Only 60% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. 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 this reason, we have voted against the members of the nominating committee. He has other significant types of economic relationships with a principal shareholder. However he sits on the nominating committee, which should be made up entirely of independent directors. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Donald F. Robillard, Jr.	✓	✗
Proposer : Board		

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 this reason, we have voted against the members of the nominating committee. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.09	BOARD	POLICY
Elect Neal A. Shear	✓	✗
Proposer : Board		

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 this reason, we have voted against the members of the nominating committee. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.10	BOARD	POLICY
Elect Andrew J. Teno	✓	✗
Proposer : Board		



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Only 60% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. Andrew J. Teno is not an independent director because he has other significant types of economic relationships with a principal shareholder. However he sits on the audit committee, which should be made up entirely of independent directors. A vote against the candidate was recorded.

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Vote recorded		
ITEM 02	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✗
Proposer : Board		

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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. In the event of a change of control, the directors' employment contrat includes accelerated vesting of awards which goes against the policy. A vote against the proposal was recorded.

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Vote recorded		
ITEM 03	BOARD	POLICY
To approve the Ratification of Auditor KPMG	✓	✓
Proposer : Board		

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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.

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Vote recorded		
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PROXY SUMMARY

ISSUER United Parcel Service Inc. (UPS)	MEETING DATE 2021-05-13 ,
COUNTRY United States	RECORD DATE 2021-03-22
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 911312106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717017	Genus Pooled Funds - Fossil Free Dividend Equity Fund - 160717017	15600

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Carol B. Tomé	✓	✓
01.02	Elect Rodney C. Adkins	✓	✗
01.03	Elect Eva C. Boratto	✓	✓
01.04	Elect Michael J. Burns	✓	✓
01.05	Elect Wayne M. Hewett	✓	✓
01.06	Elect Angela Hwang	✓	✓
01.07	Elect Kate E. Johnson	✓	✓
01.08	Elect William R. Johnson	✓	✓
01.09	Elect Ann M. Livermore	✓	✓
01.10	Elect Franck J. Moison	✓	✓
01.11	Elect Christiana Smith Shi	✓	✓
01.12	Elect Russell Stokes	✓	✗
01.13	Elect Kevin M. Warsh	✓	✓
02	Advisory Vote on Executive Compensation	✓	✓
03	Approval of the 2021 Omnibus Incentive Compensation Plan	✓	✗
04	To approve the Ratification of Auditor Deloitte	✓	✓
05	Shareholder Proposal Regarding Lobbying Report	✗	✓

06	Shareholder Proposal Regarding Recapitalization	✗	✓
07	Shareholder proposal asking the company to publish a report on how it plans to reduce its contribution to climate change and align its activities with the Paris Agreement target of limiting the temperature rise to 1.5 degrees Celsius.	✗	✓
08	Shareholder Proposal Regarding Becoming a Public Benefit Corporation	✗	✓
09	Shareholder Proposal Regarding Diversity and Inclusion Report	✗	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Carol B. Tomé	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Rodney C. Adkins	✓	✗

Proposer : Board

He is an executive of 3RAM Group LLC, 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 01.03	BOARD	POLICY
Elect Eva C. Boratto	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect Michael J. Burns	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Wayne M. Hewett	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Angela Hwang	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY

Elect Kate E. Johnson	✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
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Elect William R. Johnson	✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
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Elect Ann M. Livermore	✓	✓
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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 Franck J. Moison	✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.



Vote recorded		
ITEM 01.11	BOARD	POLICY
Elect Christiana Smith Shi	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.12	BOARD	POLICY
Elect Russell Stokes	✓	✗
Proposer : Board		

Russell Stokes is an executive of General Electric, 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 01.13	BOARD	POLICY
Elect Kevin M. Warsh	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✓

Proposer : Board

---

The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 03

BOARD

POLICY

Approval of the 2021 Omnibus Incentive Compensation Plan



Proposer : Board

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The option plan is intended for directors, among others. A vote against the proposal was recorded.

Vote recorded

ITEM 04

BOARD

POLICY

To approve the Ratification of Auditor Deloitte



Proposer : Board

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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 05

BOARD

POLICY

Shareholder Proposal Regarding Lobbying Report



Proposer : Boston Trust Walden Company

---

It is in the shareholders' interest that the company disclose all information regarding the competition, because there are risks to the company's reputation and to its actual performance. Protecting the shareholders' right to financial information and financial transparency are also in the company's interest. Improving governance practices makes it possible to minimize financial and extra-financial risks. A vote in favour of the proposal was recorded.

---

Vote recorded

ITEM 06

Shareholder Proposal Regarding Recapitalization

BOARD POLICY

✗

✓

Proposer : John Chevedden

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When shares with lower voting rights are issued, it makes it possible for a few shareholders to maintain control of the company without holding an equivalent number of shares. Because a multiple-voting-rights structure isn't generally in the shareholders' best interest, it is recommended that it be abolished. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 07

Shareholder proposal asking the company to publish a report on how it plans to reduce its contribution to climate change and align its activities with the Paris Agreement target of limiting the temperature rise to 1.5 degrees Celsius.

BOARD POLICY

✗

✓

Proposer : Trillium Asset Management LLC and Zevin Asset Management LLC

---

A similar proposal received an approval rate of 29.6% in 2020 To keep global warming below 1.5 degrees Celsius and avoid the worst impacts of climate change, the Intergovernmental Panel on Climate Change (IPCC) believes that carbon dioxide (CO2) emissions must fall by 45% compared to 2010, by 2030. According to the U.S. Energy Information Administration, the transportation sector is the largest emitter of greenhouse gases (GHG) in the country. It is also the only sector where emissions have increased in recent years, while those of the residential, commercial, industrial, and electrical sectors have declined. The Board of Directors once again rejects the proposal, using the same arguments as last year. It states that the company has been making sufficient sustainable development efforts by publishing reports since 2003 and is recognized for its sustainable development practices. It also says that after achieving some of the sustainable development goals in 2016, UPS has set more ambitious goals for the environment, workers' rights and local communities. These targets, including a 12% reduction in GHG emissions by 2025, seem to be seen as a major challenge for the company. We recall that the United Nations has launched a decade of action to achieve the Sustainable Development Goals by 2030, including Goal 13, which consists of taking urgent action to combat climate change and its impacts. While CO2 emissions from the combustion of fossil fuels fell 7% globally and 12% in the United States in 2020, particularly in the surface transport sector, following containment measures related to the COVID-19 pandemic, a rebound is expected in 2021 (<https://bit.ly/3xNsBOf>). In addition, current government policies and agreements are expected to result in an increase in GHG emissions from the combustion of coal, oil and gas, while they are expected to decrease by 79%, 44% and 39%, respectively to meet the Paris Agreement targets in order to limit the rise in temperature to 1.5 degrees Celsius. As a result, there is growing pressure on companies in the most polluting sectors to reduce and disclose their GHG emissions and set themselves science-based emission reduction targets aligned with the Paris Agreement. The Science-Based Targets (SBTi) initiative counted 1,387 companies worldwide in May 2021 that undertook climate actions based on scientific knowledge, of which 688 have emission reduction targets that have been approved, which means they have been found to be in conformity with the Paris Agreement, and are now working towards their achievement in order to prevent global warming beyond which climate change could lead to irreversible effects. These include at least 3 North American companies in the same industry as UPS (The Martin-Brower Company, L.C.C, The HAVI Group LP and Delmar International Inc.) that have

committed to adopting such goals. In comparison, UPS still lacks vision, ambition, and transparency in this regard, exposing itself to significant financial, regulatory, and reputational risks. Thus, it is in the interests of shareholders and the company that the latter supports the proposal in order to avoid these risks, or even to be divested by investors. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 08	BOARD	POLICY
Shareholder Proposal Regarding Becoming a Public Benefit Corporation		
Proposer : Myra K. Young		

In August 2019, 181 CEOs of America's largest corporations, including that of UPS, overturned a 22-year-old policy statement that defined the purpose of a company as maximizing return for shareholders. Indeed, the CEOs of the Business Roundtable have adopted a new statement on the purpose of a company, according to which companies should not only serve their shareholders but also bring value to their customers, invest in employees, deal fairly with suppliers and support the communities in which they operate (<https://bit.ly/3rhLFj1>). However, the proponent believes that this statement is not enough and that the company's actions are not going in the right direction. The focus is always on the company and its shareholders, at the expense of other stakeholders. According to the proponent, a company must strike a balance between the interests of shareholders and those of other stakeholders. It is essential that large companies realize the importance that their actions have for society. The proponent, therefore, requests that UPS update its certificate of incorporation to become a public benefit corporation, under the law of the State of Delaware, with the objective of promoting a sustainable global economy. The proposal, which aims to further support companies' commitments to sustainable development and to avoid financial and reputational risks, is in the interests of shareholders. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 09	BOARD	POLICY
Shareholder Proposal Regarding Diversity and Inclusion Report		
Proposer : As You Sow		

Companies that do not respect the principle of employment equity are exposed to financial, legal and reputational risks, as well as risks of disinvestment by responsible investors. On the contrary, the prevention of discrimination and the creation of an open and diverse work environment, at all levels of the organization, offer many advantages to businesses, for example, by providing different perspectives, increasing productivity and employees' morale, eliminating the limitations of group think and reducing risks associated with discrimination. Studies have also shown that diversity has a positive effect on financial performance. Thus, according to a report released by McKinsey & Company in May 2020, companies with the most diverse management teams are more likely than ever to perform better than their peers. Its new study indicates that companies in the top quartile for ethnic and cultural diversity are now 36% more likely to have above average profitability than those in the fourth quartile. This likelihood reached 21% for those with more women among their managers. Despite this, the progress of women and members

of minorities in leadership positions remains very slow. A report of LeanIn.Org and McKinsey on the place of women in workplaces in the United States, published in 2019, shows that they continue to be largely underrepresented at all hierarchical levels and that the situation is worse for women of color. It explains that the biggest obstacle faced by women is the first step towards the managerial position or the "broken echelon". It means that more women are stuck at the entry level and fewer are becoming managers. Therefore, there are much fewer women to move to higher levels. It should also be noted that this underrepresentation of women and minorities in high-paying leadership positions has a direct impact on the gross wage gap. It is therefore in the interests of shareholders that the company provides detailed and comparable quantitative data on diversity at all levels of the organization, that it discloses the measures and programs put in place to increase diversity and inclusion, as well as the process followed by the board to assess their effectiveness. UPS has also committed to publishing its consolidated EEO-1 workforce diversity report, which shows the distribution of its workforce by race, ethnicity, and gender across ten job categories. Note that following shareholder engagement, 71 companies in the S&P 100 index are now publishing this report or have committed to doing so from 2021. By following their example, UPS is taking a step in the right direction. However, as useful as they may be, this information is not sufficient to fully assess the effectiveness of its diversity programmes. Investors need additional quantitative data, such as recruitment, retention and promotion rates based on race, ethnicity and gender. More comprehensive disclosure would allow investors to better assess the risks to which the company is exposed, assess the effectiveness of its efforts and the relevance of its actions and programs, and to measure its progress. A vote in favour of the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER KeyCorp (KEY)	MEETING DATE 2021-05-13,
COUNTRY United States	RECORD DATE 2021-03-19
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 493267108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	68400

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Bruce D. Broussard	✓	✗
01.02	Elect Alexander M. Cutler	✓	✗
01.03	Elect H. James Dallas	✓	✗
01.04	Elect Elizabeth R. Gile	✓	✗
01.05	Elect Ruth Ann M. Gillis	✓	✓
01.06	Elect Christopher M. Gorman	✓	✗
01.07	Elect Robin Hayes	✓	✓
01.08	Elect Carlton L. Highsmith	✓	✗
01.09	Elect Richard J. Hipple	✓	✗
01.10	Elect Devina Rankin	✓	✓
01.11	Elect Barbara R. Snyder	✓	✗
01.12	Elect Todd J. Vasos	✓	✗
01.13	Elect David K. Wilson	✓	✓
02	To approve the Ratification of Auditor Ernst & Young	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Approval of the Discounted Stock Purchase Plan	✓	✓
05	Reduce Ownership Threshold for Shareholders to Call Special Meetings	✓	✓



## PROXY ANALYSIS

### ITEM 01.01

Elect Bruce D. Broussard

BOARD



POLICY



Proposer : Board

He is CEO of Humana Inc. and sits on the Compensation Committee, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

### ITEM 01.02

Elect Alexander M. Cutler

BOARD



POLICY



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 01.03

Elect H. James Dallas

BOARD



POLICY



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 01.04

BOARD

POLICY

Elect Elizabeth R. Gile



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 Ruth Ann M. Gillis



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 01.06

BOARD

POLICY

Elect Christopher M. Gorman



Proposer : Board

Christopher M. Gorman 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 01.07

BOARD

POLICY

Elect Robin Hayes



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Carlton L. Highsmith	✓	✗

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 Richard J. Hipple	✓	✗

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 Devina Rankin	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.11	BOARD	POLICY
Elect Barbara R. Snyder	✓	✗
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 01.12	BOARD	POLICY
Elect Todd J. Vasos	✓	✗
Proposer : Board		

He is CEO of Dollar General Corporation and sits on the Compensation Committee, which goes against the policy. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.13	BOARD	POLICY
Elect David K. Wilson	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02	BOARD	POLICY

To approve the Ratification of Auditor Ernst & Young



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 03

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 04

BOARD

POLICY

Approval of the Discounted Stock Purchase Plan



Proposer : Board

The proposed savings plan meets all of the policy criteria. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 05

BOARD

POLICY

Reduce Ownership Threshold for Shareholders to Call Special Meetings



Proposer : Board

The current requirement that shareholders own 25% of the company's shares in order to call a special meeting creates a nearly-insurmountable obstacle to what should be a right of shareholders. The proposed 15% requirement is easier to achieve but still high enough to discourage anyone from misusing the procedure. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

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PROXY SUMMARY

ISSUER Power Assets Holdings Ltd (6)	MEETING DATE 2021-05-12 ,
COUNTRY China	RECORD DATE 2021-05-06
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES Y33549117

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	636900



ITEM	PROPOSAL	BOARD	POLICY
01	To approve Accounts & Reports	✓	✓
02	To approve the Allocation of Profits/Dividends	✓	✓
03.01	Elect Neil Douglas McGee	✓	✗
03.02	Elect Ralph Raymond Shea	✓	✗
03.03	Elect Wan Chi Tin	✓	✗
03.04	Elect Wu Ting Yuk	✓	✗
04	To approve the Appointment of Auditor KPMG and authority to set Auditor's fees	✓	✓
05	To approve the issue of actions, not exceeding 10% of the total number of shares	✓	✓
06	To approve the repurchase of shares, not exceeding 10% of the total number of shares	✓	✓

### PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve Accounts & 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. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
To approve the 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. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 03.01	BOARD	POLICY
Elect Neil Douglas McGee	✓	✗

Proposer : Board

Only 45% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 03.02	BOARD	POLICY
Elect Ralph Raymond Shea	✓	✗

Proposer : Board

The chair of the board is not independent. 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 03.03	BOARD	POLICY
Elect Wan Chi Tin	✓	✗

Proposer : Board

---

Only 45% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

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Vote recorded

ITEM 03.04	BOARD	POLICY
Elect Wu Ting Yuk	✓	✗

Proposer : Board

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

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Vote recorded

ITEM 04	BOARD	POLICY
To approve the Appointment of Auditor KPMG and authority to set Auditor's fees	✓	✓

Proposer : Board

---

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

---

Vote recorded

ITEM 05	BOARD	POLICY
To approve the issue of actions, not exceeding 10% of the total number of shares	✓	✓

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, without pre-emptive rights, is lower than 20% of outstanding shares. A vote in favour of

the proposal was recorded.

<hr/>			Vote recorded	
ITEM 06			BOARD	POLICY
To approve the repurchase of shares, not exceeding 10% of the total number of shares				
Proposer : Board			<hr/>	

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. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
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PROXY SUMMARY

ISSUER Gilead Sciences Inc. (GILD)	MEETING DATE 2021-05-12 ,
COUNTRY United States	RECORD DATE 2021-03-19
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 375558103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	47100

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Jacqueline K. Barton	✓	✓
01.02	Elect Jeffrey A. Bluestone	✓	✓
01.03	Elect Sandra J. Horning	✓	✗
01.04	Elect Kelly A. Kramer	✓	✓
01.05	Elect Kevin E. Lofton	✓	✗
01.06	Elect Harish Manwani	✓	✗
01.07	Elect Daniel P. O'Day	✓	✗
01.08	Elect Javier J. Rodriguez	✓	✓
01.09	Elect Anthony Walters	✓	✗
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder Proposal Regarding Independent Chair	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Jacqueline K. Barton	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.02			BOARD	POLICY
Elect Jeffrey A. Bluestone			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.03			BOARD	POLICY
Elect Sandra J. Horning			✓	✗
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 01.04			BOARD	POLICY
Elect Kelly A. Kramer			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY



Elect Kevin E. Lofton



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 Harish Manwani



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 01.07

BOARD

POLICY

Elect Daniel P. O'Day



Proposer : Board

Daniel P. O'Day 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 01.08

BOARD

POLICY

Elect Javier J. Rodriguez



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Anthony Welters	✓	✗

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 02	BOARD	POLICY
Ratification of Auditor	✓	✓

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 03	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 04

BOARD      POLICY

Shareholder Proposal Regarding Independent Chair

✗

✓

Proposer : United Church Funds and co-filers

---

We note that the positions of Chairman and CEO are held by the same person. Furthermore, the Board has not demonstrated any intention of changing this practice. This type of proposal generally receives significant approval rates. Furthermore, this separation is an excellent governance practice. A vote in favour of the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Bayerische Motorenwerke AG (BMW)	MEETING DATE 2021-05-12 ,
COUNTRY Germany	RECORD DATE 2021-04-20
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES D12096109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	37000

ITEM	PROPOSAL	BOARD	POLICY
02	To Approve an Allocation of Profits/Dividends of EUR 1.90 per share	✓	✓
03	To grant a discharge of liability of the Management Board for the past fiscal year	✓	✓
04	To grant a discharge of liability of the Supervisory Board for the past fiscal year	✓	✓
05	To approve the Appointment of Auditor PricewaterhouseCooper.	✓	✓
06.01	Elect Marc Bitzer to the Supervisory Board	✓	✓
06.02	Elect Rachel Empey to the Supervisory Board	✓	✓
06.03	Elect Christoph Schmidt to the Supervisory Board	✓	✓
07	To approve the Remuneration Policy	✓	✗
08	To approve the Remuneration of the Supervisory Board	✓	✓
09.01	Amendment to articles regarding virtual participation to Annual General Meeting	✓	✓
09.02	Amendment to articles regarding Proof of Entitlement	✓	✓
09.03	Amendment to articles regarding Attendance to meetings	✓	✓
10	To approve Affiliation agreement with BMW BANK GMBH.	✓	✓

## PROXY ANALYSIS

ITEM 02	BOARD	POLICY
To Approve an Allocation of Profits/Dividends of EUR 1.90 per 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.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
To grant a discharge of liability of the Management Board for the past fiscal year			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
To grant a discharge of liability of the Supervisory Board for the past fiscal year			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 05			BOARD	POLICY
To approve the Appointment of Auditor PricewaterhouseCooper.			✓	✓
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.

<hr/>			Vote recorded	
ITEM 06.01			BOARD	POLICY

Elect Marc Bitzer to the Supervisory Board		✓	✓
Proposer : Board			
A vote in favour of the candidate was recorded.			
		Vote recorded	
ITEM 06.02		BOARD	POLICY
Elect Rachel Empey to the Supervisory Board		✓	✓
Proposer : Board			
A vote in favour of the candidate was recorded.			
		Vote recorded	
ITEM 06.03		BOARD	POLICY
Elect Christoph Schmidt to the Supervisory Board		✓	✓
Proposer : Board			
A vote in favour of the candidate was recorded.			
		Vote recorded	
ITEM 07		BOARD	POLICY
To approve the Remuneration Policy		✓	✗
Proposer : Board			



The executives' incentive pay is based on their performance over only one year. This encourages executives to focus on short-term results, to the potential detriment of the company's long-term performance. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 08			BOARD	POLICY
To approve the Remuneration of the Supervisory Board			<div>✓</div>	<div>✓</div>
Proposer : Board				

The remuneration of the members of the Supervisory Board meets the criteria of the policy. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 09.01			BOARD	POLICY
Amendment to articles regarding virtual participation to Annual General Meeting			<div>✓</div>	<div>✓</div>
Proposer : Board				

The amendments generally clarify the current articles or bylaws and are administrative. This proposal does not have a detrimental impact on shareholder interests. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 09.02			BOARD	POLICY
Amendment to articles regarding Proof of Entitlement			<div>✓</div>	<div>✓</div>
Proposer : Board				

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

<hr/>			Vote recorded	
ITEM 09.03			BOARD	POLICY

Amendment to articles regarding Attendance to meetings



Proposer : Board

The amendments generally clarify the current articles or bylaws and are administrative. This proposal does not have a detrimental impact on shareholder interests. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 10

BOARD

POLICY

To approve Affiliation agreement with BMW BANK GMBH.



Proposer : Board

Il est de la responsabilité du conseil de surveillance de décider de l'organisation financière entre l'entreprise et ses filiales. This proposal does not have a detrimental impact on shareholder interests. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Finning International Inc. (FTT)	MEETING DATE 2021-05-11,
COUNTRY Canada	RECORD DATE 2021-03-17
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 318071404

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	26100
160717027	Genus Fossil Free Canglobe Equity Fund	42500
160717016	Genus Fossil Free Dividend Equity Fund	49800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Vicki L. Avril	✓	✓
01.02	Elect James E.C. Carter	✓	✓
01.03	Elect Jacynthe Côté	✓	✓
01.04	Elect Nicholas Hartery	✓	
01.05	Elect Mary Lou Kelley	✓	✓
01.06	Elect Andrés Kuhlmann	✓	✓
01.07	Elect Harold N. Kvisle	✓	✓
01.08	Elect Stuart L. Levenick	✓	✓
01.09	Elect Kathleen M. O'Neill	✓	✓
01.10	Elect Christopher W. Patterson	✓	✓
01.11	Elect Edward R. Seraphim	✓	✓
01.12	Elect L. Scott Thomson	✓	✓
02	Appointment of Auditor and Authority to Set Fees	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Amended and Restated By-Law No.1	✓	✓
05	Advance Notice By-Law	✓	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Vicki L. Avril	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect James E.C. Carter	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Jacynthe Côté	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Nicholas Hartery	✓	

Proposer : Board

Nicholas Hartery is an executive of Prodigium LLC, 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Mary Lou Kelley	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Andrés Kuhlmann	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Harold N. Kvisle	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY

Elect Stuart L. Levenick		
Proposer : Board		

A vote in favour of the candidate was recorded.

ITEM 01.09		Vote recorded
Elect Kathleen M. O'Neill		
Proposer : Board		

A vote in favour of the candidate was recorded.

ITEM 01.10		Vote recorded
Elect Christopher W. Patterson		
Proposer : Board		

A vote in favour of the candidate was recorded.

ITEM 01.11		Vote recorded
Elect Edward R. Seraphim		
Proposer : Board		

A vote in favour of the candidate was recorded.



<hr/>			Vote recorded	
ITEM 01.12			BOARD	POLICY
Elect L. Scott Thomson			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02			BOARD	POLICY
Appointment of Auditor and Authority to Set Fees			✓	✓
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.

<hr/>			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 [Canadians, 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.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY

Amended and Restated By-Law No.1



Proposer : Board

The proposal aims to make changes to the corporate articles in order to reflect the rules governing the holding of general meetings. The amendments generally clarify the current articles or bylaws and are administrative. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 05

BOARD

POLICY

Advance Notice By-Law



Proposer : Board

This proposal requests the authorization to maintain the delay in calling special meetings to 15 days, while the proposal is to approve the pre-notification policy in order to provide shareholders, directors and executives a clear framework for nominating directors during a yearly or special shareholder meeting. The goal of the pre-notification policy is to ensure that shareholders have enough advanced notice to nominate directors and that they have enough time and information on all the nominees in order to cast an informed vote. This policy also establishes the shareholders' deadlines for submitting nominees to the Board of Directors before any yearly or special meeting and sets out the information that shareholders must include in their written notice to the company for all nominees to be eligible. For a yearly meeting, the notice to the company must not be less than 30 days or more than 65 days before the meeting date. For a special meeting, the notice must be given at the latest when offices close on the fifteenth day after the public announcement of the meeting date is issued. ch limits the time available to shareholders to prepare for the meeting. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER 3M Company (MMM)	MEETING DATE 2021-05-11,
COUNTRY United States	RECORD DATE 2021-03-16
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 88579Y101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	32200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Thomas K. Brown	✓	✗
01.02	Elect Pamela J. Craig	✓	✓
01.03	Elect David B. Dillon	✓	✗
01.04	Elect Michael L. Eskew	✓	✗
01.05	Elect James R. Fitterling	✓	✓
01.06	Elect Herbert L. Henkel	✓	✓
01.07	Elect Amy E. Hood	✓	✗
01.08	Elect Muhtar Kent	✓	✗
01.09	Elect Dambisa F. Moyo	✓	✗
01.10	Elect Gregory R. Page	✓	✓
01.11	Elect Michael F. Roman	✓	✗
01.12	Elect Patricia A. Woertz	✓	✓
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Amendment to the 2016 Long-Term Incentive Plan	✓	✗
05	Shareholder Proposal Regarding Employee Salary Considerations When Setting Executive Compensation	✗	✓
06	Shareholder Proposal Regarding Becoming a Public Benefit Corporation	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Thomas K. Brown	✓	✗
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 01.02	BOARD	POLICY
Elect Pamela J. Craig	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect David B. Dillon	✓	✗
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 01.04	BOARD	POLICY
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Elect Michael L. Eskew



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 James R. Fitterling



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06

BOARD

POLICY

Elect Herbert L. Henkel



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07

BOARD

POLICY

Elect Amy E. Hood



Proposer : Board

Amy Hood is an executive of Microsoft Corp, 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 01.08	BOARD	POLICY
Elect Muhtar Kent	✓	✗

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 Dambisa F. Moyo	✓	✗

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 Gregory R. Page	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.



<hr/>			Vote recorded	
ITEM 01.11			BOARD	POLICY
Elect Michael F. Roman			✓	✗
Proposer : Board				

Michael Roman 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.

<hr/>			Vote recorded	
ITEM 01.12			BOARD	POLICY
Elect Patricia A. Woertz			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02			BOARD	POLICY
Ratification of Auditor			✓	✓
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.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY

Advisory Vote on Executive Compensation



Proposer : Board

The CEO was paid more than 200 times the median pay of employees from the company. 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

Amendment to the 2016 Long-Term 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. A vote against the proposal was recorded.

Vote recorded

#### ITEM 05

BOARD

POLICY

Shareholder Proposal Regarding Employee Salary Considerations When Setting Executive Compensation



Proposer : United Steelworkers, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service, Workers International Union

The CEO was paid 308 times the pay of the company's median employee. Such large disparities in pay are not good for the company. They tend to foster a sense of unfairness, higher employee turnover and low productivity. [Company] would do well to revise its compensation structure to reflect the value of the contributions of all its employees. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 06

BOARD

POLICY

Shareholder Proposal Regarding Becoming a Public Benefit Corporation

Proposer : John Montgomery, en tant que fiduciaire de The

In August 2019, 181 CEOs of America's largest corporations, including that of 3M, overturned a 22-year-old policy statement that defined the purpose of a company as maximizing return for shareholders. Indeed, the CEOs of the Business Roundtable have adopted a new statement on the purpose of a company, according to which companies should not only serve their shareholders but also bring value to their customers, invest in employees, deal fairly with suppliers and support the communities in which they operate (<https://bit.ly/3rhLFj1>). However, the proponent believes that this statement is not enough and that the company's actions are not going in the right direction. The focus is always on the company and its shareholders, at the expense of other stakeholders. The proponent relies in particular on a study by Schroder that estimates that public companies create annual social and environmental costs equivalent to USD 2.2 trillion, in part due to pollution, climate change and employee stress (<https://bit.ly/2PTZGHe>). It is therefore essential that large companies realize the importance that their actions have for society. The proponent therefore requests that 3M update its certificate of incorporation to become a public benefit corporation, under the law of the State of Delaware, with the objective of promoting a sustainable global economy. The proposal, which aims to further support companies' commitments to sustainable development and to avoid financial and reputational risks, is in the interests of shareholders. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Cummins Inc. (CMI)	MEETING DATE 2021-05-11,
COUNTRY United States	RECORD DATE 2021-03-08
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 231021106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	5300
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	8700

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect N. Thomas Linebarger	✓	✗
01.02	Elect Robert J. Bernhard	✓	✗
01.03	Elect Franklin R. Chang Diaz	✓	✗
01.04	Elect Bruno V. Di Leo Allen	✓	✗
01.05	Elect Stephen B. Dobbs	✓	✗
01.06	Elect Carla A. Harris	✓	✓
01.07	Elect Robert K. Herdman	✓	✗
01.08	Elect Alexis M. Herman	✓	✗
01.09	Elect Thomas J. Lynch	✓	✗
01.10	Elect William I. Miller	✓	✗
01.11	Elect Georgia R. Nelson	✓	✗
01.12	Elect Kimberly A. Nelson	✓	✗
01.13	Elect Karen H. Quintos	✓	✗
02	Advisory Vote on Executive Compensation	✓	✗
03	To approve the Ratification of Auditor PwC	✓	✓
04	Shareholder Proposal Regarding Professional Services Allowance	✗	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect N. Thomas Linebarger	<div>✓</div>	<div>✗</div>

Proposer : Board

N. Thomas Linebarger 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 01.02	BOARD	POLICY
Elect Robert J. Bernhard	<div>✓</div>	<div>✗</div>

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 01.03	BOARD	POLICY
Elect Franklin R. Chang Diaz	<div>✓</div>	<div>✗</div>

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 01.04	BOARD	POLICY

Elect Bruno V. Di Leo Allen



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 Stephen B. Dobbs



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 Carla A. Harris



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07

BOARD

POLICY

Elect Robert K. Herdman



Proposer : Board



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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.

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Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Alexis M. Herman	✓	✗
Proposer : Board		

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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.

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Vote recorded		
ITEM 01.09	BOARD	POLICY
Elect Thomas J. Lynch	✓	✗
Proposer : Board		

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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.

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Vote recorded		
ITEM 01.10	BOARD	POLICY
Elect William I. Miller	✓	✗
Proposer : Board		

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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 01.11			BOARD	POLICY
Elect Georgia R. Nelson			✓	✗
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 01.12			BOARD	POLICY
Elect Kimberly A. Nelson			✓	✗
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 01.13			BOARD	POLICY
Elect Karen H. Quintos			✓	✗
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 02	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 03	BOARD	POLICY
To approve the Ratification of Auditor PwC	✓	✓
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
Shareholder Proposal Regarding Professional Services Allowance	✗	✓
Proposer : Board		

The proposal asks the compensation committee to stop covering the personal costs of company executives, including taxes and financial and estate planning. During 2019, each company executive received allocations ranging from USD 12,000 - 15,000 to cover these costs. Given that these executives received in 2020 between \$

3.8 and \$ 17.3 million, it would be preferable if the personal expenses mentioned above were not covered by the company. A vote in favour of the proposal was recorded.

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[Vote recorded](#)

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PROXY SUMMARY

ISSUER International Paper Company (IP)	MEETING DATE 2021-05-10 ,
COUNTRY United States	RECORD DATE 2021-03-11
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 460146103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	64000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Christopher M. Connor	✓	✓
01.02	Elect Ahmet Cemal Dorduncu	✓	✗
01.03	Elect Ilene S. Gordon	✓	✗
01.04	Elect Anders Gustafsson	✓	✓
01.05	Elect Jacqueline C. Hinman	✓	✓
01.06	Elect Clinton A. Lewis, Jr.	✓	✗
01.07	Elect D. G. Macpherson	✓	✗
01.08	Elect Kathryn D. Sullivan	✓	✗
01.09	Elect Mark S. Sutton	✓	✗
01.10	Elect Anton V. Vincent	✓	✗
01.11	Elect Raymond Guy Young	✓	✗
02	To approve the Ratification of Auditor Deloitte	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent	✗	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Christopher M. Connor	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Ahmet Cemal Dorduncu	✓	✗

Proposer : Board

He is the CEO of Akkök Group and sits on a total of 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 01.03	BOARD	POLICY
Elect Ilene S. Gordon	✓	✗

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 01.04	BOARD	POLICY
Elect Anders Gustafsson	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.



<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY
Elect Jacqueline C. Hinman			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.06			BOARD	POLICY
Elect Clinton A. Lewis, Jr.			<div>✓</div>	<div>✗</div>
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 01.07			BOARD	POLICY
Elect D. G. Macpherson			<div>✓</div>	<div>✗</div>
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 01.08			BOARD	POLICY

Elect Kathryn D. Sullivan



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 Mark S. Sutton



Proposer : Board

Mark S. Sutton 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 01.10

BOARD

POLICY

Elect Anton V. Vincent



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 01.11

BOARD

POLICY

Elect Raymond Guy Young

|  |  |

Proposer : Board

He is CFO of Archer-Daniels-Midland Company and sits on the Compensation Committee, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 02

BOARD POLICY

To approve the Ratification of Auditor Deloitte

|  |  |

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 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 Reducing Ownership Threshold Required to Act by Written Consent

|  |  |

Proposer : Shareholder not Disclosed

Allowing written consent only for shareholders who own more than 20% of the company's shares requires shareholders who do not have access to such a right to attend the annual meeting in order to express their opinions on a matter such as the withdrawal of a director or the closure of a shareholder rights plan. This requirement of the board of directors considerably restricts shareholders who want to bring change, especially when this practice is combined with a high threshold of shareholder participation to be able to call an extraordinary general meeting. In addition, more recently with virtual meetings, shareholders no longer have the opportunity to meet other shareholders in order to meet the required requirements. The proposal calls for the company to reduce the required stake to 10% of the shares. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

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Vote recorded

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PROXY SUMMARY


ISSUER IGM Financial Inc. (IGM)	MEETING DATE 2021-05-07 ,
COUNTRY Canada	RECORD DATE 2021-03-10
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 449586106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717016	Genus Fossil Free Dividend Equity Fund	29200
160717031	Genus Pooled Funds - 160717031	135700

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Marc A. Bibeau	✓	II
01.02	Elect Marcel R. Coutu	✓	II
01.03	Elect André Desmarais	✓	II
01.04	Elect Paul Desmarais, Jr.	✓	II
01.05	Elect Gary Doer	✓	II
01.06	Elect Susan Doniz	✓	✓
01.07	Elect Claude Généreux	✓	II
01.08	Elect Sharon Hodgson	✓	✓
01.09	Elect Sharon MacLeod	✓	✓
01.10	Elect Susan J. McArthur	✓	II
01.11	Elect John McCallum	✓	II
01.12	Elect R. Jeffrey Orr	✓	II
01.13	Elect James O' Sullivan	✓	II
01.14	Elect Gregory D. Tretiak	✓	II
01.15	Elect Beth Wilson	✓	✓
02	Appointment of Auditor	✓	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Marc A. Bibeau		
Proposer : Board		

He is an executive of Beauward Real Estate Inc., 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Marcel R. Coutu		
Proposer : Board		

He is an external member of the Board and sits on more than a total of five boards. The total number of boards on which the nominee serves is too high and could compromise his ability to serve shareholder interests adequately. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect André Desmarais		
Proposer : Board		

The chair of the board is not independent as he is the CEO of Power corporation of Canada which owns 58,9% of the company's stock. 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. Only 60 % of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. He has other significant types of economic relationships with a principal shareholder. In the absence of the option against, an abstention for the candidate was recorded.



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Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Paul Desmarais, Jr.		
Proposer : Board		

The chair of the board is not independent as he is the CEO of Power corporation of Canada which owns 58,9% of the company's stock. 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. Only 60 % of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. He has other significant types of economic relationships with a principal shareholder. In the absence of the option against, an abstention for the candidate was recorded.

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Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Gary Doer		
Proposer : Board		

The chair of the board is not independent as he is the CEO of Power corporation of Canada which owns 58,9% of the company's stock. 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. He is an external member of the Board and sits on more than a total of five boards. The total number of boards on which the nominee serves is too high and could compromise his ability to serve shareholder interests adequately. In the absence of the option against, an abstention for the candidate was recorded.

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Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Susan Doniz		
Proposer : Board		

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A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.07			BOARD	POLICY
Elect Claude Généreux				
Proposer : Board			<hr/>	

Only 60 % of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. Claude Généreux is not an independent director because he is an executive vice president of Power corporation. However he sits on the compensation committee, which should be made up entirely of independent directors. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.08			BOARD	POLICY
Elect Sharon Hodgson				
Proposer : Board			<hr/>	

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.09			BOARD	POLICY
Elect Sharon MacLeod				
Proposer : Board			<hr/>	

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
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ITEM 01.10	BOARD	POLICY
Elect Susan J. McArthur		
Proposer : Board		

The chair of the board is not independent as he is the CEO of Power corporation of Canada which owns 58,9% of the company's stock. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
Elect John McCallum		
Proposer : Board		

The chair of the board is not independent as he is the CEO of Power corporation of Canada which owns 58,9% of the company's stock. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.12	BOARD	POLICY
Elect R. Jeffrey Orr		
Proposer : Board		

Only 60 % of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. He is the chair of the board but he is not independent as he is the CEO of Power corporation of Canada which owns 58,9% of the company's stock. This arrangement creates potential conflicts of interest that are not in the best interests of the company or its shareholders. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.13			BOARD	POLICY
Elect James O' Sullivan				
Proposer : Board				

Only 60% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. James O'Sullivan is currently the chief executive officer of the firm. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.14			BOARD	POLICY
Elect Gregory D. Tretiak				
Proposer : Board				

Only 60% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. Gregory D. Tretiak is currently CFO of Power Corporation Canada.In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.15			BOARD	POLICY
Elect Beth Wilson				
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02			BOARD	POLICY

Appointment of Auditor



Proposer : Board

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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.

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Vote recorded

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PROXY SUMMARY

<b>ISSUER</b> TC Energy Corporation (TSE: TRP)	<b>MEETING DATE</b> 2021-05-07 ,
<b>COUNTRY</b> Canada	<b>RECORD DATE</b> 2021-03-22
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 87807B107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717031	Genus Pooled Funds - 160717031	99500

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Stéphan Crétier	✓	✓
01.02	Elect Michael R. Culbert	✓	✓
01.03	Elect Susan C. Jones	✓	✓
01.04	Elect Randy Limbacher	✓	✓
01.05	Elect John E. Lowe	✓	✓
01.06	Elect David MacNaughton	✓	✓
01.07	Elect François L. Poirier	✓	✓
01.08	Elect Una Power	✓	✓
01.09	Elect Mary Pat Salomone	✓	✓
01.10	Elect Indira V. Samarasekera	✓	✓
01.11	Elect D. Michael G. Stewart	✓	✓
01.12	Elect Siim A. Vanaselja	✓	✓
01.13	Elect Thierry Vandal	✓	✓
02	Appointment of Auditor and Authority to Set Fees	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Amendments to By-Law No. 1	✓	✓

## PROXY ANALYSIS



ITEM 01.01	BOARD	POLICY
Elect Stéphan Crétier	✓	✓
Proposer : Board		
A vote in favour of the candidate was recorded.		
		Vote recorded
ITEM 01.02	BOARD	POLICY
Elect Michael R. Culbert	✓	✓
Proposer : Board		
A vote in favour of the candidate was recorded.		
		Vote recorded
ITEM 01.03	BOARD	POLICY
Elect Susan C. Jones	✓	✓
Proposer : Board		
A vote in favour of the candidate was recorded.		
		Vote recorded
ITEM 01.04	BOARD	POLICY
Elect Randy Limbacher	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect John E. Lowe	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect David MacNaughton	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect François L. Poirier	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Una Power		



A vote in favour of the candidate was recorded.

**Vote recorded**

## POLICY



A vote in favour of the candidate was recorded.

**Vote recorded**

## POLICY



A vote in favour of the candidate was recorded.

**Vote recorded**

## POLICY



A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.12	BOARD	POLICY
Elect Siim A. Vanaselja	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.13	BOARD	POLICY
Elect Thierry Vandal	✓	✓
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	✓	✓
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 03	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✗

Proposer : Board

The CEO was paid more than 200 times the average pay of Canadians. 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

Amendments to By-Law No. 1



Proposer : Board

The amendments generally clarify the current articles or bylaws and are administrative. This proposal does not have a detrimental impact on shareholder interests. A vote in favour of the proposal was recorded.

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PROXY SUMMARY

ISSUER ABBvie Inc. (ABBV)	MEETING DATE 2021-05-07 ,
COUNTRY United States	RECORD DATE 2021-03-08
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES P3880F108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717060	Genus Pooled Funds - 160717060	18700

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Roxanne S. Austin	✓	✓
01.02	Elect Richard A. Gonzalez	✓	
01.03	Elect Rebecca B. Roberts	✓	✓
01.04	Elect Glenn F. Tilton	✓	✓
02	Ratification of Auditor	✓	✗
03	Advisory Vote on Executive Compensation	✓	
04	Amendment to the 2013 Incentive Stock Program	✓	✗
05	Amendment to the 2013 Employee Stock Purchase Plan	✓	✓
06	Elimination of Supermajority Requirement	✓	✓
07	Shareholder Proposal Regarding Lobbying Report	✗	✓
08	Shareholder Proposal Regarding Independent Chair	✗	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Roxanne S. Austin	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded



ITEM 01.02	BOARD	POLICY
Elect Richard A. Gonzalez		
Proposer : Board		

Richard A. Gonzales 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.In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Rebecca B. Roberts		
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Glenn F. Tilton		
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Ratification of Auditor		

Proposer : Board

Abbvie hired its auditors for tax, consulting and other services last year that made up more than one quarter of the auditors' total fees. The practice of hiring auditors to perform other work for the company compromises the independence of those auditors. At a minimum, two-thirds of an auditor's fees from the company should be for the annual audit. The proposal is not consistent with the policy. A vote against 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. In the absence of the option against, an abstention for the proposal was recorded.

Vote recorded

ITEM 04

BOARD

POLICY

Amendment to the 2013 Incentive Stock Program



Proposer : Board

The plan doesn't effectively align the interests of executives with those of shareholders and the plan does not meet all the policy criteria. The policy is opposed to share option plans for directors. The speculative nature of options could encourage directors to favour the short-term stock price at the expense of creating long-term value. The proposal is not consistent with the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 05

BOARD

POLICY

Amendment to the 2013 Employee Stock Purchase Plan



Proposer : Board

The proposed savings plan meets all of the policy criteria. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 06	BOARD	POLICY
Elimination of Supermajority Requirement	✓	✓
Proposer : Board		

This proposal asks that the level of votes required to adopt a proposal be decreased to 80% or to a simple majority, which is reasonable and in the shareholders' interest. The two-thirds majority is not required for decisions other than those concerning a public purchase offer or company reorganization. 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 Lobbying Report	✗	✓
Proposer : Zevin Asset Management, on behalf of William Creighton, and co-filers Benedictine Sisters of Virginia and Others		

Publishing a report on political contributions would be useful. In addition to creating legal risks related to the complexity of the relevant laws, political contributions create sizeable problems that can have repercussions on the value added. These companies obtain benefits at the expense of more effective strategies, such as investing in research and development. Charitable donations can also promote executives' interests without representing those of the company or its shareholders. It is in the shareholders' interest that the company disclose all information on its lobbying efforts, because there are risks to the company's reputation. The proposal is deemed reasonable. It is in shareholders' interest and could be produce at a low cost since the report would only be published on the company's website. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 08	BOARD	POLICY
Shareholder Proposal Regarding Independent Chair	✗	✓
Proposer : The Employees' Retirement System of Rhode Island, Common Spirit Health, and Vermont Pension Investment Committee		

The proposal requests that the roles of Chairman and CEO be made separate. The CEO also acts as Chairman. The Chairman's role of supervising management and his or her independence from management are compromised when the Chairman is also the company's CEO. This type of proposal generally receives significant approval rates. Furthermore, this separation is an excellent governance practice. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Deutsche Post AG (DPW)	MEETING DATE 2021-05-06 ,
COUNTRY Germany	RECORD DATE 2021-04-29
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES D19225107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	56000

ITEM	PROPOSAL	BOARD	POLICY
02	Allocation of Profits; Dividend : EUR 1.35	✓	✓
03	Ratification of Management Board Acts	✓	✓
04	Ratification of Supervisory Board Acts	✓	✓
05	Appointment of PwC as Auditor	✓	✓
06.01	Elect Ingrid Deltene	✓	✓
06.02	Elect Katja Windt	✓	✓
06.03	Elect Nikolaus von Bomhard	✓	✓
07	Increase in Authorised Capital	✓	✓
08	Authority to Repurchase and Reissue Shares	✓	✓
09	Authority to Repurchase Shares Using Equity Derivatives	✓	✓
10	Management Board Remuneration Policy	✓	✓
11	Supervisory Board Remuneration Policy	✓	✓

## PROXY ANALYSIS

ITEM 02	BOARD	POLICY
Allocation of Profits; Dividend : EUR 1.35	✓	✓
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.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
Ratification of Management Board Acts			<div>✓</div>	<div>✓</div>
Proposer : Board				

No concerns have been raised concerning the actions of the executives. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
Ratification of Supervisory Board Acts			<div>✓</div>	<div>✓</div>
Proposer : Board				

No concerns have been raised concerning the actions of the Supervisory board. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 05			BOARD	POLICY
Appointment of PwC as Auditor			<div>✓</div>	<div>✓</div>
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.

<hr/>			Vote recorded	
ITEM 06.01			BOARD	POLICY



Elect Ingrid Deltenre	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

		Vote recorded	
ITEM 06.02		BOARD	POLICY
Elect Katja Windt		✓	✓
Proposer : Board			

A vote in favour of the candidate was recorded.

		Vote recorded	
ITEM 06.03		BOARD	POLICY
Elect Nikolaus von Bomhard		✓	✓
Proposer : Board			

A vote in favour of the candidate was recorded.

		Vote recorded	
ITEM 07		BOARD	POLICY
Increase in Authorised Capital		✓	✓
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 or without pre-emptive rights, is lower than 20 % of outstanding shares. The increase in the authorized number of shares will give the company greater flexibility with regard to share issuance, which will allow it to benefit from increased financing. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 08	BOARD	POLICY		
Authority to Repurchase and Reissue Shares	✓	✓		
Proposer : Board				

It is the Board of Directors’ responsibility to make recommendations on the allotment of some of its share or share categories based on an analysis of the company’s needs and strategic opportunities. Shares that have been repurchased will not represent more than 10% of outstanding shares. All voting rights related to these shares are suspended and no dividend distribution is allowed. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 09	BOARD	POLICY		
Authority to Repurchase Shares Using Equity Derivatives	✓	✓		
Proposer : Board				

This proposal would allow the company to repurchase its shares using derivatives. There are advantages to doing this; compared to traditional share repurchases, it has less effect on corporate liquidity and cash flow than traditional share repurchases, and may benefit from more favourable accounting treatment. However, it also introduces a new source of financial risk for shareholders and may involve the company in betting against its own stock price. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 10	BOARD	POLICY		
Management Board Remuneration Policy	✓	✓		
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. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 11			BOARD	POLICY
Supervisory Board Remuneration Policy			✓	✓
Proposer : Board			<hr/>	

The remuneration of the members of the Supervisory Board meets the criteria of the policy. A vote in favour of the proposal was recorded.

<hr/>	Vote recorded
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PROXY SUMMARY

ISSUER Magna International Inc. (MGA)	MEETING DATE 2021-05-06 ,
COUNTRY Canada	RECORD DATE 2021-03-19
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 559222401

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	10000
160717027	Genus Fossil Free Canglobe Equity Fund	20500
160717025	Genus Pooled Funds - Canglobe Equity fund - 160717025	43300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Peter Guy Bowie	✓	✓
01.02	Elect Mary S. Chan	✓	⏸
01.03	Elect V. Peter Harder	✓	✓
01.04	Elect Seetarama S. Kotagiri	✓	✓
01.05	Elect Kurt J. Lauk	✓	⏸
01.06	Elect Robert F. MacLellan	✓	⏸
01.07	Elect Mary Lou Maher	✓	✓
01.08	Elect Cynthia A. Niekamp	✓	✓
01.09	Elect William A. Ruh	✓	✓
01.10	Elect Indira V. Samarasekera	✓	✓
01.11	Elect Lisa S. Westlake	✓	✓
01.12	Elect William L. Young	✓	✓
02	Appointment of Auditor and Authority to Set Fees	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Peter Guy Bowie	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Mary S. Chan		

Proposer : Board

She is the managing partner of VectoIQ LLP and sits on a total of more than two boards. The number of boards on which she sits is too high and could compromise her ability to adequately serve shareholder interest. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect V. Peter Harder		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Seetarama S. Kotagiri		

Proposer : Board

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY
Elect Kurt J. Lauk			<div>✓</div>	<div>  </div>
Proposer : Board				

He is the president of Globe CP Gmbh 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.

<hr/>			Vote recorded	
ITEM 01.06			BOARD	POLICY
Elect Robert F. MacLellan			<div>✓</div>	<div>  </div>
Proposer : Board				

Robert MacLellan is not an independent director because he is a representative of T. Rowe Price Group, Inc., a shareholder of the company, on the board of directors. However he sits on the audit committee, which should be made up entirely of independent directors. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.07			BOARD	POLICY
Elect Mary Lou Maher			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.08			BOARD	POLICY



Elect Cynthia A. Niekamp



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09

BOARD

POLICY

Elect William A. Ruh



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10

BOARD

POLICY

Elect Indira V. Samarasekera



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.11

BOARD

POLICY

Elect Lisa S. Westlake



Proposer : Board

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.12			BOARD	POLICY
Elect William L. Young			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02			BOARD	POLICY
Appointment of Auditor and Authority to Set Fees			✓	✓
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.

<hr/>			Vote recorded	
ITEM 03			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. Compensation includes a share-option plan that does not meet all of the policy criteria. The share option plan does not exclude consultants and other suppliers. A vote against the proposal was recorded.

<hr/>			Vote recorded	
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PROXY SUMMARY

ISSUER Interfor Corporation (TSE:IFP)	MEETING DATE 2021-05-06 ,
COUNTRY Canada	RECORD DATE 2021-03-09
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 45868C109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	21700
160717027	Genus Fossil Free Canglobe Equity Fund	76100

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Ian M. Fillinger	✓	✓
01.02	Elect Christopher R. Griffin	✓	✓
01.03	Elect Jeane L. Hull	✓	✓
01.04	Elect Rhonda D. Hunter	✓	✓
01.05	Elect Gordon H. MacDougall	✓	✓
01.06	Elect J. Eddie McMillan	✓	✓
01.07	Elect Thomas V. Milroy	✓	✓
01.08	Elect Gillian L. Platt	✓	✓
01.09	Elect Lawrence Sauder	✓	✓
01.10	Elect Curtis M. Stevens	✓	✓
01.11	Elect Douglas W.G. Whitehead	✓	✓
02	Appointment of KPMG as Auditor and Authority to Set Fees	✓	✓
03	Advisory Vote on Executive Compensation	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Ian M. Fillinger	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.02	BOARD	POLICY
Elect Christopher R. Griffin	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY
Elect Jeane L. Hull	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect Rhonda D. Hunter	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Gordon H. MacDougall		

	✓		✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06

BOARD	POLICY
-------	--------

Elect J. Eddie McMillan

	✓		✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07

BOARD	POLICY
-------	--------

Elect Thomas V. Milroy

	✓		✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08

BOARD	POLICY
-------	--------

Elect Gillian L. Platt

	✓		✓
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Proposer : Board

A vote in favour of the candidate was recorded.



<hr/>			Vote recorded	
ITEM 01.09			BOARD	POLICY
Elect Lawrence Sauder			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.10			BOARD	POLICY
Elect Curtis M. Stevens			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.11			BOARD	POLICY
Elect Douglas W.G. Whitehead			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02			BOARD	POLICY
Appointment of KPMG as Auditor and Authority to Set Fees			✓	✓

Proposer : Board

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

Vote recorded

ITEM 03

BOARD      POLICY

Advisory Vote on Executive Compensation



Proposer : Board

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

Vote recorded

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PROXY SUMMARY

ISSUER Parex Resources Inc. (PXT)	MEETING DATE 2021-05-06 ,
COUNTRY Canada	RECORD DATE 2021-03-22
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 69946Q104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	35400
160717025	Genus Pooled Funds - Canglobe Equity fund - 160717025	178900

ITEM	PROPOSAL	BOARD	POLICY
01	Board Size	✓	✓
02.01	Elect Lisa Colnett	✓	✓
02.02	Elect Sigmund L. Cornelius	✓	✓
02.03	Elect Robert Engbloom	✓	
02.04	Elect Wayne K. Foo	✓	
02.05	Elect Bob (G.R.) MacDougall	✓	✓
02.06	Elect Glenn A. McNamara	✓	
02.07	Elect Imad Mohsen	✓	✓
02.08	Elect Carmen Sylvain	✓	
02.09	Elect Paul Wright	✓	
03	Appointment of Auditor and Authority to Set Fees	✓	
04	Shareholder Protection Rights Plan Renewal	✓	✓
05	Advisory Vote on Executive Compensation	✓	✗

### PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Board Size	✓	✓

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 02.01	BOARD	POLICY
Elect Lisa Colnett	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.02	BOARD	POLICY
Elect Sigmund L. Cornelius	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.03	BOARD	POLICY
Elect Robert Engbloom	✓	
Proposer : Board		

The Chair of the board is a former CEO. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
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ITEM 02.04	BOARD	POLICY
Elect Wayne K. Foo		
Proposer : Board		

Wayne Koo is a former 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.In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 02.05	BOARD	POLICY
Elect Bob (G.R.) MacDougall		
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.06	BOARD	POLICY
Elect Glenn A. McNamara		
Proposer : Board		

He is the CEO Heritage Resources LP 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 02.07	BOARD	POLICY
Elect Imad Mohsen		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.08	BOARD	POLICY
Elect Carmen Sylvain		

Proposer : Board

The Chair of the board is a former CEO. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 02.09	BOARD	POLICY
Elect Paul Wright		

Proposer : Board

The Chair of the board is a former CEO. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
Appointment of Auditor and Authority to Set Fees		

Proposer : Board



More than 25% of the fees paid to the firm were for services other than financial auditing. In the absence of the option against, an abstention was recorded.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
Shareholder Protection Rights Plan Renewal				
Proposer : Board				

We support giving shareholders the right to vote on takeover defences. The adoption of these defences is often accompanied by a drop in stock prices, and can make it difficult to replace the board or management. For these reasons, these plans should be approved by shareholders before they are adopted. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 05			BOARD	POLICY
Advisory Vote on Executive Compensation				
Proposer : Board				

In the event of a change of control, the directors' employment contrat includes accelerated vesting of awards which goes against the policy. A vote against the proposal was recorded.

<hr/>			Vote recorded	
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PROXY SUMMARY

ISSUER Boise Cascade Co (NYSE:BCC)	MEETING DATE 2021-05-06 ,
COUNTRY United States	RECORD DATE 2021-03-08
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 09739D100

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717060	Genus Pooled Funds - 160717060	40700

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Nate Jorgensen	✓	✓
01.02	Elect Richard H. Fleming	✓	✓
01.03	Elect Mack L. Hogans	✓	✓
01.04	Elect Christopher J. McGowan	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of Auditor	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Nate Jorgensen	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Richard H. Fleming	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY
Elect Mack L. Hogans	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect Christopher J. McGowan	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✗
Proposer : Board		

The executives' incentive pay is based on their performance over only one year. This encourages executives to focus on short-term results, to the potential detriment of the company's long-term performance. A vote against the proposal was recorded.

Vote recorded		
ITEM 03	BOARD	POLICY
Ratification of Auditor	✓	✓

Proposer : Board

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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.

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Vote recorded

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PROXY SUMMARY

ISSUER HeidelbergCement AG (HEI)	MEETING DATE 2021-05-06 ,
COUNTRY Germany	RECORD DATE 2021-04-14
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES D31709104



POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	40200

ITEM	PROPOSAL	BOARD	POLICY
02	To approve an Allocation of Profits/Dividends of EUR 2.20 per share	✓	✓
03.01	Ratify Bernd Scheifele	✓	✓
03.02	Ratify Dominik von Achten	✓	✓
03.03	Ratify Lorenz Näger	✓	✓
03.04	Ratify Kevin Gluskie	✓	✓
03.05	Ratify Hakan Gurdal	✓	✓
03.06	Ratify Ernest Jelito	✓	✓
03.07	Ratify Jon Morrish	✓	✓
03.08	Ratify Chris Ward	✓	✓
04.01	Ratify Fritz-Jürgen Heckmann	✓	✓
04.02	Ratify Heinz Schmitt	✓	✓
04.03	Ratify Barbara Breuninger	✓	✓
04.04	Ratify Birgit Jochens	✓	✓
04.05	Ratify Ludwig Merckle	✓	✓
04.06	Ratify Tobias Merckle	✓	✓
04.07	Ratify Luka Mucic	✓	✓
04.08	Ratify Ines Ploss	✓	✓

04.09	Ratify Peter Riedel	✓	✓
04.10	Ratify Werner Schraeder	✓	✓
04.11	Ratify Margret Suckale	✓	✓
04.12	Ratify Marion Weissenberger-Eibl	✓	✓
05	To approve the Appointment of Auditor PwC	✓	✓
06	Authority to Repurchase and Reissue shares	✓	✓
07	Management Board Remuneration Policy	✓	✓
08	Supervisory Board Remuneration Policy	✓	✓
09	Amendments to Articles (SRD)	✓	✓
10	Amendments to Articles (Dividend in Kind)	✓	✓
11	Amendments to Articles (Supervisory Board Member Term)	✓	✓
12	Amendment to Previously-Approved Intra-Company Control Agreement	✓	✓

## PROXY ANALYSIS

ITEM 02	BOARD	POLICY
To approve an Allocation of Profits/Dividends of EUR 2.20 per 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.

<hr/>			Vote recorded	
ITEM 03.01			BOARD	POLICY
Ratify Bernd Scheifele			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 03.02			BOARD	POLICY
Ratify Dominik von Achten			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 03.03			BOARD	POLICY
Ratify Lorenz Näger			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 03.04			BOARD	POLICY
Ratify Kevin Gluskie			✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 03.05	BOARD	POLICY
Ratify Hakan Gurdal	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 03.06	BOARD	POLICY
Ratify Ernest Jelito	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 03.07	BOARD	POLICY
Ratify Jon Morrish	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 03.08	BOARD	POLICY
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Ratify Chris Ward	✓	✓
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Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04.01	BOARD	POLICY
Ratify Fritz-Jürgen Heckmann	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04.02	BOARD	POLICY
Ratify Heinz Schmitt	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04.03	BOARD	POLICY
Ratify Barbara Breuninger	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 04.04	BOARD	POLICY
Ratify Birgit Jochens	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 04.05	BOARD	POLICY
Ratify Ludwig Merckle	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 04.06	BOARD	POLICY
Ratify Tobias Merckle	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 04.07	BOARD	POLICY
Ratify Luka Mucic		

	✓	✓
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Proposer : Board

A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 04.08	BOARD	POLICY
Ratify Ines Ploss	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 04.09	BOARD	POLICY
Ratify Peter Riedel	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

---

Vote recorded

ITEM 04.10	BOARD	POLICY
Ratify Werner Schraeder	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.



<hr/>			Vote recorded	
ITEM 04.11			BOARD	POLICY
Ratify Margret Suckale			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04.12			BOARD	POLICY
Ratify Marion Weissenberger-Eibl			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 05			BOARD	POLICY
To approve the Appointment of Auditor PwC			✓	✓
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.

<hr/>			Vote recorded	
ITEM 06			BOARD	POLICY
Authority to Repurchase and Reissue shares			✓	✓

Proposer : Board

---

It is the Board of Directors' responsibility to make recommendations on the allotment of some of its share or share categories based on an analysis of the company's needs and strategic opportunities. The allotment of securities is acceptable given that it has a specific timeframe and is justified by sound business reasons. Shares that have been repurchased and not cancelled will not represent more than 10% of outstanding shares. A vote in favour of the proposal was recorded.

---

Vote recorded

ITEM 07

BOARD      POLICY

Management Board Remuneration Policy



Proposer : Board

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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. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 08

BOARD      POLICY

Supervisory Board Remuneration Policy



Proposer : Board

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The remuneration of the members of the Supervisory Board meets the criteria of the policy. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 09

BOARD      POLICY

Amendments to Articles (SRD)



Proposer : Board

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The amendments generally clarify the current articles or bylaws and are administrative. This proposal does not have a detrimental impact on shareholder interests. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 10			BOARD	POLICY
Amendments to Articles (Dividend in Kind)			✓	✓
Proposer : Board				

The possibility for shareholders to choose to receive shares in lieu of a dividend does not give rise to conflicts of interest. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 11			BOARD	POLICY
Amendments to Articles (Supervisory Board Member Term)			✓	✓
Proposer : Board				

This change will allow shareholders to decide, if necessary, to reduce the length of terms of office for members of the supervisory board. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 12			BOARD	POLICY
Amendment to Previously-Approved Intra-Company Control Agreement			✓	✓
Proposer : Board				

The proposal aims to make changes to the corporate articles in order to reflect the applicable legislation. This proposal does not have a detrimental impact on shareholder interests. A vote in favour of the proposal was recorded.

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PROXY SUMMARY

ISSUER Rio Tinto Ltd (ASX:RIO)	MEETING DATE 2021-05-06 ,
COUNTRY Australia	RECORD DATE 2021-05-04
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES Q81437107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	14100

ITEM	PROPOSAL	BOARD	POLICY
01	To receive the annual report	✓	✓
02	To approve the remuneration policy	✓	✓
03	To approve the remuneration report (implementation)	✓	✓
04	To approve the remuneration report	✓	✓
05	Elect Megan Clark	✓	✓
06	Elect Hinda Gharbi	✓	✓
07	Elect Simon Henry	✓	✓
08	Elect Sam Laidlaw	✓	✓
09	Elect Simon McKeon	✓	✓
10	Elect Jennifer Nason	✓	✓
11	Elect Jacob Stausholm	✓	✓
12	Elect Simon Thompson	✓	✓
13	Elect Ngaire Woods	✓	✓
14	Appointment of Auditor KPMG	✓	✓
15	Authority to Set Auditor's Fees	✓	✓
16	Authorisation of Political Donations	✓	✗
17	Global Employee Share Plan	✓	✓

18	Authority to Repurchase Shares	✓	✗
19	Shareholder proposal asking the company to set quantitative targets for reducing direct and indirect greenhouse gas (GHG) emissions and present a plan for achieving them.	✓	✓
20	Shareholder proposal on climate-related lobbying	✓	✓

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To receive the annual report	✓	✓
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 02	BOARD	POLICY
To approve the remuneration policy	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
To approve the remuneration report (implementation)	✓	✓
Proposer : Board		



A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 04	BOARD	POLICY
To approve the remuneration report	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 05	BOARD	POLICY
Elect Megan Clark	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 06	BOARD	POLICY
Elect Hinda Gharbi	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 07	BOARD	POLICY
Elect Simon Henry		

	✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 08	BOARD	POLICY
Elect Sam Laidlaw	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 09	BOARD	POLICY
Elect Simon McKeon	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 10	BOARD	POLICY
Elect Jennifer Nason	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 11	BOARD	POLICY
Elect Jacob Stausholm	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 12	BOARD	POLICY
Elect Simon Thompson	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 13	BOARD	POLICY
Elect Ngaire Woods	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 14	BOARD	POLICY
Appointment of Auditor KPMG	✓	✓

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.

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Vote recorded

ITEM 15

BOARD      POLICY

Authority to Set Auditor's Fees



Proposer : Board

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A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 16

BOARD      POLICY

Authorisation of Political Donations



Proposer : Board

---

Political contributions are a risky, controversial use of corporate funds that is best avoided. Political contributions may imply some degree of influence over the recipients, even if this is not explicit. These contributions may also leave companies open to pressure from political parties, candidates, or other organizations for additional contributions to political campaigns. A vote against the proposal was recorded.

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Vote recorded

ITEM 17

BOARD      POLICY

Global Employee Share Plan



Proposer : Board

---

A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 18

Authority to Repurchase Shares

BOARD POLICY



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. A vote against the proposal was recorded.

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Vote recorded

ITEM 19

Shareholder proposal asking the company to set quantitative targets for reducing direct and indirect greenhouse gas (GHG) emissions and present a plan for achieving them.

BOARD POLICY



Proposer : Board

---

A similar shareholder proposal achieved an approval rate of 35% in 2020, nearly 10 times its approval rate in 2019, demonstrating growing shareholder concerns about GHG emissions. Unlike in previous years, the Board of Directors supports the proposal, believing that the best solutions will come from working with the various stakeholders. By 2030, carbon dioxide emissions must fall by 45% compared to 2010 in order to keep global warming below 1.5 degrees Celsius. While the company has set reduction targets, the majority of its emissions are indirect Scope 3 emissions, generated by its iron ore buyers during the steel manufacturing process. The company has always claimed to have no control over these emission, but their position changed in 2021. It has established partnerships, updated its methodology for calculating Scope 3 emissions and set targets for these emissions, which is very encouraging. However, for the Intergovernmental Panel on Climate Change (IPCC), the fight against climate change requires, among other things, a reduction in emissions from industry, including those from the steel industry, of about 40% compared to 2010 levels by 2030 and more than 80% by 2050. As a result, there is increasing pressure on companies in these sectors to reduce and disclose their GHG emissions and set science-based emission reduction targets, which are aligned with the Paris Agreement. In this sense, 137 global financial institutions holding nearly \$20 trillion in assets, launched in October 2020 an appeal to companies emitting 25% of global GHG emissions, including Rio Tinto, to set targets in accordance with the Science Based Targets Initiative (SBTi) (<https://bit.ly/3selASB>). While Rio Tinto's vision has changed a lot over the past year, to avoid financial, regulatory, reputational, or divestment risks, it is necessary to push reduction targets and disclosure efforts. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 20

Shareholder proposal on climate-related lobbying

BOARD POLICY



Proposer : Board

The proposal calls on the company to improve its annual review of the industry associations with which it collaborates and, if breaches of the Paris Agreement are identified, to suspend its partnerships with the targeted associations for a period to be determined by the Board of Directors. Consistent with Rio Tinto's awareness of its role in limiting global warming, the Board of Directors supports the proposal. Scope 3 indirect emissions account for most of Rio Tinto's greenhouse gas (GHG) emissions. Until then, the company felt it had no control over the latter, but its position changed during 2020. Through numerous partnerships and new methodologies, it calculates and targets the reduction of Scope 3 emissions, the majority of which come from its iron ore buyers. By analyzing the impact of its partnerships on global warming and suspending those that would not be compatible with the Paris Agreement, Rio Tinto is holding itself and surrounding companies accountable for reducing its Scope 3 emissions. These climate lobbying efforts are in the best interests of the company and its shareholders. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

<b>ISSUER</b> Manulife Financial Corporation (MFC)	<b>MEETING DATE</b> 2021-05-06 ,
<b>COUNTRY</b> Canada	<b>RECORD DATE</b> 2021-03-10
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 56501R106/56501R601

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
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ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Nicole S Arnaboldi	✓	✓
01.02	Elect Guy L.T. Bainbridge	✓	✓
01.03	Elect Joseph P. Caron	✓	✓
01.04	Elect John M. Cassaday	✓	✓
01.05	Elect Susan F. Dabarno	✓	✓
01.06	Elect Julie E. Dickson	✓	✓
01.07	Elect Sheila S. Fraser	✓	✓
01.08	Elect Roy Gori	✓	✓
01.09	Elect Tsun-yan Hsieh	✓	✓
01.10	Elect Donald R. Lindsay	✓	⏸
01.11	Elect John R.V. Palmer	✓	✓
01.12	Elect C. James Prieur	✓	✓
01.13	Elect Andrea S. Rosen	✓	✓
01.14	Elect Leigh E. Turner	✓	⏸
02	Appointment of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Nicole S Arnaboldi	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Guy L.T. Bainbridge	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Joseph P. Caron	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect John M. Cassaday	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Susan F. Dabarno	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Julie E. Dickson	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Sheila S. Fraser	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Roy Gori		



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Tsun-yan Hsieh		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Donald R. Lindsay		

Proposer : Board

Donald R. Lindsay is an executive of Teck Resources Limited, 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
Elect John R.V. Palmer		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.12	BOARD	POLICY
Elect C. James Prieur	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.13	BOARD	POLICY
Elect Andrea S. Rosen	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.14	BOARD	POLICY
Elect Leigh E. Turner	✓	
Proposer : Board		

Leigh E. Turner is an executive of Ceridian HCM Holding Inc, 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 02	BOARD	POLICY

Appointment of Auditor



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 03

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

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## PROXY SUMMARY

ISSUER Great-West Lifeco Inc. (GWO)	MEETING DATE 2021-05-06 ,
COUNTRY Canada	RECORD DATE 2021-05-11
MEETING LOCATION	
MEETING TYPE Mix	SECURITIES 39138C106/39138C866

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717031	Genus Pooled Funds - 160717031	84500
160717016	Genus Fossil Free Dividend Equity Fund	90700



ITEM	PROPOSAL	BOARD	POLICY
01	Amendments to Articles Regarding Maximum Board Size	✓	✗
02.01	Elect Michael R. Amend	✓	✓
02.02	Elect Deborah J. Barrett	✓	✓
02.03	Elect Robin Bienfait	✓	✓
02.04	Elect Heather E. Conway	✓	✓
02.05	Elect Marcel R. Coutu	✓	
02.06	Elect André Desmarais	✓	
02.07	Elect Paul Desmarais, Jr.	✓	
02.08	Elect Gary A. Doer	✓	
02.09	Elect David G. Fuller	✓	✓
02.10	Elect Claude Généreux	✓	
02.11	Elect Elizabeth C. Lempres	✓	✓
02.12	Elect Paula B. Madoff	✓	
02.13	Elect Paul A. Mahon	✓	✓
02.14	Elect Susan J. McArthur	✓	✓
02.15	Elect R. Jeffrey Orr	✓	
02.16	Elect T. Timothy Ryan, Jr.	✓	

02.17	Elect Gregory D. Tretiak	✓	✓
02.18	Elect Siim A. Vanaselja	✓	✓
02.19	Elect Brian E. Walsh	✓	
03	Appointment of Auditor	✓	✓
04	Advisory Vote on Executive Compensation	✓	✗
05	Amendment to the Stock Option Plan	✓	✗
06	Amendments to By-Laws	✓	✓
07	To transact other business.	✓	✗

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Amendments to Articles Regarding Maximum Board Size	✓	✗

Proposer : Board

This proposal asks that the number of Board members be set at more than 15. However, the policy states that 5 to 17 members is the optimal range to ensure a board's effectiveness. The proposal is not consistent with the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 02.01	BOARD	POLICY
Elect Michael R. Amend	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.02	BOARD	POLICY
Elect Deborah J. Barrett	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.03	BOARD	POLICY
Elect Robin Bienfait	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.04	BOARD	POLICY
Elect Heather E. Conway	✓	✓
Proposer : Board		


A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.05	BOARD	POLICY
Elect Marcel R. Coutu	✓	

Proposer : Board

The chair of the board is not independent. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 02.06	BOARD	POLICY
Elect André Desmarais		

Proposer : Board

The chair of the board is not independent. 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. In the absence of the option against, an abstention for the candidate was recorded.


Vote recorded

ITEM 02.07	BOARD	POLICY
Elect Paul Desmarais, Jr.		

Proposer : Board

The chair of the board is not independent. 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. The nominee's attendance rate for the Board is less than 75%, without adequate reasons. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 02.08	BOARD	POLICY
Elect Gary A. Doer		

Proposer : Board

He is an external member of the Board and sits on more than a total of five boards. The total number of boards on which the nominee serves is too high and could compromise his ability to serve shareholder interests adequately. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 02.09	BOARD	POLICY
Elect David G. Fuller	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.10	BOARD	POLICY
Elect Claude Généreux	✓	

Proposer : Board

He is an executive of Power corp 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 02.11	BOARD	POLICY
Elect Elizabeth C. Lempres	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.12			BOARD	POLICY
Elect Paula B. Madoff				
Proposer : Board				

She is an external member of the Board and sits on more than a total of five boards. The total number of boards on which the nominee serves is too high and could compromise her ability to adequately serve shareholder interests. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.13			BOARD	POLICY
Elect Paul A. Mahon				
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.14			BOARD	POLICY
Elect Susan J. McArthur				
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.15			BOARD	POLICY
Elect R. Jeffrey Orr				

Proposer : Board

R. Jeffrey Orr is the chair of the board but he is not independent, as he is the CEO of Power corp, which owns more than 65% of the voting shares of the company. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 02.16	BOARD	POLICY
Elect T. Timothy Ryan, Jr.		

Proposer : Board

The chair of the board is not independent. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 02.17	BOARD	POLICY
Elect Gregory D. Tretiak		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.18	BOARD	POLICY
Elect Siim A. Vanaselja		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.19	BOARD	POLICY
Elect Brian E. Walsh	✓	
Proposer : Board		

The chair of the board is not independent. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
Appointment of Auditor	✓	✓
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
Advisory Vote on Executive Compensation	✓	✗
Proposer : Board		

The company does not disclose in a clear and detailed manner the specific criteria that underpin its performance-based compensation programs. A vote against the proposal was recorded.



<hr/>			Vote recorded	
ITEM 05			BOARD	POLICY
Amendment to the Stock Option Plan			✓	✗
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 vesting schedule is not in line with the 3 years stipulated in the policy. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 06			BOARD	POLICY
Amendments to By-Laws			✓	✓
Proposer : Board				

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

<hr/>			Vote recorded	
ITEM 07			BOARD	POLICY
To transact other business.			✓	✗
Proposer : Board				

This proposal is vague and its details are not known. A vote against the proposal was recorded.

<hr/>			Vote recorded	
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PROXY SUMMARY

ISSUER Cascades Inc. (CAS)	MEETING DATE 2021-05-06 ,
COUNTRY Canada	RECORD DATE 2021-03-15
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 146900105

[illegible]

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Alain Jean Pierre Lemaire	✓	
01.02	Elect Sylvie Lemaire	✓	
01.03	Elect Élise Pelletier	✓	✓
01.04	Elect Sylvie Vachon	✓	✓
01.05	Elect Mario Plourde	✓	✓
01.06	Elect Michelle A. Cormier	✓	
01.07	Elect Martin Couture	✓	
01.08	Elect Patrick Lemaire	✓	✓
01.09	Elect Hubert T. Lacroix	✓	
01.10	Elect Mélanie Dunn	✓	
01.11	Elect Nelson Gentiletti	✓	✓
01.12	Elect Elif Lévesque	✓	
02	To approve the Appointment of Auditor PwC and Authority to Set Fees	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Amendments to Articles	✓	✓
05	Shareholder Proposal Regarding Statement of Purpose	✗	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Alain Jean Pierre Lemaire		
Proposer : Board		

He is an executive 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.In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Sylvie Lemaire		
Proposer : Board		

Alain Jean Pierre Lemaire is Executive 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. Sylvie Lemaire is not an independent director because she is the niece of Alain Lemaire. However she sits on the nomination committee, which should be made up entirely of independent directors. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Élise Pelletier		
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Sylvie Vachon		

| ✓ | ✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Mario Plourde	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Michelle A. Cormier	✓	

Proposer : Board

Alain Jean Pierre Lemaire is Executive 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Martin Couture	✓	

Proposer : Board

He is an executive of Sanimax, 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Patrick Lemaire	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.09	BOARD	POLICY
Elect Hubert T. Lacroix	✓	
Proposer : Board		

Alain Jean Pierre Lemaire is Executive 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.10	BOARD	POLICY
Elect Mélanie Dunn	✓	
Proposer : Board		

She is the CEO of Cossette and sits on a total of more than two boards. The number of boards on which she sits is too high and could compromise her ability to adequately serve shareholder interest. She 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.11	BOARD	POLICY
Elect Nelson Gentiletti	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.12	BOARD	POLICY
Elect Elif Lévesque	✓	
Proposer : Board		

Alain Jean Pierre Lemaire is Executive 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. She is the CFO of NOMAD ROYALTY COMPANY LTD and sits on a total of more than two boards. The number of boards on which she sits is too high and could compromise her ability to adequately serve shareholder interest. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 02	BOARD	POLICY
To approve the Appointment of Auditor PwC and Authority to Set Fees	✓	✓
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.

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**Vote recorded****ITEM 03****BOARD** **POLICY**

Advisory Vote on Executive Compensation

**Proposer :** Board

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A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. Compensation includes a share-option plan that does not meet all of the policy criteria. In the event of a change of control, the directors' employment contract includes accelerated vesting of awards which goes against the policy. The company did not adopt a claw back policy. A vote against the proposal was recorded.

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**Vote recorded****ITEM 04****BOARD** **POLICY**

Amendments to Articles

**Proposer :** Board

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The amendments generally clarify the current articles or bylaws and are administrative. This proposal does not have a detrimental impact on shareholder interests. A vote in favour of the proposal was recorded.

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**Vote recorded****ITEM 05****BOARD** **POLICY**

Shareholder Proposal Regarding Statement of Purpose

**Proposer :** Mouvement d'éducation et de défense des actionnaires

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In August 2019, 181 CEOs of America's largest corporations overturned a 22-year-old policy statement that defined the purpose of a company as maximizing return for shareholders. Indeed, the CEOs of the Business Roundtable have adopted a new statement on the purpose of a company, according to which companies should not only serve their shareholders, but also bring value to their customers, invest in employees, deal fairly with suppliers and support the communities in which they operate. In 2020, a year of unprecedented crisis, Business Roundtable member companies invested in workers, played a leading role in fighting the pandemic, and supported the communities where they operate. Companies have strongly demonstrated their commitment to working for the benefit of all stakeholders in current crises, proving their major role within society (<https://bit.ly/3rhLFj1>). Given these elements, MÉDAC believes that the purpose of a company can not be limited to

the single pursuit of profit. It defines it as the way for a company to play a role in society beyond its sole economic activity. For this notion to become a concrete reality, it believes that it must find tangible expression in the governance practices of institutions and that actions supporting its realization must be coordinated by a committee. The proponent, therefore, asks the company to specify its purpose and to entrust one of the committees of the board of directors with the mandate of monitoring the deployment of policies, commitments, and initiatives implemented to materialize this new strategic orientation, particularly in the areas of health, the environment, human resources and relations with stakeholders. A practice that would be beneficial for all stakeholders in the company, but also for the rest of society. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Tractor Supply Company (TSCO)	MEETING DATE 2021-05-06 ,
COUNTRY United States	RECORD DATE 2021-03-09
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 892356106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	24800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Cynthia T. Jamison	✓	✓
01.02	Elect Joy Brown	✓	✓
01.03	Elect Ricardo Cardenas	✓	✓
01.04	Elect Denise L. Jackson	✓	✓
01.05	Elect Thomas A. Kingsbury	✓	✓
01.06	Elect Ramkumar Krishnan	✓	✓
01.07	Elect Edna K. Morris	✓	✓
01.08	Elect Mark J. Weikel	✓	✓
01.09	Elect Harry A. Lawton III	✓	✓
02	To approve the Ratification of Auditor Ernst & Young	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder Proposal Regarding Becoming a Public Benefit Corporation	✗	✓

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Cynthia T. Jamison	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.02			BOARD	POLICY
Elect Joy Brown			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.03			BOARD	POLICY
Elect Ricardo Cardenas			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.04			BOARD	POLICY
Elect Denise L. Jackson			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY
Elect Thomas A. Kingsbury			✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Ramkumar Krishnan	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Edna K. Morris	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Mark J. Weikel	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
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Elect Harry A. Lawton III



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 02

BOARD

POLICY

To approve the Ratification of Auditor Ernst & Young



Proposer : Board

More than 75% of the fees paid to the firm were for financial auditing services. The proposal is consistent with the policy. 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

#### ITEM 04

BOARD

POLICY

Shareholder Proposal Regarding Becoming a Public Benefit Corporation



Proposer : ND

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The CEOs of the Business Roundtable have adopted a new statement on the purpose of a company, according to which companies should not only serve their shareholders but also bring value to their customers, invest in employees, deal fairly with suppliers and support the communities in which they operate (<https://bit.ly/3rhLFj1>). The proponent therefore requests that the company update its certificate of incorporation to become a public benefit corporation, under the law of the State of Delaware, with the objective of promoting a sustainable global economy. The proposal, which aims to further support companies' commitments to sustainable development and to avoid financial and reputational risks, is in the interests of shareholders. A vote in favour of the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

<b>ISSUER</b> Cadence Design Systems Inc. (NASDAQ:CDNS)	<b>MEETING DATE</b> 2021-05-06 ,
<b>COUNTRY</b> United States	<b>RECORD DATE</b> 2021-03-08
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 127387108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	6700
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	11000
160717026	Genus Canglobe Equity fund - 160717026	17100

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Mark W. Adams	✓	✗
01.02	Elect Ita M. Brennan	✓	✓
01.03	Elect Lewis Chew	✓	✓
01.04	Elect Julia Liuson	✓	✓
01.05	Elect James D. Plummer	✓	✓
01.06	Elect Alberto Sangiovanni-Vincentelli	✓	✗
01.07	Elect John B. Shoven	✓	✓
01.08	Elect Young K. Sohn	✓	✓
01.09	Elect Lip-Bu Tan	✓	✗
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of Auditor	✓	✓
04	Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent	✗	✓

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Mark W. Adams	✓	✗

Proposer : Board

He is the CEO SMART GolbalHoldings, Inc. 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.

<hr/>			Vote recorded	
ITEM 01.02			BOARD	POLICY
Elect Ita M. Brennan			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.03			BOARD	POLICY
Elect Lewis Chew			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.04			BOARD	POLICY
Elect Julia Liuson			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY

Elect James D. Plummer		
<b>Proposer : Board</b>		

A vote in favour of the candidate was recorded.

<b>ITEM 01.06</b>		<b>Vote recorded</b>
Elect Alberto Sangiovanni-Vincentelli		
<b>Proposer : Board</b>		

Alberto Sangiovanni-Vincentelli is not an independent director because he is the co-founder of the Company's predecessor. However he sits on the Nomination committee, which should be made up entirely of independent directors. A vote against the candidate was recorded.

<b>ITEM 01.07</b>		<b>Vote recorded</b>
Elect John B. Shoven		
<b>Proposer : Board</b>		

A vote in favour of the candidate was recorded.

<b>ITEM 01.08</b>		<b>Vote recorded</b>
Elect Young K. Sohn		
<b>Proposer : Board</b>		

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.09			BOARD	POLICY
Elect Lip-Bu Tan				
Proposer : Board				

He is the CEO of this company 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.

<hr/>			Vote recorded	
ITEM 02			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.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
Ratification of Auditor				
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.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY



Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent



Proposer : John Chevedden

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The current requirement that shareholders own 25% of the company's shares in order to call a special meeting creates a nearly-insurmountable obstacle to what should be a right of shareholders. The proposed 10% requirement is easier to achieve but still high enough to discourage anyone from misusing the procedure. A vote in favour of the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Cognex Corporation (NASDAQ:CGNX)	MEETING DATE 2021-05-05 ,
COUNTRY United States	RECORD DATE 2021-03-11
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 192422103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	12900

ITEM	PROPOSAL	BOARD	POLICY
01	Elect Sachin S. Lawande	✓	✓
02	To approve the Ratification of Auditor Grant Thornton	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Elect Sachin S. Lawande	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
To approve the Ratification of Auditor Grant Thornton	✓	✓

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 03	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✗

Proposer : Board

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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. In the event of a change of control, the directors' employment contract includes accelerated vesting of awards which goes against the policy. A vote against the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Sun Life Financial Inc. (SLF)	MEETING DATE 2021-05-05 ,
COUNTRY Canada	RECORD DATE 2021-03-12
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 866796105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	5800
160717016	Genus Fossil Free Dividend Equity Fund	11800
160717027	Genus Fossil Free Canglobe Equity Fund	43900

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect William D. Anderson	✓	✓
01.02	Elect Deepak Chopra	✓	✓
01.03	Elect Dean A. Connor	✓	✓
01.04	Elect Stephanie L. Coyles	✓	✓
01.05	Elect Martin J. G. Glynn	✓	✓
01.06	Elect Ashok K. Gupta	✓	✓
01.07	Elect M. Marianne Harris	✓	✓
01.08	Elect David H. Y. Ho	✓	✓
01.09	Elect James M. Peck	✓	✓
01.10	Elect Scott F. Powers	✓	✓
01.11	Elect Kevin D. Strain	✓	✓
01.12	Elect Barbara G. Stymiest	✓	✓
02	Appointment of Auditor	✓	✓
03	Amendment to By-Law No. 1 Regarding Maximum Board Compensation	✓	✓
04	Advisory Vote on Executive Compensation	✓	✗

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY



Elect William D. Anderson		
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Deepak Chopra		
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Dean A. Connor		
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Stephanie L. Coyles		
Proposer : Board		

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY
Elect Martin J. G. Glynn			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.06			BOARD	POLICY
Elect Ashok K. Gupta			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.07			BOARD	POLICY
Elect M. Marianne Harris			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.08			BOARD	POLICY
Elect David H. Y. Ho			✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect James M. Peck	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Scott F. Powers	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
Elect Kevin D. Strain	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.12	BOARD	POLICY
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Elect Barbara G. Stymiest	✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Appointment of Auditor	✓	✓

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 03	BOARD	POLICY
Amendment to By-Law No. 1 Regarding Maximum Board Compensation	✓	✓

Proposer : Board

The Board of Directors proposes to increase the total remuneration of directors from CAD 1.6 million to CAD 2.6 million. This increase will allow more flexibility in the size of the board of directors and will help attract more qualified directors. The submitted changes are not detrimental to the shareholders' interests. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✗

Proposer : Board

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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.

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Vote recorded

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PROXY SUMMARY

ISSUER Enbridge Inc. (ENB)	MEETING DATE 2021-05-05 ,
COUNTRY Canada	RECORD DATE 2021-03-09
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 29250N105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	26100
160717025	Genus Pooled Funds - Canglobe Equity fund - 160717025	171000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Pamela L. Carter	✓	
01.02	Elect Marcel R. Coutu	✓	✓
01.03	Elect Susan M. Cunningham	✓	✓
01.04	Elect Gregory L. Ebel	✓	
01.05	Elect J. Herb England	✓	
01.06	Elect Gregory J. Goff	✓	
01.07	Elect V. Maureen Kempston Darkes	✓	✓
01.08	Elect Teresa S. Madden	✓	
01.09	Elect Al Monaco	✓	✓
01.10	Elect Stephen S. Poloz	✓	✓
01.11	Elect Dan C. Tutcher	✓	✓
02	Appointment of Auditor and Authority to Set Fees	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Pamela L. Carter	✓	

Proposer : Board



The chair of the board is a former CEO of Spectra Energy which have been acquired by the company in 2017. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.02	BOARD	POLICY
Elect Marcel R. Coutu	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY
Elect Susan M. Cunningham	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect Gregory L. Ebel	✓	
Proposer : Board		

Gregory L. Ebel is the chair of the board and former CEO of Spectra Energy which have been acquired by the company in 2017. This nominee is not deemed independent according to the policy. This arrangement creates potential conflicts of interest that are not in the best interests of the company or its shareholders. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY
Elect J. Herb England			<div>✓</div>	<div>  </div>
Proposer : Board				

The chair of the board is a former CEO of Spectra Energy which have been acquired by the company in 2017. 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. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.06			BOARD	POLICY
Elect Gregory J. Goff			<div>✓</div>	<div>  </div>
Proposer : Board				

The chair of the board is a former CEO of Spectra Energy which have been acquired by the company in 2017. 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. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.07			BOARD	POLICY
Elect V. Maureen Kempston Darkes			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.08			BOARD	POLICY
Elect Teresa S. Madden			<div>✓</div>	<div>  </div>
Proposer : Board			<hr/>	

The chair of the board is a former CEO of Spectra Energy which have been acquired by the company in 2017. 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. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.09			BOARD	POLICY
Elect Al Monaco			<div>✓</div>	<div>✓</div>
Proposer : Board			<hr/>	

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.10			BOARD	POLICY
Elect Stephen S. Poloz			<div>✓</div>	<div>✓</div>
Proposer : Board			<hr/>	

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.11			BOARD	POLICY

Elect Dan C. Tutcher



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



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 03

BOARD

POLICY

Advisory Vote on Executive Compensation



Proposer : Board

The CEO was paid more than 200 times the average pay of Canadians. 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. 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

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PROXY SUMMARY

ISSUER NVR Inc. (NYSE:NVR)	MEETING DATE 2021-05-05 ,
COUNTRY United States	RECORD DATE 2021-03-02
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 62944T105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	200
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	400

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Dwight C. Schar	✓	✗
01.02	Elect C. E. Andrews	✓	✓
01.03	Elect Sallie B. Bailey	✓	✓
01.04	Elect Thomas D. Eckert	✓	✓
01.05	Elect Alfred E. Festa	✓	✗
01.06	Elect Manuel H. Johnson	✓	✓
01.07	Elect Alexandra A. Jung	✓	✗
01.08	Elect Mel Martinez	✓	✗
01.09	Elect William A. Moran	✓	✓
01.10	Elect David A. Preiser	✓	✗
01.11	Elect W. Grady Rosier	✓	✓
01.12	Elect Susan Williamson Ross	✓	✗
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Dwight C. Schar	✓	✗



Proposer : Board

Dwight C. Schar is the chair of the board but he is not independent according to the company as he is a former Executive. 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.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect C. E. Andrews	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Sallie B. Bailey	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Thomas D. Eckert	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY
Elect Alfred E. Festa			✓	✗
Proposer : Board				

The chair of the board is not independent. 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 01.06			BOARD	POLICY
Elect Manuel H. Johnson			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.07			BOARD	POLICY
Elect Alexandra A. Jung			✓	✗
Proposer : Board				

The chair of the board is not independent. 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 01.08			BOARD	POLICY

Elect Mel Martinez



Proposer : Board

The chair of the board is not independent. 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 William A. Moran



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 01.10

BOARD

POLICY

Elect David A. Preiser



Proposer : Board

The chair of the board is not independent. 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 01.11

BOARD

POLICY

Elect W. Grady Rosier



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.12	BOARD	POLICY
Elect Susan Williamson Ross	✓	✗

Proposer : Board

The chair of the board is not independent. 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 02	BOARD	POLICY
Ratification of Auditor	✓	✓

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 03	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✗

Proposer : Board

The executives' incentive pay is based on their performance over only one year. This encourages executives to focus on short-term results, to the potential detriment of the company's long-term performance. A vote against the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Parkland Corporation (TSE: PKI)	MEETING DATE 2021-05-04 ,
COUNTRY Canada	RECORD DATE 2021-03-19
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 70137W108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	18800
160717025	Genus Pooled Funds - Canglobe Equity fund - 160717025	62600
160717031	Genus Pooled Funds - 160717031	90200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect John F. Bechtold	✓	✓
01.02	Elect Lisa Colnett	✓	✓
01.03	Elect Robert Espey	✓	⏸
01.04	Elect Timothy W. Hogarth	✓	⏸
01.05	Elect Jim Pantelidis	✓	✓
01.06	Elect Domenic Pilla	✓	✓
01.07	Elect Steven Richardson	✓	✓
01.08	Elect David A. Spencer	✓	✓
01.09	Elect Deborah Stein	✓	⏸
02	Appointment of PwC as Auditor and Authority to Set Fees	✓	✓
03	Advisory Vote on Executive Compensation	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect John F. Bechtold	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded



ITEM 01.02	BOARD	POLICY
Elect Lisa Colnett		
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Robert Espey		
Proposer : Board		

He is the CEO of this company 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 01.04	BOARD	POLICY
Elect Timothy W. Hogarth		
Proposer : Board		

He is the CEO of Pioneer Group Inc 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 01.05	BOARD	POLICY
Elect Jim Pantelidis		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Domenic Pilla	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Steven Richardson	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect David A. Spencer	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
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Elect Deborah Stein



Proposer : Board

She is an external member of the Board and sits on more than a total of five boards. The total number of boards on which the nominee serves is too high and could compromise her ability to adequately serve shareholder interests. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

## ITEM 02

BOARD

POLICY

Appointment of PwC as Auditor and Authority to Set Fees



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 03

BOARD

POLICY

Advisory Vote on Executive Compensation



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. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER New Gold Inc. (NGD)	MEETING DATE 2021-05-04 ,
COUNTRY Canada	RECORD DATE 2021-03-15
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 644535106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	112900

ITEM	PROPOSAL	BOARD	POLICY
01	Board Size	✓	✓
02.01	Elect Renaud Adams	✓	⏸
02.02	Elect Geoffrey Chater	✓	✓
02.03	Elect Nicholas Chirekos	✓	✓
02.04	Elect Gillian Davidson	✓	✓
02.05	Elect James Gowans	✓	✓
02.06	Elect Thomas McCulley	✓	✓
02.07	Elect Margaret Mulligan	✓	✓
02.08	Elect Ian Pearce	✓	✓
02.09	Elect Marilyn Schonberner	✓	✓
03	Appointment of Auditor and Authority to Set Fees	✓	✓
04	Advisory Vote on Executive Compensation	✓	✗

### PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Board Size	✓	✓
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.

<hr/>			Vote recorded	
ITEM 02.01			BOARD	POLICY
Elect Renaud Adams			<div>✓</div>	<div>  </div>
Proposer : Board				

He is the CEO of this company 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.

<hr/>			Vote recorded	
ITEM 02.02			BOARD	POLICY
Elect Geoffrey Chater			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.03			BOARD	POLICY
Elect Nicholas Chirekos			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.04			BOARD	POLICY



Elect Gillian Davidson	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded	
ITEM 02.05	
Elect James Gowans	
Proposer : Board	

A vote in favour of the candidate was recorded.

Vote recorded	
ITEM 02.06	
Elect Thomas McCulley	
Proposer : Board	

A vote in favour of the candidate was recorded.

Vote recorded	
ITEM 02.07	
Elect Margaret Mulligan	
Proposer : Board	

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.08	BOARD	POLICY
Elect Ian Pearce	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.09	BOARD	POLICY
Elect Marilyn Schonberner	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 03	BOARD	POLICY
Appointment of Auditor and Authority to Set Fees	✓	✓
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
Advisory Vote on Executive Compensation	✓	✗

Proposer : Board

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Under this plan, long-term bonuses could be based on share price alone. Share price is not a fair measure of performance, because it can rise or fall for reasons that are beyond the control of any executive or the company as a whole. A vote against the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Ero Copper Corporation (TSE:ERO)	MEETING DATE 2021-05-04 ,
COUNTRY Canada	RECORD DATE 2021-03-12
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 296006109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	12100

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Christopher Noel Dunn	✓	
01.02	Elect David Strang	✓	✓
01.03	Elect Lyle Braaten	✓	
01.04	Elect Steven Busby	✓	
01.05	Elect Sally Eyre	✓	
01.06	Elect Robert Getz	✓	
01.07	Elect Chantal Gosselin	✓	✓
01.08	Elect John Wright	✓	✓
01.09	Elect Matthew Wubs	✓	✓
02	Appointment of Auditor and Authority to Set Fees	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Christopher Noel Dunn	✓	
Proposer : Board		

The chair of the board is not independent as he is the co founder and executive chair of the company. 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. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.02			BOARD	POLICY
Elect David Strang				
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.03			BOARD	POLICY
Elect Lyle Braaten				
Proposer : Board				

The chair of the board is not independent as he is the co founder and executive chair of the company. 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. Lyle Braaten is an executive of Lumina Gold Corp., Luminex Resources Corp, and Miedzi Copper Corp. and sits on more than 2 boards in total. The total number of boards on which the nominee serves is too high and could compromise his ability to serve shareholder interests adequately. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.04			BOARD	POLICY
Elect Steven Busby				
Proposer : Board				

The chair of the board is not independent as he is the co founder and executive chair of the company. 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. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY
Elect Sally Eyre				
Proposer : Board				

The chair of the board is not independent as he is the co founder and executive chair of the company. 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. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.06			BOARD	POLICY
Elect Robert Getz				
Proposer : Board				

The chair of the board is not independent as he is the co founder and executive chair of the company. 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. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.07			BOARD	POLICY
Elect Chantal Gosselin				
Proposer : Board				



A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect John Wright	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.09	BOARD	POLICY
Elect Matthew Wubs	✓	✓
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	✓	✓
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 03	BOARD	POLICY



Proposer : Board

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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. A vote against the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

<b>ISSUER</b> Transalta Corporation (TA)	<b>MEETING DATE</b> 2021-05-04 ,
<b>COUNTRY</b> Canada	<b>RECORD DATE</b> 2021-03-24
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual and extraordinary	<b>SECURITIES</b> 89346D107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	24500

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Rona H. Ambrose	✓	✓
01.02	Elect John P. Dielwart	✓	✓
01.03	Elect Alan J. Fohrer	✓	✓
01.04	Elect Laura W. Folse	✓	✓
01.05	Elect Harry Goldgut	✓	✓
01.06	Elect John H. Kousinioris	✓	✓
01.07	Elect Thomas M. O'Flynn	✓	✓
01.08	Elect Beverlee F. Park	✓	✓
01.09	Elect Bryan D. Pinney	✓	✓
01.10	Elect James Reid	✓	⏸
01.11	Elect Sandra R. Sharman	✓	⏸
01.12	Elect Sarah A. Slusser	✓	✓
02	Appointment of Auditor and Authority to Set Fees	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Approval of the Share Unit Plan	✓	✗
05	Amendment to the Stock Option Plan	✓	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Rona H. Ambrose	✓	✓
Proposer : Board		
A vote in favour of the candidate was recorded.		
		Vote recorded
ITEM 01.02	BOARD	POLICY
Elect John P. Dielwart	✓	✓
Proposer : Board		
A vote in favour of the candidate was recorded.		
		Vote recorded
ITEM 01.03	BOARD	POLICY
Elect Alan J. Fohrer	✓	✓
Proposer : Board		
A vote in favour of the candidate was recorded.		
		Vote recorded
ITEM 01.04	BOARD	POLICY
Elect Laura W. Folse	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Harry Goldgut	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect John H. Kousinioris	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Thomas M. O'Flynn	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Beverlee F. Park		



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Bryan D. Pinney		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect James Reid		

Proposer : Board

James Reid is an executive of Brookfield Private Equity Group., 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 01.11	BOARD	POLICY
Elect Sandra R. Sharman		

Proposer : Board



Sandra R. Sharman is an executive of CIBC, 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. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.12			BOARD	POLICY
Elect Sarah A. Slusser			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02			BOARD	POLICY
Appointment of Auditor and Authority to Set Fees			✓	✓
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.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
Advisory Vote on Executive Compensation			✓	✗
Proposer : Board				

The company does not disclose in a clear and detailed manner the specific criteria that underpin its performance-based compensation programs. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
Approval of the Share Unit Plan				
Proposer : Board				

The bonuses awarded under this plan are not based on performance. This makes the bonuses ineffective as incentives for executives to do a good job. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 05			BOARD	POLICY
Amendment to the Stock 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 proposal calls for a reduction of 2 million in the number of stock options provided for in the plan. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
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PROXY SUMMARY

ISSUER Barrick Gold Corporation (ABX)	MEETING DATE 2021-05-04 ,
COUNTRY Canada	RECORD DATE 2021-03-05
MEETING LOCATION	
MEETING TYPE Mix	SECURITIES 67901108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	26200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect D. Mark Bristow	✓	✓
01.02	Elect Gustavo A. Cisneros	✓	⏸
01.03	Elect Christopher L. Coleman	✓	⏸
01.04	Elect J. Michael Evans	✓	✓
01.05	Elect Brian L. Greenspun	✓	⏸
01.06	Elect J. Brett Harvey	✓	✓
01.07	Elect Anne Kabagambe	✓	✓
01.08	Elect Andrew J. Quinn	✓	✓
01.09	Elect Loreto Silva Rojas	✓	⏸
01.10	Elect John L. Thornton	✓	⏸
02	Appointment of Auditor and Authority to Set Fees	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Stated Capital Reduction	✓	✓

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect D. Mark Bristow	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 01.02			BOARD	POLICY
Elect Gustavo A. Cisneros			<div>✓</div>	<div>  </div>
Proposer : Board				

The chair of the board is an executive Chair. 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. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.03			BOARD	POLICY
Elect Christopher L. Coleman			<div>✓</div>	<div>  </div>
Proposer : Board				

The chair of the board is an executive Chair. 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. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.04			BOARD	POLICY
Elect J. Michael Evans			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Brian L. Greenspun		
Proposer : Board		

The chair of the board is an executive Chair. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect J. Brett Harvey		
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Anne Kabagambe		
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY

Elect Andrew J. Quinn



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 01.09

BOARD

POLICY

Elect Loreto Silva Rojas



Proposer : Board

The chair of the board is an executive Chair. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

#### ITEM 01.10

BOARD

POLICY

Elect John L. Thornton



Proposer : Board

John L. Thornton is an executive Chair of the board. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

#### ITEM 02

BOARD

POLICY

Appointment of Auditor and Authority to Set Fees



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.

<hr/>			Vote recorded	
ITEM 03			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.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
Stated Capital Reduction			✓	✓

Proposer : Board

The cancellation of repurchased shares results in a share-capital reduction.This is a way of restoring assets to shareholders when liquidities are greater than investment needs. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
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PROXY SUMMARY

<b>ISSUER</b> Mullen Group Ltd (MLLGF)	<b>MEETING DATE</b> 2021-05-04 ,
<b>COUNTRY</b> Canada	<b>RECORD DATE</b> 2021-03-16
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 625284104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	38800

ITEM	PROPOSAL	BOARD	POLICY
01	Board Size	✓	✓
02.01	Elect Christine McGinley	✓	
02.02	Elect Stephen H. Lockwood	✓	
02.03	Elect David E. Mullen	✓	✓
02.04	Elect Murray K. Mullen	✓	
02.05	Elect Philip J. Scherman	✓	
02.06	Elect Sonia Tibbatts	✓	
03	Appointment of Auditor and Authority to Set Fees	✓	✓

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Board Size	✓	✓
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 02.01	BOARD	POLICY
Elect Christine McGinley	✓	
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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 02.02	BOARD	POLICY
Elect Stephen H. Lockwood	✓	
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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 02.03	BOARD	POLICY
Elect David E. Mullen	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02.04	BOARD	POLICY
Elect Murray K. Mullen	✓	
Proposer : Board		

Murray K. Mullen 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.In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 02.05	BOARD	POLICY
Elect Philip J. Scherman	✓	
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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 02.06	BOARD	POLICY
Elect Sonia Tibbatts	✓	
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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 03	BOARD	POLICY
Appointment of Auditor and Authority to Set Fees	✓	✓
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.

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[Vote recorded](#)

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PROXY SUMMARY

ISSUER Bristol-Myers Squibb Company (BMY)	MEETING DATE 2021-05-04 ,
COUNTRY United States	RECORD DATE 2021-03-15
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 110122108

POLICY: Share - Genus

[illegible]

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Peter J. Arduini	✓	✗
01.02	Elect Michael W. Bonney	✓	✓
01.03	Elect Giovanni Caforio	✓	✗
01.04	Elect Julia A. Haller	✓	✗
01.05	Elect Paula A. Price	✓	✗
01.06	Elect Derica W. Rice	✓	✓
01.07	Elect Theodore R. Samuels, II	✓	✗
01.08	Elect Gerald Storch	✓	✗
01.09	Elect Karen H. Vouden	✓	✓
01.10	Elect Phyllis R. Yale	✓	✗
02	Advisory Vote on Executive Compensation	✓	✓
03	Approval of the 2021 Stock Award and Incentive Plan	✓	✗
04	Ratification of Auditor	✓	✗
05	Reduce Ownership Threshold for Shareholders to Call Special Meetings	✓	✓
06	Shareholder Proposal Regarding Independent Chair	✗	✓
07	Shareholder Proposal Regarding Right to Act by Written Consent	✗	✓
08	Shareholder Proposal Regarding Right to Call Special Meetings	✗	✓

## PROXY ANALYSIS

### ITEM 01.01

Elect Peter J. Arduini

BOARD



POLICY



[Proposer : Board](#)

Peter Arduini is an executive of Integra LifeSciences Holdings Corporation, 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 01.02

Elect Michael W. Bonney

BOARD



POLICY



[Proposer : Board](#)

A vote in favour of the candidate was recorded.

[Vote recorded](#)

### ITEM 01.03

Elect Giovanni Caforio

BOARD



POLICY



[Proposer : Board](#)

Giovanni Caforio 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 01.04

BOARD

POLICY

Elect Julia A. Haller



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 Paula A. Price



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 Derica W. Rice



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 01.07

BOARD

POLICY

Elect Theodore R. Samuels, II



Proposer : Board

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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.

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Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Gerald Storch	✓	✗
Proposer : Board		

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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.

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Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Karen H. Vousden	✓	✓
Proposer : Board		

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A vote in favour of the candidate was recorded.

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Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Phyllis R. Yale	✓	✗
Proposer : Board		

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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 02	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 03	BOARD	POLICY
Approval of the 2021 Stock Award and Incentive Plan	✓	✗
Proposer : Board		

The proposed share-based compensation plan does not meet all of the policy criteria. The option plan is intended for directors, among others. A vote against the proposal was recorded.

Vote recorded		
ITEM 04	BOARD	POLICY
Ratification of Auditor	✓	✗
Proposer : Board		

More than 25% of the fees paid to the firm were for services other than financial auditing. A vote against the proposal was recorded.

Vote recorded		
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ITEM 05	BOARD	POLICY
Reduce Ownership Threshold for Shareholders to Call Special Meetings	✓	✓

Proposer : Board

The current requirement that shareholders own 25% of the company's shares in order to call a special meeting creates a nearly-insurmountable obstacle to what should be a right of shareholders. The proposed 15% requirement is easier to achieve but still high enough to discourage anyone from misusing the procedure. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 06	BOARD	POLICY
Shareholder Proposal Regarding Independent Chair	✗	✓

Proposer : The Sisters of St. Francis of Philadelphia

The proposal requests that the roles of Chairman and CEO be made separate. Giovanni Caforio 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.This type of proposal generally receives significant approval rates. Furthermore, this separation is an excellent governance practice. A similar proposal received a 44.60% approval rate at the 2020 AGM. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07	BOARD	POLICY
Shareholder Proposal Regarding Right to Act by Written Consent	✗	✓

Proposer : James McRitchie

The current requirement that shareholders own 25% of the company's shares in order to call a special meeting creates a nearly-insurmountable obstacle to what should be a right of shareholders. The proposed 10% requirement is easier to achieve but still high enough to discourage anyone from misusing the procedure. A vote in favour of the proposal was recorded.

Vote recorded



ITEM 08

Shareholder Proposal Regarding Right to Call Special Meetings

BOARD      POLICY



Proposer : Kenneth Steiner

The current requirement that shareholders own 25% of the company's shares in order to call a special meeting creates a nearly-insurmountable obstacle to what should be a right of shareholders. The proposed 10% requirement is easier to achieve but still high enough to discourage anyone from misusing the procedure. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Eli Lilly and Company Ltd (LLY)	MEETING DATE 2021-05-03 ,
COUNTRY United States	RECORD DATE 2021-02-22
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 532457108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717060	Genus Pooled Funds - 160717060	6200
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	22900

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Katherine Baicker	✓	✗
01.02	Elect J. Erik Fyrwald	✓	✗
01.03	Elect Jamere Jackson	✓	✓
01.04	Elect Gabrielle Sulzberger	✓	✓
01.05	Elect Jackson P. Tai	✓	✗
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of Auditor	✓	✓
04	Repeal of Classified Board	✓	✓
05	Elimination of Supermajority Requirement	✓	✓
06	Shareholder Proposal Regarding Lobbying Report	✗	✓
07	Shareholder Proposal Regarding Independent Chair	✗	✓
08	Shareholder Proposal Regarding Bonus Deferral Policy	✗	✓
09	Shareholder Proposal Regarding Recoupment Report	✗	✓

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Katherine Baicker	✓	✗

Proposer : Board

Only 50% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. Katherine Baicker is not an independent director because she is a professor at the University of Chicago who carries out research in partnership with the company and who maintains economic relations with the company. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.02			BOARD	POLICY
Elect J. Erik Fyrwald			<div>✓</div>	<div>✗</div>
Proposer : Board				

Only 50% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. J. Erik Fyrwald is not an independent director because he is the CEO of Syngenta International AG which is engaged in routine business transaction with the company. However, he sits on the compensation committee, which should be made up entirely of independent directors. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.03			BOARD	POLICY
Elect Jamere Jackson			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.04			BOARD	POLICY
Elect Gabrielle Sulzberger			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY
Elect Jackson P. Tai			<div>✓</div>	<div>✗</div>
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			BOARD	POLICY
Advisory Vote on Executive Compensation			<div>✓</div>	<div>✗</div>
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.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
Ratification of Auditor			<div>✓</div>	<div>✓</div>
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.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY

Repeal of Classified Board



Proposer : Board

The Board is made up of directors whose terms of office are staggered, which is known to have a significant negative impact on the value of the shareholders' holdings. It is in the shareholders' interest that the directors be required to renew their mandate each year. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 05

BOARD

POLICY

Elimination of Supermajority Requirement



Proposer : Board

This proposal asks that the level of votes required to adopt a proposal be decreased to two-thirds or to a simple majority, which is reasonable and in the shareholders' interest. The two-thirds majority is not required for decisions other than those concerning a public purchase offer or company reorganization. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 06

BOARD

POLICY

Shareholder Proposal Regarding Lobbying Report



Proposer : Service Employees International Union Pension Plans Master Trust

It is in the shareholders' interest that the company disclose all information on its lobbying efforts, because there are risks to the company's reputation. The disclosure of political contributions promotes the directors' accountability with regard to how they allot money coming from shareholders. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 07

BOARD

POLICY

Shareholder Proposal Regarding Independent Chair

Proposer : IBVM Foundation of Canada, Inc

The CEO also acts as Chairman. The Chairman's role of supervising management and his or her independence from management are compromised when the Chairman is also the company's CEO. This type of proposal generally receives significant approval rates. Furthermore, this separation is an excellent governance practice. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 08

BOARD      POLICY

Shareholder Proposal Regarding Bonus Deferral Policy

Proposer : UAW Retiree Medical Benefits Trust

The proponent requests that the compensation committee adopt a policy that stimulates better alignment between executive incentive compensation and the long-term growth of the company. The proponent recommends that the executive compensation awarded as part of a bonus program which performance measurement period is one year or less should not be paid in full. Part of the bonus will therefore be carried over for a period following the award (the Deferral period). For some companies belonging to controversial or risky sectors as is the case for the pharmaceutical industry, the Bonus Deferral is a widely used and important practice as it would allow late information on fraudulent risk-taking behavior by executives to be revealed. Thus, partially deferring the bonus would reduce the need to recover the bonus already paid, if any. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09

BOARD      POLICY

Shareholder Proposal Regarding Recoupment Report

Proposer : Trinity Health

Adopting a clawback policy is one of the best governance practices. In general, this type of policy requires executives to reimburse all or part of their incentive compensation following fraud, negligence, or fault that contributed to the restatement of the financial results on which this compensation. is based. In its 2013 report on executive compensation principles, the Canadian Coalition for Good Governance stated that when a company pays a bonus to an executive officer for the apparent achievement of certain performance indicators, it must ensure that it is entitled to demand its return if it turns out subsequently that these criteria have not been met. This right is guaranteed by adopting a clawback policy. Although companies can adopt such a policy, it is only useful if it is used and disclosed. A vote in favour of the proposal was recorded.



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PROXY SUMMARY

ISSUER Louisiana-Pacific Corporation (NYSE:LPX)	MEETING DATE 2021-04-30 ,
COUNTRY United States	RECORD DATE 2021-03-03
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 546347105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717060	Genus Pooled Funds - 160717060	33300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect F. Nicholas Grasberger, III	✓	✗
01.02	Elect Ozey K. Horton, Jr.	✓	✗
01.03	Elect William Bradley Southern	✓	✗
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect F. Nicholas Grasberger, III	✓	✗
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 01.02	BOARD	POLICY
Elect Ozey K. Horton, Jr.	✓	✗
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 01.03			BOARD	POLICY
Elect William Bradley Southern			<div>✓</div>	<div>✗</div>
Proposer : Board			<hr/>	

William Bradley Southern 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.

<hr/>			Vote recorded	
ITEM 02			BOARD	POLICY
Ratification of Auditor			<div>✓</div>	<div>✓</div>
Proposer : Board			<hr/>	

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

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
Advisory Vote on Executive Compensation			<div>✓</div>	<div>✗</div>
Proposer : Board			<hr/>	

In the event of a change of control, the executive's employment contract includes severance pay that is not linked to the loss of his or her position. A vote against the proposal was recorded.

<hr/>			Vote recorded	
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PROXY SUMMARY

ISSUER BCE Inc. (BCE)	MEETING DATE 2021-04-29 ,
COUNTRY Canada	RECORD DATE 2021-03-15
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 05534B760/05534B752/05534B729/05534B745/05534B786

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	6600



ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Mirko Bibic	✓	✓
01.02	Elect David F. Denison	✓	✓
01.03	Elect Robert P. Dexter	✓	⏸
01.04	Elect Ian Greenberg	✓	✓
01.05	Elect Katherine Lee	✓	✓
01.06	Elect Monique F. Leroux	✓	✓
01.07	Elect Sheila A. Murray	✓	✓
01.08	Elect Gordon M. Nixon	✓	✓
01.09	Elect Louis P. Pagnutti	✓	✓
01.10	Elect Calin Rovinescu	✓	✓
01.11	Elect Karen Sheriff	✓	✓
01.12	Elect Robert C. Simmonds	✓	✓
01.13	Elect Jennifer Tory	✓	✓
01.14	Elect Cornell Wright	✓	✓
02	Appointment of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Mirko Bibic	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect David F. Denison	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Robert P. Dexter	✓	
Proposer : Board		

He is the CEO of Maritime Travel 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 01.04	BOARD	POLICY
Elect Ian Greenberg	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Katherine Lee	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Monique F. Leroux	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Sheila A. Murray	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY

Elect Gordon M. Nixon



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09

BOARD

POLICY

Elect Louis P. Pagnutti



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10

BOARD

POLICY

Elect Calin Rovinescu



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.11

BOARD

POLICY

Elect Karen Sheriff



Proposer : Board

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.12			BOARD	POLICY
Elect Robert C. Simmonds			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.13			BOARD	POLICY
Elect Jennifer Tory			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.14			BOARD	POLICY
Elect Cornell Wright			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02			BOARD	POLICY
Appointment of Auditor			✓	✓

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 03

BOARD      POLICY

Advisory Vote on Executive Compensation



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Snap-on Incorporated (NYSE:SNA)	MEETING DATE 2021-04-29 ,
COUNTRY United States	RECORD DATE 2021-03-01
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 833034101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	3200
160717026	Genus Canglobe Equity fund - 160717026	10400
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	11700



ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect David C. Adams	✓	✗
01.02	Elect Karen L. Daniel	✓	✓
01.03	Elect Ruth Ann M. Gillis	✓	✓
01.04	Elect James P. Holden	✓	✓
01.05	Elect Nathan J. Jones	✓	✓
01.06	Elect Henry W. Knueppel	✓	✗
01.07	Elect W. Dudley Lehman	✓	✗
01.08	Elect Nicholas T. Pinchuk	✓	✗
01.09	Elect Gregg M. Sherrill	✓	✓
01.10	Elect Donald J. Stebbins	✓	✓
02	To approve the Ratification of Auditor Deloitte	✓	✗
03	Advisory Vote on Executive Compensation	✓	✗
04	Amendment to the 2011 Incentive Stock and Awards Plan	✓	✗

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect David C. Adams	✓	✗

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 01.02	BOARD	POLICY
Elect Karen L. Daniel	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY
Elect Ruth Ann M. Gillis	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect James P. Holden	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY

Elect Nathan J. Jones



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06

BOARD

POLICY

Elect Henry W. Knueppel



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 01.07

BOARD

POLICY

Elect W. Dudley Lehman



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 01.08

BOARD

POLICY

Elect Nicholas T. Pinchuk



Proposer : Board

Nicholas T. Pinchuk 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 Gregg M. Sherrill	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.10	BOARD	POLICY
Elect Donald J. Stebbins	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02	BOARD	POLICY
To approve the Ratification of Auditor Deloitte	✓	✗

Proposer : Board

Snap-On Inc. hired its auditors for tax, consulting and other services last year that made up more than one quarter of the auditors' total fees. The practice of hiring auditors to perform other work for the company compromises the independence of those auditors. At a minimum, three-quarters of an auditor’s fees from the company should be for the annual audit. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
Advisory Vote on Executive Compensation				
Proposer : Board				

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
Amendment to the 2011 Incentive Stock and Awards Plan				
Proposer : Board				

The executives' incentive pay is based on their performance over only one year. This encourages executives to focus on short-term results, to the potential detriment of the company's long-term performance. 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. A vote against the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

<b>ISSUER</b> Kinnevik AB (STO:KINV-B)	<b>MEETING DATE</b> 2021-04-29 ,
<b>COUNTRY</b> Sweden	<b>RECORD DATE</b> 2021-04-21
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> W5139V109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442029	Genus Fossil Free CanGlobe Equity fund	25700



ITEM	PROPOSAL	BOARD	POLICY
07	To approve the financial statements	✓	✓
08	Allocation of Profits/Dividends	✓	✓
09.01	Discharge from liability of the member of the board : Susanna Campbell	✓	✓
09.02	Discharge from liability of the member of the board : Dame Amelia Fawcett	✓	✓
09.03	Discharge from liability of the member of the board : Wilhelm Klingspor	✓	✓
09.04	Discharge from liability of the member of the board : Brian McBride	✓	✓
09.05	Discharge from liability of the member of the board : Henrik Poulsen	✓	✓
09.06	Discharge from liability of the member of the board : Cecilia Qvist	✓	✓
09.07	Discharge from liability of the member of the board : Charlotte Stromberg	✓	✓
09.08	Discharge from liability of the member of the board : Geogri Ganev	✓	✓
10	Approve remuneration report	✓	✗
11	To establish the number of directors at 6.	✓	✓
12.01	To approve the directors' compensation.	✓	✓
12.02	Remuneration to the auditor	✓	✓
13.01	Elect Susana Campbell	✓	✓
13.02	Elect Brian McBride	✓	✓
13.03	Elect Cecilia Qvist	✓	✗

13.04	Elect Charlotte Stromberg	✓	✓
13.05	Elect James Anderson	✓	✓
13.06	Elect Harald Mix	✓	✓
14	Elect James Anderson as chairman of the board	✓	✓
15.01	Amendments to the articles of association	✓	✓
15.02	Elect KPMG as auditors	✓	✓
16.01	Amendments to Nominating Committee Guidelines	✓	✓
16.02	Election of Nominating Committee Members	✓	✗
17.01	Amendments to Articles	✓	✓
17.02	Share Split	✓	✓
17.03	Amendments to Articles (Cancellation of Shares)	✓	✓
17.04	Cancellation of Shares	✓	✓
17.05	Bonus share issuance	✓	✓
17.06	Reduction of Share Capital	✓	✓
18	Special Dividend Pursuant to 2018 Long-Term Incentive Plan	✓	✓
19	Transfer of Own Shares Pursuant to Outstanding Long-Term Incentive Plans	✓	✓
20.01	Amendments to Articles	✓	✓
20.02	Authority to Issue Shares Pursuant to Outstanding Long-Term Incentive Plans	✓	✓
20.03	Authority to Repurchase Shares Pursuant to Outstanding Long-Term Incentive Plans	✓	✗

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## PROXY ANALYSIS

### ITEM 07

To approve the financial statements

BOARD



POLICY



Proposer : Board

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

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Vote recorded

### ITEM 08

Allocation of Profits/Dividends

BOARD



POLICY



Proposer : Board

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It is proposed that no dividend be distributed this year. Therefore, earnings will be carried forward to next year. A vote in favour of the proposal was recorded.

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Vote recorded

### ITEM 09.01

Discharge from liability of the member of the board : Susanna Campbell

BOARD



POLICY



Proposer : Board

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No concerns have been raised concerning the actions of the directors. A vote in favour of the proposal was recorded.

---

Vote recorded

### ITEM 09.02

BOARD

POLICY

Discharge from liability of the member of the board : Dame Amelia Fawcett



Proposer : Board

No concerns have been raised concerning the actions of the directors. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09.03

BOARD

POLICY

Discharge from liability of the member of the board : Wilhelm Klingspor



Proposer : Board

No concerns have been raised concerning the actions of the directors. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09.04

BOARD

POLICY

Discharge from liability of the member of the board : Brian McBridge



Proposer : Board

No concerns have been raised concerning the actions of the directors. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09.05

BOARD

POLICY

Discharge from liability of the member of the board : Henrik Poulsen



Proposer : Board

No concerns have been raised concerning the actions of the directors. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 09.06			BOARD	POLICY
Discharge from liability of the member of the board : Cecilia Qvist			✓	✓
Proposer : Board				

No concerns have been raised concerning the actions of the directors. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 09.07			BOARD	POLICY
Discharge from liability of the member of the board : Charlotte Stromberg			✓	✓
Proposer : Board				

No concerns have been raised concerning the actions of the directors. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 09.08			BOARD	POLICY
Discharge from liability of the member of the board : Geogri Ganev			✓	✓
Proposer : Board				

No concerns have been raised concerning the actions of the directors. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 10			BOARD	POLICY
Approve remuneration report			✓	✗

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. The board asks for the authorization to buyback shares through proposal 20.03. Thus, executives could receive a bonus simply because of the decrease in the number of shares. A vote against the proposal was recorded.

Vote recorded

ITEM 11

BOARD POLICY

To establish the number of directors at 6.



Proposer : Board

The proposed size, which is within the range of 5 to 15 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 12.01

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.

Vote recorded

ITEM 12.02

BOARD POLICY

Remuneration to the auditor



Proposer : Board

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

Vote recorded		
ITEM 13.01	BOARD	POLICY
Elect Susana Campbell	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 13.02	BOARD	POLICY
Elect Brian McBride	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 13.03	BOARD	POLICY
Elect Cecilia Qvist	✓	✗
Proposer : Board		

Mrs. Qvist is an executive of LEGO Ventures 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 13.04	BOARD	POLICY
Elect Charlotte Stromberg	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 13.05	BOARD	POLICY
Elect James Anderson	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 13.06	BOARD	POLICY
Elect Harald Mix	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 14	BOARD	POLICY
Elect James Anderson as chairman of the board	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded



ITEM 15.01	BOARD	POLICY
Amendments to the articles of association	✓	✓

Proposer : Board

Vote recorded

ITEM 15.02	BOARD	POLICY
Elect KPMG as auditors	✓	✓

Proposer : Board

KPMG will be called upon to replace Deloitte following the end of their term. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 16.01	BOARD	POLICY
Amendments to Nominating Committee Guidelines	✓	✓

Proposer : Board

The purpose of this proposal is to modify the guidelines of the nominating committee, in order to propose the election of the members of the nominations committee at the Annual General Meeting. While the election of committee members is the responsibility of the board of directors, in Scandinavian countries nominating committees are made up of shareholder representatives, who are not independent, which goes against the policy. A vote on the election of committee members would therefore make it possible to express reservations about the composition of this committee. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 16.02	BOARD	POLICY
Election of Nominating Committee Members	✓	✗

Proposer : Board

Only 20% of the members of the company's nominating committee are independent. The other members represent shareholders of the company. However, all members must be independent to ensure that the committee can perform its functions without conflict of interest. For this reason, we voted against the proposal. A vote against all of the candidates was recorded, since individual voting is not available.

Vote recorded		
ITEM 17.01	BOARD	POLICY
Amendments to Articles	✓	✓
Proposer : Board		

See proposal 17.02. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 17.02	BOARD	POLICY
Share Split	✓	✓
Proposer : Board		

It is the Board of Directors' responsibility to make recommendations on the share-split based on an analysis of the company's needs and strategic opportunities. The proposal aims to replace all outstanding class A and class B shares by 2 new shares from the same categories, thereby increasing the number of outstanding shares. The splitting does not have a dilutive effect because the price of each share is adjusted to ensure that the company's stock-market capitalization remains the same. The proposal is justified by adequate business reasons, and is deemed to be in the interest of shareholders. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 17.03	BOARD	POLICY
Amendments to Articles (Cancellation of Shares)	✓	✓
Proposer : Board		

See proposal 17.04. A vote in favour of the proposal was recorded.

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**BOARD POLICY**

✓	✓
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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 cancellation would target a maximum of 12 % of the company's capital stock. The cancellation is justified by adequate business reasons. A vote in favour of the proposal was recorded.

## BOARD POLICY

✓	✓
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No new shares will be issued in connection with the increase of share capital through the bonus issue. This bonus issue aims at restoring the share capital of the company. A vote in favour of the proposal was recorded.

## BOARD POLICY

This reduction will not involve share cancellation. This proposal does not have a detrimental impact on shareholder interests. A vote in favour of the proposal was recorded.

**BOARD      POLICY**

Special Dividend Pursuant to 2018 Long-Term Incentive Plan



Proposer : Board

The board offers to pay dividend as compensation to participants of the long-term incentive plan 2018. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 19

BOARD

POLICY

Transfer of Own Shares Pursuant to Outstanding Long-Term Incentive Plans



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 20.01

BOARD

POLICY

Amendments to Articles



Proposer : Board

The proposal aims to modify the articles of association and bylaws to introduce an X new class of shares which will facilitate the payment of the dividend presented in proposal 18. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 20.02

BOARD

POLICY

Authority to Issue Shares Pursuant to Outstanding Long-Term Incentive Plans



Proposer : Board

This proposal would allow the company to increase the number of shares by less than 1%. 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 20.03	BOARD	POLICY
Authority to Repurchase Shares Pursuant to Outstanding Long-Term Incentive Plans		

Proposer : Board

The buyback premium is greater than 20%. 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. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER BASF SE (BF)	MEETING DATE 2021-04-29 ,
COUNTRY Germany	RECORD DATE 2021-04-22
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES D06216101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	10800
000442045	Genus Dividend Fund	51900

ITEM	PROPOSAL	BOARD	POLICY
02	Allocation of Profits/Dividends	✓	✓
03	Ratification of Supervisory Board Acts	✓	✓
04	Ratification of Management Board Acts	✓	✓
05	Appointment of Auditor	✓	✓
06	Elect Liming Chen as Supervisory Board Member	✓	✗

PROXY ANALYSIS

ITEM 02	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. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
Ratification of Supervisory Board Acts	✓	✓
Proposer : Board		

No concerns have been raised concerning the actions of theSupervisory Board.A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
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Ratification of Management Board Acts	✓	✓
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Proposer : Board

No concerns have been raised concerning the actions of the executives. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Appointment of Auditor	✓	✓

Proposer : Board

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

Vote recorded

ITEM 06	BOARD	POLICY
Elect Liming Chen as Supervisory Board Member	✓	✗

Proposer : Board

The chair of the board is not independent. 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

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PROXY SUMMARY

ISSUER Kimberly-Clark Corporation (KMB)	MEETING DATE 2021-04-29 ,
COUNTRY United States	RECORD DATE 2021-03-01
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 494368103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717060	Genus Pooled Funds - 160717060	5200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect John W. Culver	✓	✓
01.02	Elect Robert W. Decherd	✓	✗
01.03	Elect Michael D. Hsu	✓	✗
01.04	Elect Mae C. Jemison	✓	✗
01.05	Elect S. Todd Maclin	✓	✓
01.06	Elect Sherilyn S. McCoy	✓	✓
01.07	Elect Christa Quarles	✓	✗
01.08	Elect Ian C. Read	✓	✗
01.09	Elect Dunia A. Shive	✓	✓
01.10	Elect Mark T. Smucker	✓	✓
01.11	Elect Michael D. White	✓	✓
02	To approve the Ratification of Auditor Deloitte	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Approval of the 2021 Equity Participation Plan	✓	✓
05	Approval of the 2021 Outside Director's Compensation Plan	✓	✗
06	Reduce Ownership Threshold for Shareholders to Call Special Meetings	✓	✓
07	Shareholder Proposal Regarding Right to Act by Written Consent	✗	✓

## PROXY ANALYSIS

### ITEM 01.01

Elect John W. Culver

BOARD



POLICY



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

### ITEM 01.02

Elect Robert W. Decherd

BOARD



POLICY



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 01.03

Elect Michael D. Hsu

BOARD



POLICY



Proposer : Board

Michael D. Hsu 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 01.04

BOARD

POLICY

Elect Mae C. Jemison



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 S. Todd Maclin



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06

BOARD

POLICY

Elect Sherilyn S. McCoy



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07

BOARD

POLICY

Elect Christa Quarles



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 01.08	BOARD	POLICY
Elect Ian C. Read	✓	✗
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 Dunia A. Shive	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.10	BOARD	POLICY
Elect Mark T. Smucker	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.



Vote recorded		
ITEM 01.11	BOARD	POLICY
Elect Michael D. White	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02	BOARD	POLICY
To approve the Ratification of Auditor Deloitte	✓	✓
Proposer : Board		

More than 75% of the fees paid to the firm were for financial auditing services. The proposal is consistent with the policy. 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		
ITEM 04	BOARD	POLICY

Approval of the 2021 Equity Participation Plan



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 05

BOARD

POLICY

Approval of the 2021 Outside Director's Compensation Plan



Proposer : Board

The directors' compensation does not meet policy criteria. The directors' compensation plan includes the awarding of share options. This practice is not consistent with the policy. The proposal is not consistent with the policy. A vote against the proposal was recorded.

Vote recorded

#### ITEM 06

BOARD

POLICY

Reduce Ownership Threshold for Shareholders to Call Special Meetings



Proposer : Board

This proposal would allow shareholders with a reasonable percentage of share ownership (in relation to company size) of 15% to call special meetings. It is reasonable to allow shareholders to demand a special meeting. This proposal improves the company's governance practices. 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 Right to Act by Written Consent



Proposer : Myra K. Young

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To prohibit written consent of the majority of shareholders requires them to attend the annual meeting to express their opinions on a matter such as the removal of a director or the closure of a shareholder rights plan. This requirement of the board of directors considerably restricts shareholders who want to bring changes, especially when this practice is combined with a high threshold of shareholder participation to be able to call an extraordinary general meeting. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

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[Vote recorded](#)

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PROXY SUMMARY

ISSUER Canfor Corporation (CFP)	MEETING DATE 2021-04-29 ,
COUNTRY Canada	RECORD DATE 2021-03-23
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 137576104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	22300
160717059	Genus Pooled Funds - Fossil Free Impact Equiy Component - 160717059	103400

ITEM	PROPOSAL	BOARD	POLICY
01	Board Size	✓	✗
02.01	Elect Conrad A. Pinette	✓	✓
02.02	Elect Glen Clark	✓	
02.03	Elect Ross S. Smith	✓	✓
02.04	Elect William W. Stinson	✓	
02.05	Elect Frederick T. Stimpson III	✓	✓
02.06	Elect Dieter W. Jentsch	✓	✓
02.07	Elect Dianne Watts	✓	
02.08	Elect Ryan Barrington-Foote	✓	
02.09	Elect John R. Baird	✓	
02.10	Elect M. Dallas H. Ross	✓	
02.11	Elect Anders Ohlner	✓	✓
02.12	Elect Donald B. Kayne	✓	
03	Appointment of Auditor	✓	

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Board Size	✓	✗

Proposer : Board

This proposal asks to set the number of members of the board, while less than 2 women are sitting on the board. A vote against the proposal was recorded.

Vote recorded

ITEM 02.01	BOARD	POLICY
Elect Conrad A. Pinette		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.02	BOARD	POLICY
Elect Glen Clark		

Proposer : Board

Glen Clark is not an independent director because he is a representative of The Jim Pattinson Group, shareholder of the company, on the board. However he sits on the Nomination committee, which should be made up entirely of independent directors. 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 this reason, 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 02.03	BOARD	POLICY
Elect Ross S. Smith		

Proposer : Board

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.04			BOARD	POLICY
Elect William W. Stinson			<div>✓</div>	<div>  </div>
Proposer : Board			<hr/>	

William Stinson is an executive of Westshore Terminals Investment Corporation, 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. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.05			BOARD	POLICY
Elect Frederick T. Stimpson III			<div>✓</div>	<div>✓</div>
Proposer : Board			<hr/>	

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.06			BOARD	POLICY
Elect Dieter W. Jentsch			<div>✓</div>	<div>✓</div>
Proposer : Board			<hr/>	

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02.07			BOARD	POLICY



Elect Dianne Watts



Proposer : Board

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 this reason, 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 02.08

BOARD

POLICY

Elect Ryan Barrington-Foote



Proposer : Board

Ryan Barrington-Foote is not an independent director because he is a representative of The Jim Pattinson Group, shareholder of the company, on the board. However he sits on the Compensation committee and on the Audit committee, which should be made up entirely of independent directors. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

#### ITEM 02.09

BOARD

POLICY

Elect John R. Baird



Proposer : Board

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 this reason, 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 02.10	BOARD	POLICY
Elect M. Dallas H. Ross		

Proposer : Board

Dallas Ross is an executive of Westshore Terminals Investment Corporation, 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 02.11	BOARD	POLICY
Elect Anders Ohlner		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.12	BOARD	POLICY
Elect Donald B. Kayne		

Proposer : Board

He is the CEO of this company and sits on more than two board. 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 03	BOARD	POLICY
Appointment of Auditor		

Proposer : Board

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More than 25% of the fees paid to the firm were for services other than financial auditing. In the absence of the option against, an abstention was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Newmont Mining Corporation (NEM)	MEETING DATE 2021-04-28 ,
COUNTRY United States	RECORD DATE 2021-03-02
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 651639106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717026	Genus Canglobe Equity fund - 160717026	27100
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	28300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Patrick G. Awuah, Jr.	✓	✓
01.02	Elect Gregory H. Boyce	✓	✓
01.03	Elect Bruce R. Brook	✓	✓
01.04	Elect Maura J. Clark	✓	✓
01.05	Elect Matthew Coon Come	✓	✓
01.06	Elect José Manuel Madero	✓	✓
01.07	Elect René Médori	✓	✓
01.08	Elect Jane Nelson	✓	✓
01.09	Elect Thomas Palmer	✓	✓
01.10	Elect Julio M. Quintana	✓	✓
01.11	Elect Susan N. Story	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of Auditor	✓	✓

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Patrick G. Awuah, Jr.	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.02	BOARD	POLICY
Elect Gregory H. Boyce	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY
Elect Bruce R. Brook	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect Maura J. Clark	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Matthew Coon Come		

	✓		✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06

BOARD	POLICY
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Elect José Manuel Madero

	✓		✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07

BOARD	POLICY
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Elect René Médori

	✓		✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08

BOARD	POLICY
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Elect Jane Nelson

	✓		✓
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Proposer : Board

A vote in favour of the candidate was recorded.



<hr/>			Vote recorded	
ITEM 01.09			BOARD	POLICY
Elect Thomas Palmer			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.10			BOARD	POLICY
Elect Julio M. Quintana			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.11			BOARD	POLICY
Elect Susan N. Story			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02			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. 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 03

BOARD      POLICY

Ratification of Auditor



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

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PROXY SUMMARY

ISSUER BorgWarner Inc. (BWA)	MEETING DATE 2021-04-28 ,
COUNTRY United States	RECORD DATE 2021-03-01
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 99724106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717060	Genus Pooled Funds - 160717060	59300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Nelda J. Connors	✓	✗
01.02	Elect Dennis C. Cuneo	✓	✓
01.03	Elect David S. Haffner	✓	✓
01.04	Elect Michael S. Hanley	✓	✓
01.05	Elect Frédéric B. Lissalde	✓	✓
01.06	Elect Paul A. Mascarenas	✓	✓
01.07	Elect Shaun E. McAlmont	✓	✗
01.08	Elect Deborah D. McWhinney	✓	✓
01.09	Elect Alexis P. Michas	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of PwC as Auditor	✓	✗
04	Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent	✗	✓

### PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Nelda J. Connors	✓	✗
Proposer : Board		

She is the CEO of Pine grove Holdings LLC and sits on a total of more than two boards. The number of boards on which she sits is too high and could compromise her ability to adequately serve shareholder interest. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.02			BOARD	POLICY
Elect Dennis C. Cuneo			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.03			BOARD	POLICY
Elect David S. Haffner			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.04			BOARD	POLICY
Elect Michael S. Hanley			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.05			BOARD	POLICY

Elect Frédéric B. Lissalde		
<b>Proposer :</b> Board		

A vote in favour of the candidate was recorded.

<b>Vote recorded</b>		
ITEM 01.06	BOARD	POLICY
Elect Paul A. Mascarenas		
<b>Proposer :</b> Board		

A vote in favour of the candidate was recorded.

<b>Vote recorded</b>		
ITEM 01.07	BOARD	POLICY
Elect Shaun E. McAlmont		
<b>Proposer :</b> Board		

Mr. McAlmont is an executive of Stride inc., 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.

<b>Vote recorded</b>		
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ITEM 01.08	BOARD	POLICY
Elect Deborah D. McWhinney		
<b>Proposer :</b> Board		

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.09			BOARD	POLICY
Elect Alexis P. Michas			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02			BOARD	POLICY
Advisory Vote on Executive Compensation			<div>✓</div>	<div>✗</div>
Proposer : Board				

The CEO is paid more than 3 times the compensation of any other named executive and the CEO to median employee pay ratio is 314:1. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
Ratification of PwC as Auditor			<div>✓</div>	<div>✗</div>
Proposer : Board				

BorgWarner hired its auditors for tax, consulting and other services last year that made up more than one quarter of the auditors' total fees. The practice of hiring auditors to perform other work for the company compromises the independence of those auditors. At a minimum, three-quarters of an auditor's fees from the company should be for the annual audit. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY



Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent



Proposer : John Chevedden

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To prohibit the written consent of a majority of shareholders requires them to attend the annual meeting to express their opinion on a matter such as one of the director's removal or the closing of a shareholder rights plan. This requirement of the board significantly restrains shareholders who want some change, especially when this practice is combined with a high level of shareholder participation in order to call an extraordinary general meeting. A vote in favour of the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Schneider Electric SE (EPA:SU)	MEETING DATE 2021-04-28 ,
COUNTRY France	RECORD DATE 2021-04-23
MEETING LOCATION	
MEETING TYPE Mix	SECURITIES F86921107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus Fossil Free Fund	8500
000442096	Genus Pooled Funds - Fossil Free Dividend Fund - 000442096	9400

ITEM	PROPOSAL	BOARD	POLICY
01	Accounts and Reports; Non Tax-Deductible Expenses	✓	✓
02	Consolidated Accounts and Reports	✓	✓
03	Allocation of Profits/Dividends: EUR 2.6	✓	✓
04	Special Auditors Report on Regulated Agreements	✓	✓
05	2020 Remuneration Report	✓	✗
06	2020 Remuneration of Jean-Pascal Tricoire, Chair and CEO	✓	✗
07	2021 Remuneration Policy (Chair and CEO)	✓	✗
08	2021 Remuneration Policy (Board of Directors)	✓	✓
09	Elect Jean-Pascal Tricoire	✓	✗
10	Elect Anna Ohlsson-Leijon	✓	✓
11	Election of Thierry Jacquet (Employee Shareholder Representatives)	✗	✗
12	Election of Zennia Csikos (Employee Shareholder Representatives)	✗	✗
13	Elect Xiaoyun Ma (Employee Shareholder Representatives)	✓	✓
14	Election of Malene Kvist Kristensen (Employee Shareholder Representatives)	✗	✗
15	Authority to Repurchase and Reissue Shares	✓	✗
16	Authority to Issue Shares w/ Preemptive Rights	✓	✓
17	Authority to Issue Shares w/o Preemptive Rights	✓	✓

18	Authority to Issue Shares Through Private Placement	✓	✓
19	Greenshoe	✓	✗
20	Authority to Increase Capital in Consideration for Contributions In Kind	✓	✓
21	Authority to Increase Capital Through Capitalisations	✓	✗
22	Employee Stock Purchase Plan	✓	✗
23	Proposal to approve the issuance of shares to fund the savings plan for employees abroad.	✓	✗
24	Authority to Cancel Shares and Reduce Capital	✓	✓
25	Amendments to Article Regarding Board Powers	✓	✓
26	Authorisation of Legal Formalities	✓	✓

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Accounts and Reports; Non Tax-Deductible Expenses	✓	✓
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. 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 02	BOARD	POLICY
Consolidated 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. 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 03	BOARD	POLICY
Allocation of Profits/Dividends: EUR 2.6	✓	✓

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 04	BOARD	POLICY
Special Auditors Report on Regulated Agreements	✓	✓

Proposer : Board

This special report verifies the relationships between related parties and any possible resulting conflicts of interest. This is advisable in order to better manage the company's reputation-related risk and any possible loss of reputation. The transactions covered in the special report meet policy criteria. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
2020 Remuneration Report	✓	✗

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. However, the remuneration committee is not made up entirely of independent members. A vote against the proposal was recorded.

ITEM 06

2020 Remuneration of Jean-Pascal Tricoire, Chair and CEO

Proposer : Board

Vote recorded

BOARD

POLICY

✓

✗

The compensation package consists of a fixed remuneration of EUR 875 000, a variable remuneration in performance-based shares of EUR 3 946 475 and benefits in kind valued at EUR 36 124. However, the remuneration committee is not made up entirely of independent members. A vote against the proposal was recorded.

ITEM 07

2021 Remuneration Policy (Chair and CEO)

Proposer : Board

Vote recorded

BOARD

POLICY

✓

✗

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. However, the remuneration committee is not made up entirely of independent members. A vote against the proposal was recorded.

ITEM 08

2021 Remuneration Policy (Board of Directors)

Proposer : Board

Vote recorded

BOARD

POLICY

✓

✓

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

ITEM 09

Proposer : Board

Vote recorded

BOARD

POLICY

Elect Jean-Pascal Tricoire



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. Jean-Pascal Tricoire is the CEO and the Chair of board. A vote against the candidate was recorded.

Vote recorded

#### ITEM 10

BOARD

POLICY

Elect Anna Ohlsson-Leijon



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 11

BOARD

POLICY

Election of Thierry Jacquet (Employee Shareholder Representatives)



Proposer : Board

This candidate is running for the position of employee-shareholder representative of the company. He is therefore not independent. Three other nominees are standing for this position; the board of directors recommends re-electing Xiaoyun Ma. A vote against the candidate was recorded.

Vote recorded

#### ITEM 12

BOARD

POLICY

Election of Zennia Csikos (Employee Shareholder Representatives)



Proposer : Board



This candidate is running for the position of employee-shareholder representative of the company. She is therefore not independent. Three other nominees are standing for this position; the board of directors recommends re-electing Xiaoyun Ma. A vote against the candidate was recorded.

Vote recorded		
ITEM 13	BOARD	POLICY
Elect Xiaoyun Ma (Employee Shareholder Representatives)	✓	✓
Proposer : Board		

This candidate is running for the position of employee-shareholder representative of the company. She is therefore not independent. Three other nominees are standing for this position; the board of directors recommends re-electing Xiaoyun Ma. A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 14	BOARD	POLICY
Election of Malene Kvist Kristensen (Employee Shareholder Representatives)	✗	✗
Proposer : Board		

This candidate is running for the position of employee-shareholder representative of the company. She is therefore not independent. Three other nominees are standing for this position; the board of directors recommends re-electing Xiaoyun Ma. A vote against the candidate was recorded.

Vote recorded		
ITEM 15	BOARD	POLICY
Authority to Repurchase and Reissue Shares	✓	✗
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. The buyback price premium may exceed 20 %, which goes against the policy. A vote against the proposal was recorded.

Vote recorded		
ITEM 16	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 35%. That is an acceptable dilution rate 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 Issue Shares w/o Preemptive Rights	✓	✓
Proposer : Board		

This proposal would allow the company to increase the number of shares, with pre-emptive rights, by no more than 35%. That is an acceptable dilution rate and it gives the company some flexibility in managing its share capital. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 18	BOARD	POLICY
Authority to Issue Shares Through Private Placement	✓	✓
Proposer : Board		

This proposal would allow the company to increase the number of shares, with pre-emptive rights, by no more than 35%. That is an acceptable dilution rate and it gives the company some flexibility in managing its share capital. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 19	BOARD	POLICY

Greenshoe



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. It is proposed to be able to increase the authorizations granted to proposals 16 to 18 by 15%, while respecting the overall ceiling of 35%. The issue of shares without pre-emption rights (proposal 17) would exceed the 20% ceiling. A vote against the proposal was recorded.

Vote recorded

#### ITEM 20

BOARD

POLICY

Authority to Increase Capital in Consideration for Contributions In Kind



Proposer : Board

This proposal would allow the company to increase the number of shares, without pre-emptive rights, by no more than 10%. 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 21

BOARD

POLICY

Authority to Increase Capital Through Capitalisations



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 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 22

BOARD

POLICY

Employee Stock Purchase Plan

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. While the purchase of shares by employees does align their interests with those of shareholders, some of the policy's criteria are not being met. The reduction on the shareprice relative to the market value is over 20%. A vote against the proposal was recorded.

Vote recorded

ITEM 23	BOARD	POLICY
Proposal to approve the issuance of shares to fund the savings plan for employees abroad.	✓	✗

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. While the purchase of shares by employees does align their interests with those of shareholders, some of the policy's criteria are not being met. The reduction on the shareprice relative to the market value is over 20%. A vote against the proposal was recorded.

Vote recorded

ITEM 24	BOARD	POLICY
Authority to Cancel Shares and Reduce Capital	✓	✓

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. The cancellation of repurchased shares results in a share-capital reduction.This is a way of restoring assets to shareholders when liquidities are greater than investment needs. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 25	BOARD	POLICY
Amendments to Article Regarding Board Powers	✓	✓

Proposer : Board

The proposal aims to make changes to the corporate articles in order to reflect the applicable legislation. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 26

BOARD      POLICY

Authorisation of Legal Formalities



Proposer : Board

This is a formality. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Epiroc AB (STO:EPI-A)	MEETING DATE 2021-04-28 ,
COUNTRY Sweden	RECORD DATE 2021-04-20
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES W25918116

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	74900
000442029	Genus Fossil Free CanGlobe Equity fund	88700
000442010	Genus Canglobe Equity fund	224200

ITEM	PROPOSAL	BOARD	POLICY
07.01	Accounts and Reports	✓	✓
07.02.01	Ratify Lennart Evrell	✓	✓
07.02.02	Ratify Johan Forssell	✓	✓
07.02.03	Ratify Helena Hedblom	✓	✓
07.02.04	Ratify Jeane Hull	✓	✓
07.02.05	Ratify Ronnie Leten	✓	✓
07.02.06	Ratify Per Lindberg	✓	✓
07.02.07	Ratify Ulla Litzén	✓	✓
07.02.08	Ratify Sigurd Mareels	✓	✓
07.02.09	Ratify Astrid Skarheim Onsum	✓	✓
07.02.10	Ratify Anders Ullberg	✓	✓
07.02.11	Ratify Niclas Bergström	✓	✓
07.02.12	Ratify Gustav El Rachidi	✓	✓
07.02.13	Ratify Kristina Kanestad	✓	✓
07.02.14	Ratify Bengt Lindgren	✓	✓
07.02.15	Ratify Daniel Rundgren	✓	✓
07.02.16	Ratify Helena Hedblom (CEO)	✓	✓



07.02.17	Ratify Per Lindberg (CEO)	✓	✓
07.03	To approve an Allocation of Profits/Dividends of SEK 2.50 per share	✓	✓
07.04	To approve the Remuneration Report	✓	✗
08.01	To establish the Board Size at 9 members	✓	✓
08.02	To approve the Number of Auditors : 1	✓	✓
09.01.01	Elect Lennart Evrell	✓	✓
09.01.02	Elect Johan Forssell	✓	✗
09.01.03	Elect Helena Hedblom	✓	✓
09.01.04	Elect Jeane Hull	✓	✓
09.01.05	Elect Ronnie Leten	✓	✗
09.01.06	Elect Ulla Litzén	✓	✓
09.01.07	Elect Sigurd Mareels	✓	✓
09.01.08	Elect Astrid Skarheim Onsum	✓	✓
09.01.09	Elect Anders Ullberg	✓	✓
09.02	Elect Ronnie Leten as Chair	✓	✗
09.03	Appointment of Auditor	✓	✓
10.01	Directors' Fees	✓	✓
10.02	Authority to Set Auditor's Fees	✓	✓
11	Adoption of Share-Based Incentives (Personnel Option Plan)	✓	✗

12.01	Authority to Repurchase Shares (Personnel Option Plan 2021)	✓	✗
12.02	Authority to Repurchase Shares (Synthetic Shares)	✓	✓
12.03	Authority to Transfer Treasury Shares (Personnel Option Plan 2021)	✓	✗
12.04	Issuance of Treasury Shares (Synthetic Shares)	✓	✓
12.05	Authority to Issue Treasury Shares (Personnel Option Plans 2016, 2017 and 2018)	✓	✗
13	Capital Redemption Plan	✓	✓

## PROXY ANALYSIS

ITEM 07.01	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. 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 07.02.01	BOARD	POLICY
Ratify Lennart Evrell	✓	✓
Proposer : Board		

No concerns have been raised concerning the actions of the directors and executives. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07.02.02	BOARD	POLICY
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Ratify Johan Forssell



Proposer : Board

No concerns have been raised concerning the actions of the directors and executives. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07.02.03

BOARD

POLICY

Ratify Helena Hedblom



Proposer : Board

No concerns have been raised concerning the actions of the directors and executives. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07.02.04

BOARD

POLICY

Ratify Jeane Hull



Proposer : Board

No concerns have been raised concerning the actions of the directors and executives. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07.02.05

BOARD

POLICY

Ratify Ronnie Leten



Proposer : Board

No concerns have been raised concerning the actions of the directors and executives. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 07.02.06	BOARD	POLICY
Ratify Per Lindberg	✓	✓
Proposer : Board		

No concerns have been raised concerning the actions of the directors and executives. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 07.02.07	BOARD	POLICY
Ratify Ulla Litzén	✓	✓
Proposer : Board		

No concerns have been raised concerning the actions of the directors and executives. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 07.02.08	BOARD	POLICY
Ratify Sigurd Mareels	✓	✓
Proposer : Board		

No concerns have been raised concerning the actions of the directors and executives. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 07.02.09	BOARD	POLICY
Ratify Astrid Skarheim Onsum		

	✓		✓
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Proposer : Board

No concerns have been raised concerning the actions of the directors and executives. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07.02.10

BOARD	POLICY
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Ratify Anders Ullberg

	✓		✓
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Proposer : Board

No concerns have been raised concerning the actions of the directors and executives. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07.02.11

BOARD	POLICY
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Ratify Niclas Bergström

	✓		✓
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Proposer : Board

No concerns have been raised concerning the actions of the directors and executives. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07.02.12

BOARD	POLICY
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Ratify Gustav El Rachidi

	✓		✓
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Proposer : Board

No concerns have been raised concerning the actions of the directors and executives. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 07.02.13			BOARD	POLICY
Ratify Kristina Kanestad			✓	✓
Proposer : Board				

No concerns have been raised concerning the actions of the directors and executives. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 07.02.14			BOARD	POLICY
Ratify Bengt Lindgren			✓	✓
Proposer : Board				

No concerns have been raised concerning the actions of the directors and executives. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 07.02.15			BOARD	POLICY
Ratify Daniel Rundgren			✓	✓
Proposer : Board				

No concerns have been raised concerning the actions of the directors and executives. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 07.02.16			BOARD	POLICY
Ratify Helena Hedblom (CEO)			✓	✓

Proposer : Board

No concerns have been raised concerning the actions of the directors and executives. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07.02.17

Ratify Per Lindberg (CEO)

BOARD



POLICY



Proposer : Board

No concerns have been raised concerning the actions of the directors and executives. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07.03

To approve an Allocation of Profits/Dividends of SEK 2.50 per share

BOARD



POLICY



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 07.04

To approve the Remuneration Report

BOARD



POLICY



Proposer : Board

A complete analysis of the compensation report shows that it does not meet all of the policy criteria. The company does not disclose the specific criteria (or targets) that underpin its performance-based compensation programs. The plan does not include a Clawback clause. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 08.01			BOARD	POLICY
To establish the Board Size at 9 members			✓	✓
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.

<hr/>			Vote recorded	
ITEM 08.02			BOARD	POLICY
To approve the Number of Auditors : 1			✓	✓
Proposer : Board				

It is common practice to appoint only one audit firm. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 09.01.01			BOARD	POLICY
Elect Lennart Evrell			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 09.01.02			BOARD	POLICY
Elect Johan Forssell			✓	✗



Proposer : Board

---

Johan Forsell is not an independent director because he is the CEO of Investor AB which owns 17,1% of the company's share capital.. However, he sits on the remuneration committee, which should be made up entirely of independent directors. A vote against the candidate was recorded.

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Vote recorded

ITEM 09.01.03

BOARD

POLICY

Elect Helena Hedblom

✓

✓

Proposer : Board

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A vote in favour of the candidate was recorded.

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Vote recorded

ITEM 09.01.04

BOARD

POLICY

Elect Jeane Hull

✓

✓

Proposer : Board

---

A vote in favour of the candidate was recorded.

---

Vote recorded

ITEM 09.01.05

BOARD

POLICY

Elect Ronnie Leten

✓

✗

Proposer : Board

---

Ronnie Leten is not an independent director because he is former CEO of the company. However he sits on the compensation and on the audit committee, which should be made up entirely of independent directors. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 09.01.06			BOARD	POLICY
Elect Ulla Litzén			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 09.01.07			BOARD	POLICY
Elect Sigurd Mareels			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 09.01.08			BOARD	POLICY
Elect Astrid Skarheim Onsum			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 09.01.09			BOARD	POLICY
Elect Anders Ullberg			✓	✓

Proposer : Board

---

A vote in favour of the candidate was recorded.

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Vote recorded

ITEM 09.02	BOARD	POLICY
Elect Ronnie Leten as Chair	✓	✗

Proposer : Board

---

Ronnie Leten is not an independent director because he is former CEO of the company. However he sits on the compensation and on the audit committee, which should be made up entirely of independent directors. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

---

Vote recorded

ITEM 09.03	BOARD	POLICY
Appointment of Auditor	✓	✓

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 10.01	BOARD	POLICY
Directors' Fees	✓	✓

Proposer : Board

---

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

<hr/>			Vote recorded	
ITEM 10.02			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 firm were for financial auditing services. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 11			BOARD	POLICY
Adoption of Share-Based Incentives (Personnel Option Plan)			✓	✗
Proposer : Board				

A complete analysis of the executives' share-option plan shows that it does not meet all of the policy criteria. The performance measurement period is only 1 year. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 12.01			BOARD	POLICY
Authority to Repurchase Shares (Personnel Option Plan 2021)			✓	✗
Proposer : Board				

A complete analysis of the executives' share-option plan shows that it does not meet all of the policy criteria. The performance measurement period is only 1 year. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 12.02			BOARD	POLICY

Authority to Repurchase Shares (Synthetic Shares)



Proposer : Board

It is the Board of Directors' responsibility to make recommendations on the allotment of some of its share or share categories based on an analysis of the company's needs and strategic opportunities. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 12.03

BOARD

POLICY

Authority to Transfer Treasury Shares (Personnel Option Plan 2021)



Proposer : Board

A complete analysis of the executives' share-option plan shows that it does not meet all of the policy criteria. The performance measurement period is only 1 year. A vote against the proposal was recorded.

Vote recorded

#### ITEM 12.04

BOARD

POLICY

Issuance of Treasury Shares (Synthetic 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. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 12.05

BOARD

POLICY

Authority to Issue Treasury Shares (Personnel Option Plans 2016, 2017 and 2018)



Proposer : Board

A complete analysis of the executives' share-option plan shows that it does not meet all of the policy criteria. The performance measurement period is only 1 year. A vote against the proposal was recorded.

Vote recorded

ITEM 13

Capital Redemption Plan

BOARD	POLICY
✓	✓

Proposer : Board

It is the Board of Directors' responsibility to make recommendations on the share-split based on an analysis of the company's needs and strategic opportunities. The proposal aims to replace all outstanding serie A and B shares by 2 new shares from the same category, thereby increasing the number of outstanding shares. The splitting does not have a dilutive effect because the price of each share is adjusted to ensure that the company's stock-market capitalization remains the same. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Intesa Sanpaolo SPA (ISP)	MEETING DATE 2021-04-28 ,
COUNTRY Italy	RECORD DATE 2021-04-19
MEETING LOCATION	
MEETING TYPE Mix	SECURITIES T55067101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	955100



ITEM	PROPOSAL	BOARD	POLICY
01.01	Accounts and Reports	✓	✓
01.02	Allocation of Profits/Dividends	✓	✓
02.01	Remuneration Policy (Binding)	✓	✗
02.02	Remuneration Report (Advisory)	✓	✗
02.03	Maximum Variable Pay Ratio	✓	✓
02.04	2021 Annual Incentive Plan	✓	✗
02.05	Amendment to the 2018-2021 POP	✓	✗
02.06	D&O Insurance Policy	✓	✓
03.01	Authority to Repurchase and Reissue Shares to Service Incentive Plans	✓	✗
03.02	Authority to Repurchase and Reissue Shares	✓	✓
E. 01	Amendments to Articles (Technical)	✓	✓

## PROXY ANALYSIS

ITEM 01.01	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. 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 01.02			BOARD	POLICY
Allocation of Profits/Dividends			✓	✓
Proposer : Board				

The dividend ratio is below the 30% threshold requested by the policy, but the decrease in income linked to the COVID-19 pandemic justifies this low ratio. This ratio was over 80% in 2019 and 2018. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 02.01			BOARD	POLICY
Remuneration Policy (Binding)			✓	✗
Proposer : Board				

A complete analysis of the compensation policy shows that it does not meet all of the policy criteria. The company does not disclose in a clear and detailed manner the specific criteria that underpin its performance-based compensation programs. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 02.02			BOARD	POLICY
Remuneration Report (Advisory)			✓	✗
Proposer : Board				

A complete analysis of the compensation report shows that it does not meet all of the policy criteria. The company does not disclose in a clear and detailed manner the specific criteria that underpin its performance-based compensation programs. Compensation includes a share-option plan that does not meet all of the policy criteria. The term of the stock option plan exceeds the time limit stipulated in the policy, which is 3 years. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 02.03			BOARD	POLICY

Maximum Variable Pay Ratio	✓	✓
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Proposer : Board

It is the responsibility of the board of directors to decide on this type of proposal. The proposal aims to set the variable/ fixed compensation ratio for financial advisers at 2-to-1. This proposal does not have a detrimental impact on shareholder interests. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02.04	BOARD	POLICY
2021 Annual Incentive Plan	✓	✗

Proposer : Board

The short-term compensation plan can represent up to 200% of the executive's fixed salary. In 2020, short-term variable compensation represented 35% of the total compensation of the CEO, which goes against the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 02.05	BOARD	POLICY
Amendment to the 2018-2021 POP	✓	✗

Proposer : Board

A complete analysis of the executives' share-option plan shows that it does not meet all of the policy criteria. The company does not disclose the specific criteria that underpin its stock option programs. A vote against the proposal was recorded.

Vote recorded

ITEM 02.06	BOARD	POLICY
D&O Insurance Policy	✓	✓

Proposer : Board

---

Directors have a duty of due diligence in supervising the activities of the company they serve. They are required to act in good faith and in the best interest of the shareholders. The insurance contract allows directors to be reimbursed for fees and expenses that may arise due to a lawsuit related to the performance of their functions. This contract shields them from financial consequences were they to commit an involuntary error or negligence in performing those functions. While this type of protection reduces the directors' responsibility with regard to their shares, it also makes it possible to attract and retain competent directors to the company's board. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 03.01

BOARD POLICY

Authority to Repurchase and Reissue Shares to Service Incentive Plans



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. There is no performance goal associated to the granting of shares. A vote against the proposal was recorded.

---

Vote recorded

ITEM 03.02

BOARD POLICY

Authority to Repurchase and Reissue Shares



Proposer : Board

---

It is the Board of Directors' responsibility to make recommendations on the allotment of some of its share or share categories based on an analysis of the company's needs and strategic opportunities. The allotment of securities is acceptable given that it has a specific timeframe and is justified by sound business reasons. 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. A vote in favour of the proposal was recorded.

---

Vote recorded

ITEM E. 01

BOARD POLICY

Amendments to Articles (Technical)



Proposer : Board

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

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Vote recorded

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PROXY SUMMARY

<b>ISSUER</b> Moderna inc. (NASDAQ: MRNA)	<b>MEETING DATE</b> 2021-04-28 ,
<b>COUNTRY</b> United States	<b>RECORD DATE</b> 2021-03-01
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 60770K107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	8000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Robert Langer	✓	✓
01.02	Elect Elizabeth G. Nabel	✓	✓
01.03	Elect Elizabeth E. Tallett	✓	✗
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of Auditor	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Robert Langer	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

		Vote recorded	
ITEM 01.02		BOARD	POLICY
Elect Elizabeth G. Nabel		<div>✓</div>	<div>✓</div>
Proposer : Board			

A vote in favour of the candidate was recorded.

		Vote recorded	
ITEM 01.03		BOARD	POLICY



Elect Elizabeth E. Tallett



Proposer : Board

Elizabeth E. Tallett is not an independent director because her son works for the company. However, she sits on the audit committee, which should be made up entirely of independent directors. A vote against the candidate was recorded.

Vote recorded

## ITEM 02

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 03

BOARD

POLICY

Ratification of Auditor



Proposer : Board

More than 25% of the fees paid to the firm were for services other than financial auditing. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Cigna Corporation (CI)	MEETING DATE 2021-04-28 ,
COUNTRY United States	RECORD DATE 2021-03-08
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 125509109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	4500
000442088	Genus Global Alpha fund	4500
160717026	Genus Canglobe Equity fund - 160717026	14500

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect David M. Cordani	✓	✓
01.02	Elect William J. DeLaney	✓	✓
01.03	Elect Eric J. Foss	✓	✓
01.04	Elect Elder Granger	✓	✓
01.05	Elect Isaiah Harris, Jr.	✓	✓
01.06	Elect George Kurian	✓	✓
01.07	Elect Kathleen M. Mazarella	✓	✗
01.08	Elect Mark B. McClellan	✓	✓
01.09	Elect John M. Partridge	✓	✓
01.10	Elect Kimberly A. Ross	✓	✓
01.11	Elect Eric C. Wiseman	✓	✓
01.12	Elect Donna F. Zarcone	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	Amendment to the Long-Term Incentive Plan	✓	✓
04	Ratification of Auditor: PricewaterhouseCoopers	✓	✓
05	Shareholder Proposal Regarding Right to Act by Written Consent	✗	✓
06	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect David M. Cordani	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect William J. DeLaney	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Eric J. Foss	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY

Elect Elder Granger	✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Isaiah Harris, Jr.	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect George Kurian	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Kathleen M. Mazzarella	✓	✗

Proposer : Board

Kathleen M. Mazarella is an executive of Graybar Electric Company, Inc., 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. Besides, she

sits on a total of more than two boards. The number of boards on which she sits is too high and could compromise her ability to adequately serve shareholder interest. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.08			BOARD	POLICY
Elect Mark B. McClellan			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.09			BOARD	POLICY
Elect John M. Partridge			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.10			BOARD	POLICY
Elect Kimberly A. Ross			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.11			BOARD	POLICY



Elect Eric C. Wiseman		
<b>Proposer :</b> Board		

A vote in favour of the candidate was recorded.

		<b>Vote recorded</b>	
ITEM 01.12		BOARD	POLICY
Elect Donna F. Zarcone			
<b>Proposer :</b> Board			

A vote in favour of the candidate was recorded.

		<b>Vote recorded</b>	
ITEM 02		BOARD	POLICY
Advisory Vote on Executive Compensation			
<b>Proposer :</b> 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.

		<b>Vote recorded</b>	
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ITEM 03		BOARD	POLICY
Amendment to the Long-Term Incentive Plan			
<b>Proposer :</b> Board			

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

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
Ratification of Auditor: PricewaterhouseCoopers			✓	✓
Proposer : Board				

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

<hr/>			Vote recorded	
ITEM 05			BOARD	POLICY
Shareholder Proposal Regarding Right to Act by Written Consent			✗	✓
Proposer : ND				

To prohibit the written consent of a majority of shareholders requires them to attend the annual meeting to express their opinion on a matter such as one of the director's removal or the closing of a shareholder rights plan. This requirement of the board significantly restrains shareholders who want some change, especially when this practice is combined with a high level of shareholder participation in order to call an extraordinary general meeting.A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 06			BOARD	POLICY
Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report			✗	✓
Proposer : ND				

<hr/>			Vote recorded	
ITEM 07			BOARD	POLICY
Shareholder Proposal Regarding Disclosure of Board Qualifications			✗	✗

Proposer : ND

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This proposal asks Cigna Corporation to include directors' "ideologies" in the skills matrix the company provides to shareholders. The proposal does not explain how a director's political view or ideology are relevant to his or her service on the board. The company already discloses the other information requested. A director's ideological or political views should not be a factor in determining his or her qualifications to serve on the board. We note that the proponent has previously used shareholder proposals to promote a political agenda that often proves to be against the best interests of shareholders. A vote against the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Cigna Corporation (CI)	MEETING DATE 2021-04-28 ,
COUNTRY United States	RECORD DATE 2021-03-08
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 125509109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	4500
000442088	Genus Global Alpha fund	4500
160717026	Genus Canglobe Equity fund - 160717026	14500

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect David M. Cordani	✓	✓
01.02	Elect William J. DeLaney	✓	✓
01.03	Elect Eric J. Foss	✓	✓
01.04	Elect Elder Granger	✓	✓
01.05	Elect Isaiah Harris, Jr.	✓	✓
01.06	Elect George Kurian	✓	✓
01.07	Elect Kathleen M. Mazarella	✓	✗
01.08	Elect Mark B. McClellan	✓	✓
01.09	Elect John M. Partridge	✓	✓
01.10	Elect Kimberly A. Ross	✓	✓
01.11	Elect Eric C. Wiseman	✓	✓
01.12	Elect Donna F. Zarcone	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	Amendment to the Long-Term Incentive Plan	✓	✓
04	Ratification of Auditor: PricewaterhouseCoopers	✓	✓
05	Shareholder Proposal Regarding Right to Act by Written Consent	✗	✓
06	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect David M. Cordani	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect William J. DeLaney	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Eric J. Foss	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY

Elect Elder Granger	✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
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Elect Isaiah Harris, Jr.	✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
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Elect George Kurian	✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
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Elect Kathleen M. Mazzarella	✓	✗
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Proposer : Board

Kathleen M. Mazarella is an executive of Graybar Electric Company, Inc., 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. Besides, she



sits on a total of more than two boards. The number of boards on which she sits is too high and could compromise her ability to adequately serve shareholder interest. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.08			BOARD	POLICY
Elect Mark B. McClellan			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.09			BOARD	POLICY
Elect John M. Partridge			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.10			BOARD	POLICY
Elect Kimberly A. Ross			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.11			BOARD	POLICY

Elect Eric C. Wiseman	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

ITEM 01.12		Vote recorded	
Elect Donna F. Zarcone		BOARD	POLICY
		✓	✓
Proposer : Board			

A vote in favour of the candidate was recorded.

ITEM 02		Vote recorded	
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.

ITEM 03		Vote recorded	
Amendment to the Long-Term Incentive Plan		BOARD	POLICY
		✓	✓
Proposer : Board			

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

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
Ratification of Auditor: PricewaterhouseCoopers			✓	✓
Proposer : Board				

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

<hr/>			Vote recorded	
ITEM 05			BOARD	POLICY
Shareholder Proposal Regarding Right to Act by Written Consent			✗	✓
Proposer : ND				

To prohibit the written consent of a majority of shareholders requires them to attend the annual meeting to express their opinion on a matter such as one of the director's removal or the closing of a shareholder rights plan. This requirement of the board significantly restrains shareholders who want some change, especially when this practice is combined with a high level of shareholder participation in order to call an extraordinary general meeting.A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 06			BOARD	POLICY
Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report			✗	✓
Proposer : ND				

<hr/>			Vote recorded	
ITEM 07			BOARD	POLICY
Shareholder Proposal Regarding Disclosure of Board Qualifications			✗	✗

Proposer : ND

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This proposal asks Cigna Corporation to include directors' "ideologies" in the skills matrix the company provides to shareholders. The proposal does not explain how a director's political view or ideology are relevant to his or her service on the board. The company already discloses the other information requested. A director's ideological or political views should not be a factor in determining his or her qualifications to serve on the board. We note that the proponent has previously used shareholder proposals to promote a political agenda that often proves to be against the best interests of shareholders. A vote against the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER PerkinElmer Inc. (NYSE: PKI)	MEETING DATE 2021-04-27 ,
COUNTRY United States	RECORD DATE 2021-03-01
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 714046109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717026	Genus Canglobe Equity fund - 160717026	13100

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Peter Barrett	✓	✓
01.02	Elect Samuel R. Chapin	✓	✓
01.03	Elect Sylvie Grégoire	✓	✓
01.04	Elect Alexis P. Michas	✓	✓
01.05	Elect Pralad Singh	✓	✓
01.06	Elect Michel Vounatsos	✓	✓
01.07	Elect Frank Witney	✓	✗
01.08	Elect Pascale Witz	✓	✗
02	Ratification of Auditor	✓	✗
03	Advisory Vote on Executive Compensation	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Peter Barrett	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY

Elect Samuel R. Chapin		
<b>Proposer : Board</b>		

A vote in favour of the candidate was recorded.

**Vote recorded**

ITEM 01.03	BOARD	POLICY
Elect Sylvie Grégoire		
<b>Proposer : Board</b>		

A vote in favour of the candidate was recorded.

**Vote recorded**

ITEM 01.04	BOARD	POLICY
Elect Alexis P. Michas		
<b>Proposer : Board</b>		

A vote in favour of the candidate was recorded.

**Vote recorded**

ITEM 01.05	BOARD	POLICY
Elect Pralad Singh		
<b>Proposer : Board</b>		

A vote in favour of the candidate was recorded.



<hr/>			Vote recorded	
ITEM 01.06			BOARD	POLICY
Elect Michel Vounatsos			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.07			BOARD	POLICY
Elect Frank Witney			✓	✗
Proposer : Board				

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

<hr/>			Vote recorded	
ITEM 01.08			BOARD	POLICY
Elect Pascale Witz			✓	✗
Proposer : Board				

She is the CEO of PWH Advisors and sits on more than two board. 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.

<hr/>			Vote recorded	
ITEM 02			BOARD	POLICY

Ratification of Auditor



Proposer : Board

More than 25% of the fees paid to the firm were for services other than financial auditing. A vote against the proposal was recorded.

Vote recorded

#### ITEM 03

BOARD

POLICY

Advisory Vote on Executive Compensation



Proposer : Board

The CEO was paid more than 3 times the average pay of other executives. 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. 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. In the event of a change of control, the directors' employment contrat includes accelerated vesting of awards which goes against the policy. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Crown Holdings Inc. (CCK)	MEETING DATE 2021-04-22 ,
COUNTRY United States	RECORD DATE 2021-03-02
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 228368106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	12200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect John W. Conway	✓	✓
01.02	Elect Timothy J. Donahue	✓	✓
01.03	Elect Richard H. Fearon	✓	✓
01.04	Elect Andrea Funk	✓	✓
01.05	Elect Stephen J. Hagge	✓	✓
01.06	Elect Rose Lee	✓	✓
01.07	Elect James H. Miller	✓	✓
01.08	Elect Josef M. Müller	✓	✓
01.09	Elect B. Craig Owens	✓	✓
01.10	Elect Caesar F. Sweitzer	✓	✓
01.11	Elect Jim L. Turner	✓	⏸
01.12	Elect William S. Urkiel	✓	✓
01.13	Elect Dwayne A. Wilson	✓	✓
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY

Elect John W. Conway



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02

BOARD

POLICY

Elect Timothy J. Donahue



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03

BOARD

POLICY

Elect Richard H. Fearon



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04

BOARD

POLICY

Elect Andrea Funk



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Stephen J. Hagge	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Rose Lee	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect James H. Miller	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Josef M. Müller	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect B. Craig Owens	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Caesar F. Sweitzer	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
Elect Jim L. Turner	✓	

Proposer : Board

He is the CEO of JLT Beverages 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 01.12	BOARD	POLICY
Elect William S. Urkiel	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.13	BOARD	POLICY
Elect Dwayne A. Wilson	✓	✓

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 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 03	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✓

Proposer : Board

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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 in favour of the proposal was recorded.

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**Vote recorded**

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PROXY SUMMARY

ISSUER Telefonica SA (TEF)	MEETING DATE 2021-04-22 ,
COUNTRY Spain	RECORD DATE 2021-04-16
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 879382208 / 879382109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442096	Genus Pooled Funds - Fossil Free Dividend Fund - 000442096	186663

ITEM	PROPOSAL	BOARD	POLICY
01.01	Approval of Individual & Consolidated Accounts & Management Reports	✓	✓
01.02	Approval of the non-financial information report of the consolidated group of Companies	✓	✓
01.03	To grant a discharge of liability to the members of the Board of Directors for the past fiscal year.	✓	✓
02	To approve an allocation of Profits/Dividends of EUR 0.30 per share	✓	✓
03	To approve the Appointment of Auditor PricewaterhouseCoopers.	✓	✓
04.01	Elect José Maria Alvarez-Pallete Lopez as Executive Director (slate)	✓	✗
04.02	Elect Carmen Garcia de Andres as Independent Director (slate)	✓	✓
04.03	Elect Ignacio Moreno Martinez as Proprietary Director (slate)	✓	✗
04.04	Elect Francisco José Riberas Mera as Independent Director	✓	✓
05	To approve the reduction of Capital through the cancellation of shares	✓	✗
06.01	First Scrip Dividend: Approval of an increase in Share Capital by creating a new category of shares	✓	✓
06.02	Second Scrip Dividend: Approval of an increase in Share Capital by creating a new category of shares	✓	✓
07.01	Amendment to articles regarding Virtual Meetings	✓	✓
07.02	Amendment to articles regarding the possibility to grant authority to vote to the proxy through telephone	✓	✓
08.01	Amendment of the regulation of the General Meeting articles regarding Virtual Meetings	✓	✓
08.02	Amendment of the regulation of the General Meeting articles regarding ways to grant authority to vote to proxy.	✓	✓
09	Approval of the Directors' Remuneration Policy	✓	✗

10	To approve the Long-Term incentive Plan for Executive Officers.	✓	✗
11	Power to execute the decisions taken during the General Meeting	✓	✓
12	Advisory vote on Directors' Remuneration Report	✓	✗

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Approval of Individual & Consolidated Accounts & Management 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. Those reports were distributed to all shareholders before the meeting, and the auditing firm that examined them is independent. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Approval of the non-financial information report of the consolidated group of Companies	✓	✓

Proposer : Board

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 01.03	BOARD	POLICY
To grant a discharge of liability to the members of the Board of Directors for the past fiscal year.	✓	✓

Proposer : Board

This is a formality. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 02	BOARD	POLICY
To approve an allocation of Profits/Dividends of EUR 0.30 per share	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 03	BOARD	POLICY
To approve the Appointment of Auditor PricewaterhouseCoopers.	✓	✓
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 04.01	BOARD	POLICY
Elect José Maria Alvarez-Pallete Lopez as Executive Director (slate)	✓	✗
Proposer : Board		

José Maria Alvarez-Pallete Lopez 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 04.02	BOARD	POLICY

Elect Carmen Garcia de Andres as Independent Director (slate)



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 04.03

BOARD

POLICY

Elect Ignacio Moreno Martinez as Proprietary Director (slate)



Proposer : Board

Only 59% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. José Maria Alvarez-Pallete Lopez is not an independent director because he is a representative of BBVA, a shareholder of the company on the board of directors. A vote against the candidate was recorded.

Vote recorded

#### ITEM 04.04

BOARD

POLICY

Elect Francisco José Riberas Mera as Independent Director



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 05

BOARD

POLICY

To approve the reduction of Capital through the cancellation of 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. A vote against the proposal was recorded.

Vote recorded		
ITEM 06.01	BOARD	POLICY
First Scrip Dividend: Approval of an increase in Share Capital by creating a new category of shares	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 06.02	BOARD	POLICY
Second Scrip Dividend: Approval of an increase in Share Capital by creating a new category of shares	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 07.01	BOARD	POLICY
Amendment to articles regarding Virtual Meetings	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 07.02	BOARD	POLICY

Amendment to articles regarding the possibility to grant authority to vote to the proxy through telephone	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 08.01	BOARD	POLICY
Amendment of the regulation of the General Meeting articles regarding Virtual Meetings	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 08.02	BOARD	POLICY
Amendment of the regulation of the General Meeting articles regarding ways to grant authority to vote to proxy.	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 09	BOARD	POLICY
Approval of the Directors' Remuneration Policy	✓	✗
Proposer : Board		

We note that the Compensation Committee is not exclusively made up of independent members. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 10			BOARD	POLICY
To approve the Long-Term incentive Plan for Executive Officers.			✓	✗
Proposer : Board				

We note that the Compensation Committee is not exclusively made up of independent members. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 11			BOARD	POLICY
Power to execute the decisions taken during the General Meeting			✓	✓
Proposer : Board				

This is a formality. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 12			BOARD	POLICY
Advisory vote on Directors' Remuneration Report			✓	✗
Proposer : Board				

We note that the Compensation Committee is not exclusively made up of independent members. A vote against the proposal was recorded.

<hr/>			Vote recorded	
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PROXY SUMMARY

ISSUER Texas Instruments Inc. (TXN)	MEETING DATE 2021-04-22 ,
COUNTRY United States	RECORD DATE 2021-02-22
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 882508104

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	7500
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	10900
160717026	Genus Canglobe Equity fund - 160717026	12000
160717017	Genus Pooled Funds - Fossil Free Dividend Equity Fund - 160717017	13000
160717060	Genus Pooled Funds - 160717060	15400
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	42000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Mark A. Blinn	✓	✓
01.02	Elect Todd M. Bluedorn	✓	✗
01.03	Elect Janet F. Clark	✓	✓
01.04	Elect Carrie S. Cox	✓	✓
01.05	Elect Martin S. Craighead	✓	✓
01.06	Elect Jean M. Hobby	✓	✓
01.07	Elect Michael D. Hsu	✓	✓
01.08	Elect Ronald Kirk	✓	✗
01.09	Elect Pamela H. Patsley	✓	✓
01.10	Elect Robert E. Sanchez	✓	✗
01.11	Elect Richard K. Templeton	✓	✗
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of Auditor	✓	✓
04	Shareholder Proposal Regarding Right to Act by Written Consent	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Mark A. Blinn	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Todd M. Bluedorn	✓	✗

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 01.03	BOARD	POLICY
Elect Janet F. Clark	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Carrie S. Cox	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.



Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Martin S. Craighead	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Jean M. Hobby	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Michael D. Hsu	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Ronald Kirk	✓	✗

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 Pamela H. Patsley	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Robert E. Sanchez	✓	✗

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 01.11	BOARD	POLICY
Elect Richard K. Templeton	✓	✗

Proposer : Board

Richard Templeton 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 02	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 03	BOARD	POLICY
Ratification of Auditor	✓	✓
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
Shareholder Proposal Regarding Right to Act by Written Consent	✗	✓
Proposer : John Chevedden		

To prohibit the written consent of a majority of shareholders requires them to attend the annual meeting to express their opinion on a matter such as one of the director's removal or the closing of a shareholder rights plan. This requirement of the board significantly restrains shareholders who want some change, especially when this practice is combined with a high level of shareholder participation in order to call an extraordinary general meeting. A vote in favour of the proposal was recorded.

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PROXY SUMMARY

ISSUER Humana Inc. (HUM)	MEETING DATE 2021-04-22 ,
COUNTRY United States	RECORD DATE 2021-02-22
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 444859102

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	1600

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Kurt J. Hilzinger	✓	✓
01.02	Elect Raquel C. Bono	✓	✓
01.03	Elect Bruce D. Broussard	✓	✓
01.04	Elect Frank A. D'Amelio	✓	✗
01.05	Elect Wayne A.I. Frederick	✓	✓
01.06	Elect John W. Garratt	✓	✓
01.07	Elect David A. Jones Jr.	✓	✗
01.08	Elect Karen W. Katz	✓	✓
01.09	Elect Marcy S. Klevorn	✓	✓
01.10	Elect William J. McDonald	✓	✓
01.11	Elect Jorge S. Mesquita	✓	✓
01.12	Elect James J. O'Brien	✓	✓
01.13	Elect Marissa T. Peterson	✓	✓
02	Ratification of Auditor	✓	✗
03	Advisory Vote on Executive Compensation	✓	✗

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY

Elect Kurt J. Hilzinger	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

		Vote recorded	
ITEM 01.02		BOARD	POLICY
Elect Raquel C. Bono		✓	✓
Proposer : Board			

A vote in favour of the candidate was recorded.

		Vote recorded	
ITEM 01.03		BOARD	POLICY
Elect Bruce D. Broussard		✓	✓
Proposer : Board			

A vote in favour of the candidate was recorded.

		Vote recorded	
ITEM 01.04		BOARD	POLICY
Elect Frank A. D'Amelio		<div>✓</div>	<div>✗</div>
Proposer : Board			

Frank A. D'amelio is not an independent director because he is CFO of Pfizer inc, one of the company's suppliers. However, he sits on the nomination and audit committee, which should be made up entirely of independent directors. A vote against the candidate was recorded.



Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Wayne A.I. Frederick	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect John W. Garratt	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect David A. Jones Jr.	✓	✗
Proposer : Board		

David A. Jones is not an independent director because he has significant types of economics relationships with one of the company's suppliers. However, he sits on the nomination and compensation committee, which should be made up entirely of independent directors. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Karen W. Katz	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Marcy S. Klevorn	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect William J. McDonald	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
Elect Jorge S. Mesquita	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.12	BOARD	POLICY
Elect James J. O'Brien	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.13	BOARD	POLICY
Elect Marissa T. Peterson	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Ratification of Auditor	✓	✗

Proposer : Board

More than 25% of the fees paid to the firm were for services other than financial auditing. A vote against the proposal was recorded.

Vote recorded

ITEM 03	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. 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.

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Vote recorded

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PROXY SUMMARY

ISSUER Pfizer Inc. (PFE)	MEETING DATE 2021-04-22 ,
COUNTRY United States	RECORD DATE 2021-02-24
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 717081103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	31700
160717017	Genus Pooled Funds - Fossil Free Dividend Equity Fund - 160717017	48400
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	91900

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Ronald E. Blaylock	✓	✗
01.02	Elect Albert Bourla	✓	✗
01.03	Elect Susan Desmond-Hellmann	✓	✗
01.04	Elect Joseph J. Echevarria	✓	✗
01.05	Elect Scott Gottlieb	✓	✗
01.06	Elect Helen H. Hobbs	✓	✗
01.07	Elect Susan Hockfield	✓	✗
01.08	Elect Dan R. Littman	✓	✗
01.09	Elect Shantanu Narayen	✓	✗
01.10	Elect Suzanne Nora Johnson	✓	✓
01.11	Elect James Quincey	✓	✗
01.12	Elect James C. Smith	✓	✓
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder Proposal Regarding Independent Chair	✗	✓
05	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	✗	✓
06	Shareholder Proposal Regarding Report on Access to COVID-19 Products	✗	✓

## PROXY ANALYSIS

### ITEM 01.01

Elect Ronald E. Blaylock

BOARD



POLICY



Proposer : Board

He is the CEO of another company 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 01.02

Elect Albert Bourla

BOARD



POLICY



Proposer : Board

Albert Bourla 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 01.03

Elect Susan Desmond-Hellmann

BOARD



POLICY



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. She is a member of an organization that received a significant grant or financial contribution from the company. A vote against the candidate was recorded.

Vote recorded



ITEM 01.04	BOARD	POLICY
Elect Joseph J. Echevarria		
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 Scott Gottlieb		
Proposer : Board		

Only 41,67% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the policy. He is a member of an organization that receives a significant grant or financial contribution from the company. A vote against the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Helen H. Hobbs		
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. She is a member of an organization that received a significant grant or financial contribution from the company. A vote against the candidate was recorded.

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Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Susan Hockfield	<div>✓</div>	<div>✗</div>
Proposer : Board		

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Only 41,67% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the policy. She is a member of an organization that received a significant grant or financial contribution from the company. A vote against the candidate was recorded.

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Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Dan R. Littman	<div>✓</div>	<div>✗</div>
Proposer : Board		

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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. This nominee is not deemed independent according to the policy. He is a member of an organization that receives a significant grant or financial contribution from the company. A vote against the candidate was recorded.

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Vote recorded		
ITEM 01.09	BOARD	POLICY
Elect Shantanu Narayen	<div>✓</div>	<div>✗</div>
Proposer : Board		

---

Only 41,67% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed

independent according to the policy. He has other significant types of economic relationships with one of the company's clients, suppliers or consultants. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.10	BOARD	POLICY
Elect Suzanne Nora Johnson	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.11	BOARD	POLICY
Elect James Quincey	✓	✗
Proposer : Board		

James Quincey is an executive of Coca-Cola, 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 01.12	BOARD	POLICY
Elect James C. Smith	✓	✓
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 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 03

BOARD

POLICY

Advisory Vote on Executive Compensation



Proposer : Board

Vote recorded

#### ITEM 04

BOARD

POLICY

Shareholder Proposal Regarding Independent Chair



Proposer : Kenneth Steiner

Albert Bourla 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. 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. This type of proposal generally receives significant approval rates. Furthermore, this separation is an excellent governance practice. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 05

BOARD

POLICY

Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency



Proposer : Tara Health Foundation

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If a company chooses to engage in political activity, it should be transparent about these activities. Shareholders have a right to know how companies they invest in are spending money, particularly when such expenditures are beyond the scope of normal business activities, or where their interests and the interests of management may not be aligned. At a minimum, companies should disclose to shareholders the amounts they spend trying to influence lawmakers and the public on policy issues, including contributions to third parties and non-monetary contributions. This disclosure should include the recipients of those contributions, and it should explain the business case for the contributions. This proposal asks the company to disclose its lobbying activity and its policies governing this activity. This is a reasonable proposal that improve the transparency of the company's efforts to influence public policy. A vote in favour of the proposal was recorded.

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Vote recorded

#### ITEM 06

Shareholder Proposal Regarding Report on Access to COVID-19 Products

BOARD	POLICY
✗	✓

Proposer : Trinity Health and co-filers

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The proposal aims to promote better access and better pricing for COVID-19 medicines, as well as to serve as an accountability mechanism to prevent abusive pricing and ensure that pharmaceutical companies exercise prudence in setting the price of these vital products. The proponents recall that governments have invested heavily in these companies to stimulate the development of vaccines and drugs. Although Pfizer has not received such funding from the U.S. government, the proponents point out that early purchase commitments for the vaccine from Pfizer and BioNTech were made, thereby reducing the risk associated with its development, which Pfizer denies. In addition, BioNTech has received considerable public funding at several important stages in the development of the mRNA technology used in the vaccine. The proponents finally note that unlike others, Pfizer has not committed to provide its vaccine on a non-profit basis during the pandemic. However, vaccine availability on a global scale is essential to maintain stability, boost the economy and portfolio returns, as well as prevent outbreaks of new variants that could affect the effectiveness of current vaccines. The proponents' position is similar to that of scientists, experts, and public health authorities, such as the World Health Organization (WHO), which warns against "vaccine nationalism" because it will prolong the pandemic. In January 2021, the head of the WHO also explained that bilateral agreements between pharmaceutical companies and countries risk "pushing up the price" of vaccines, to the detriment of all, which "means high-risk people in the poorest and most marginalized countries don't get the vaccine" (<https://bit.ly/2QqgXHQ>). For its part, Pfizer assures that it has set the price of the vaccine during the pandemic to encourage wide access, adding that it expects most governments to provide it for free or at low cost to their populations. Nevertheless, its high price is already causing controversy. The unit price for the European Union would have risen from EUR 12 to EUR 15.5, to EUR 19.5, and is expected to rise further in the coming years (<https://bit.ly/3ghIB4H>). Pfizer's CEO has defended the price of the vaccine, comparing it to that of a meal, and says it will be offered at cost in low-income countries, but AFP reports that several observers doubt it will be widely distributed in Africa, as it must be stored at extremely low temperatures. The proposal raises critical issues. The associated risks to which pharmaceutical companies are exposed are significant and similar to those arising from the problem of drug access and affordability in the United States. We recall that high drug prices and large and unjustified price increases can lead to legislative, regulatory, financial, and reputational risks which can adversely affect shareholder value. In the context of the pandemic and massive government investments to develop products against COVID-19, these risks, particularly that of damage to reputation, are accentuated. It is therefore appropriate and reasonable for the company to comply with the proponents' request, which could also help it mitigate the potential risks associated with the access and affordability of vaccines and drugs. In addition, the proposal is in line with the Business Roundtable statement on the Purpose of a corporation, signed by Pfizer, that companies must deliver long-term value to all their stakeholders, including the communities in which they operate. A vote in favour of the proposal was recorded.

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PROXY SUMMARY

ISSUER Sherwin-Williams Company (The) (SHW)	MEETING DATE 2021-04-21 ,
COUNTRY United States	RECORD DATE 2021-02-23
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 824348106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	1100
160717060	Genus Pooled Funds - 160717060	2800



ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Kerrii B. Anderson	✓	✓
01.02	Elect Arthur F. Anton	✓	✓
01.03	Elect Jeff M. Fettig	✓	✓
01.04	Elect Richard J. Kramer	✓	✗
01.05	Elect John G. Morikis	✓	✗
01.06	Elect Christine A. Poon	✓	✗
01.07	Elect Aaron M. Powell	✓	✓
01.08	Elect Michael H. Thaman	✓	✓
01.09	Elect Matthew Thornton III	✓	✗
01.10	Elect Steven H. Wunning	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of Auditor	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Kerrii B. Anderson	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.02	BOARD	POLICY
Elect Arthur F. Anton	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY
Elect Jeff M. Fettig	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect Richard J. Kramer	✓	✗
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 John G. Morikis



Proposer : Board

John Morikis 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 01.06

BOARD

POLICY

Elect Christine A. Poon



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 01.07

BOARD

POLICY

Elect Aaron M. Powell



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 01.08

BOARD

POLICY

Elect Michael H. Thaman



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.09	BOARD	POLICY
Elect Matthew Thornton III	✓	✗
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 Steven H. Wunning	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 02	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. 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.

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Vote recorded

ITEM 03

BOARD      POLICY

Ratification of Auditor



Proposer : Board

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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.

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Vote recorded

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PROXY SUMMARY

ISSUER Canadian Pacific Railway Ltd (CP)	MEETING DATE 2021-04-21 ,
COUNTRY Canada	RECORD DATE 2021-02-26
MEETING LOCATION	
MEETING TYPE Mix	SECURITIES 13645T100

[illegible]

ITEM	PROPOSAL	BOARD	POLICY
01	Appointment of Auditor	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03.01	Elect John Baird	✓	✗
03.02	Elect Isabelle Courville	✓	✓
03.03	Elect Keith E. Creel	✓	✓
03.04	Elect Gillian H. Denham	✓	✓
03.05	Elect Edward R. Hamberger	✓	✓
03.06	Elect Rebecca MacDonald	✓	✓
03.07	Elect Edward L. Monser	✓	✓
03.08	Elect Matthew H. Paull	✓	✓
03.09	Elect Jane L. Peverett	✓	✓
03.10	Elect Andrea Robertson	✓	✓
03.11	Elect Gordon T. Trafton	✓	✓
04	Approval of Share Split	✓	✓
05	Shareholder Proposal Regarding Annual Shareholder Vote on Climate Action Plan	✓	✓

PROXY ANALYSIS

ITEM 01	BOARD	POLICY



Appointment of Auditor



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 02

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 03.01

BOARD

POLICY

Elect John Baird



Proposer : Board

He is the CEO of another company 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 03.02

BOARD

POLICY

Elect Isabelle Courville



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 03.03		BOARD	POLICY
Elect Keith E. Creel		✓	✓
Proposer : Board			

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 03.04		BOARD	POLICY
Elect Gillian H. Denham		✓	✓
Proposer : Board			

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 03.05		BOARD	POLICY
Elect Edward R. Hamberger		✓	✓
Proposer : Board			

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 03.06		BOARD	POLICY
Elect Rebecca MacDonald			

	✓		✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 03.07

BOARD	POLICY
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Elect Edward L. Monser

	✓		✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 03.08

BOARD	POLICY
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Elect Matthew H. Paull

	✓		✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 03.09

BOARD	POLICY
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Elect Jane L. Peverett

	✓		✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 03.10	BOARD	POLICY
Elect Andrea Robertson	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 03.11	BOARD	POLICY
Elect Gordon T. Trafton	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 04	BOARD	POLICY
Approval of Share Split	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 05	BOARD	POLICY
Shareholder Proposal Regarding Annual Shareholder Vote on Climate Action Plan	✓	✓

The proposal calls for a climate action plan to be presented and for shareholders to approve it on an annual basis. The proponent, TCI Fund Management, wants the company to produce a report in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), in which it discloses its greenhouse gas (GHG) emissions, being given that they are important to the company according to the Sustainability Accounting Standards Board (SASB). It also wants progress and changes to be submitted to an advisory vote of shareholders every year. CP's senior management supports the proposal, believing that climate change is an important aspect of the company's sustainable development principles and practices. It also considers that this proposal is in line with the company's existing commitments. It already publishes an annual sustainability report and presents additional climate data. We recall that in order to comply with the Paris Agreement, by 2030, carbon dioxide (CO2) emissions must fall by 45% compared to 2010 in order to keep global warming below 1.5 degrees Celsius. Therefore, the publication of an environmental action plan would be an important step in this direction. For example, although the company already discloses information on its Scope 1, 2 and 3 emissions, it has no reduction targets. The implementation of the proposal would, inter alia, allow better monitoring of progress in this area. A concern with this proposal must, however, be raised. The role of shareholders in this vote should be purely advisory, so as to respect the specific powers of each governance body. By having shareholders vote annually on the climate strategy plan, they are called upon to judge its progress, which goes beyond their responsibilities. If the involvement of shareholders in the company's environmental transition ambition is a positive point, it is important to maintain the roles specific to each instance. It is important, however, to ensure that the company maintains the same quality of disclosure, so it is in the interests of shareholders to be able to support it in its efforts by giving an annual opinion on its climate efforts. A vote in favour of the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Regions Financial Corporation (RF)	MEETING DATE 2021-04-21 ,
COUNTRY United States	RECORD DATE 2021-02-22
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 7591EP100

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	58900
000442088	Genus Global Alpha fund	64700
160717026	Genus Canglobe Equity fund - 160717026	104800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Carolyn H. Byrd	✓	✗
01.02	Elect Don DeFosset	✓	✓
01.03	Elect Samuel A. Di Piazza, Jr.	✓	✓
01.04	Elect Zhanna Golodryga	✓	✗
01.05	Elect John D. Johns	✓	✓
01.06	Elect Ruth Ann Marshall	✓	✓
01.07	Elect Charles D. McCrary	✓	✓
01.08	Elect James T. Prokopanko	✓	✓
01.09	Elect Lee J. Styslinger III	✓	✗
01.10	Elect José S. Suquet	✓	✓
01.11	Elect John M. Turner, Jr.	✓	✓
01.12	Elect Timothy Vines	✓	✗
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Carolyn H. Byrd	✓	✗



Proposer : Board

She is the CEO of Global Tech Financial LLC and sits on a total of more than two boards. The number of boards on which she sits is too high and could compromise her ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Don DeFosset	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Samuel A. Di Piazza, Jr.	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Zhanna Golodryga	✓	✗

Proposer : Board

Zhanna Golodryga is an executive of Phillips 66, 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 01.05	BOARD	POLICY
Elect John D. Johns	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Ruth Ann Marshall	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Charles D. McCrary	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect James T. Prokopanko	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Lee J. Styslinger III	✓	✗

Proposer : Board

He is the CEO of Altec inc 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 01.10	BOARD	POLICY
Elect José S. Suquet	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
Elect John M. Turner, Jr.	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.12	BOARD	POLICY
Elect Timothy Vines		

Proposer : Board

Timothy Vines is not an independent director because he is the CEO of Blue Cross and Blue Shield of Alabama, which is the company dental and medical administrator. 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

ITEM 02	BOARD	POLICY
Ratification of Auditor		

Proposer : Board

More than 75% of the fees paid to the firm were for financial 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. 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

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PROXY SUMMARY

ISSUER L'Oreal SA (OR)	MEETING DATE 2021-04-20 ,
COUNTRY France	RECORD DATE 2021-04-15
MEETING LOCATION	
MEETING TYPE Mix	SECURITIES F58149133

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442029	Genus Fossil Free CanGlobe Equity fund	3000

ITEM	PROPOSAL	BOARD	POLICY
01	Accounts and Reports	✓	✗
02	Consolidated Accounts and Reports	✓	✗
03	Allocation of Profits/Dividends	✓	✓
04	Elect Nicolas Hieronimus	✓	✗
05	Elect Alexandre Ricard	✓	✓
06	Elect Françoise Bettencourt Meyers	✓	✗
07	Elect Paul Bulcke	✓	✗
08	Elect Virginie Morgon	✓	✗
09	2020 Remuneration Report	✓	✓
10	2020 Remuneration of Jean-Paul Agon, Chair and CEO	✓	✓
11	2021 Remuneration Policy (Board)	✓	✓
12	2021 Remuneration Policy (Chair and CEO)	✓	✓
13	2021 Remuneration Policy (CEO)	✓	✓
14	2021 Remuneration Policy (Chair)	✓	✓
15	Related Party Transaction (Nicolas Hieronimus, Incoming CEO)	✓	✓
16	Authority to Repurchase and Reissue Shares	✓	✗
17	Authority to Issue Shares w/ Preemptive Rights	✓	✓



18	Authority to Increase Capital Through Capitalisations	✓	✓
19	Authority to Increase Capital in Consideration for Contributions In Kind	✓	✓
20	Employee Stock Purchase Plan	✓	✗
21	Stock Purchase Plan for Overseas Employees	✓	✗
22	Amendments to Articles Regarding Written Consultation	✓	✓
23	Authorisation of Legal Formalities	✓	✓

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Accounts and Reports	✓	✗

Proposer : Board

We observe that less than 75% of the fees paid to the auditing firm that prepared the financial statements were for auditing services. A vote against the proposal was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Consolidated Accounts and Reports	✓	✗

Proposer : Board

We observe that less than 75% of the fees paid to the auditing firm that prepared the financial statements were for auditing services. A vote against the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
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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. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 04

BOARD

POLICY

Elect Nicolas Hieronimus



Proposer : Board

Only 50% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. Mr. Hieronimuis is the next chief executive officer of the firm. A vote against the candidate was recorded.

Vote recorded

#### ITEM 05

BOARD

POLICY

Elect Alexandre Ricard



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 06

BOARD

POLICY

Elect Françoise Bettencourt Meyers



Proposer : Board

Only 50% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. She is a member of the Bettencourt family, who is the main shareholder of the company. A vote against the candidate was recorded.

Vote recorded

ITEM 07

BOARD

POLICY

Elect Paul Bulcke

✓

✗

Proposer : Board

Only 50% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. Mr Bulcke represents Nestlé SA, one of the main shareholders. A vote against the candidate was recorded.

Vote recorded

ITEM 08

BOARD

POLICY

Elect Virginie Morgon

✓

✗

Proposer : Board

Ms. Morgon is an executive of Erazeeo and sits on a total of more than two boards. The number of boards on which she sits is too high and could compromise her ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 09

BOARD

POLICY

2020 Remuneration Report

✓

✓

Proposer : Board

The compensation package consists of a fixed remuneration, a variable remuneration in performance-based shares and benefits in kind. The compensation meets all of the policy criteria. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 10			BOARD	POLICY
2020 Remuneration of Jean-Paul Agon, Chair and CEO			<div>✓</div>	<div>✓</div>
Proposer : Board				

A complete analysis of the compensation plan shows that it meets all of the policy criteria. Compensation is based on company performance. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 11			BOARD	POLICY
2021 Remuneration Policy (Board)			<div>✓</div>	<div>✓</div>
Proposer : Board				

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

<hr/>			Vote recorded	
ITEM 12			BOARD	POLICY
2021 Remuneration Policy (Chair and CEO)			<div>✓</div>	<div>✓</div>
Proposer : Board				

A complete analysis of the compensation policy shows that it meets all of the policy criteria. Compensation is based on company performance. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
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ITEM 13	BOARD	POLICY
2021 Remuneration Policy (CEO)	✓	✓

Proposer : Board

A complete analysis of the compensation policy shows that it meets all of the policy criteria. Compensation is based on company performance. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 14	BOARD	POLICY
2021 Remuneration Policy (Chair)	✓	✓

Proposer : Board

The chair's remuneration policy meets the policy criteria. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 15	BOARD	POLICY
Related Party Transaction (Nicolas Hieronimus, Incoming CEO)	✓	✓

Proposer : Board

It is beneficial for a company that the functions of chairman of the board of directors and chief executive officer are separated. The appointment of this new CEO, who will not be chairman of the board of directors, is in accordance with the policy.The proposal also seeks to approve the terms of Mr. Hieronimus' new contract which does not raise any particular concern. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 16	BOARD	POLICY
Authority to Repurchase and Reissue Shares	✓	✗

Proposer : Board

This proposal would allow the company to repurchase its shares using derivatives. There are advantages to doing this; compared to traditional share repurchases, it has less effect on corporate liquidity and cash flow than traditional share repurchases, and may benefit from more favourable accounting treatment. However, it also introduces a new source of financial risk for shareholders and may involve the company in betting against its own stock price. The repurchased shares may be reissued without a price limit, a practice that does not meet the policy criteria. A vote against the proposal was recorded.

Vote recorded

ITEM 17

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 50%. That is an acceptable amount of dilution and it gives the company some flexibility in managing its share capital. The capital issue is acceptable given that it doesn't represent more than 50% of outstanding shares and has a specific timeframe. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 18

BOARD POLICY

Authority to Increase Capital Through Capitalisations



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 in the number of shares is not limited but must comply with the overall limit of 40% of outstanding shares. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 19

BOARD POLICY

Authority to Increase Capital in Consideration for Contributions In Kind



Proposer : Board

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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 capital issue is acceptable given that it doesn't represent more than 20% of outstanding shares and has a specific timeframe. Please note! Because shareholder won't have pre-emptive rights, their rights will be diluted. This issuance is justified by adequately disclosed business reasons. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 20

Employee Stock Purchase Plan

BOARD POLICY



Proposer : Board

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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. While the purchase of shares by employees does align their interests with those of shareholders, some of the policy's criteria are not being met. The reduction on the shareprice relative to the market value is over 20%. The share-dilution rate is less than or equal to 5%. A vote against the proposal was recorded.

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Vote recorded

ITEM 21

Stock Purchase Plan for Overseas Employees

BOARD POLICY



Proposer : Board

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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. While the purchase of shares by employees does align their interests with those of shareholders, some of the policy's criteria are not being met. The reduction on the shareprice relative to the market value is over 20%. A vote against the proposal was recorded.

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Vote recorded

ITEM 22

Amendments to Articles Regarding Written Consultation

BOARD POLICY



Proposer : Board

The proposal aims to make changes to the corporate articles in order to reflect the applicable legislation. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 23

BOARD      POLICY

Authorisation of Legal Formalities



Proposer : Board

This is a formality. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Sika AG (SIK)	MEETING DATE 2021-04-20 ,
COUNTRY Switzerland	RECORD DATE 2021-04-15
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES H7631K158

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442029	Genus Fossil Free CanGlobe Equity fund	4000
000442010	Genus Canglobe Equity fund	7200

ITEM	PROPOSAL	BOARD	POLICY
01	To approve Accounts & Reports	✓	✓
02	To approve an Allocation of Profits/Dividends of CHF 2.50 per share	✓	✓
03	To approve a discharge of liability of the Members of the Board and the management for the past fiscal year	✓	✓
04.01.01	Elect Paul J. Hälg	✓	✓
04.01.02	Elect Monika Ribar	✓	✓
04.01.03	Elect Daniel J.Sauter	✓	✗
04.01.04	Elect Christoph Tobler	✓	✓
04.01.05	Elect Justin M. Howell	✓	✗
04.01.06	Elect Thierry F.J. Vanlancker	✓	✗
04.01.07	Elect Viktor W. Balli	✓	✓
04.02	Elect Paul Schuler as Director	✓	✓
04.03	Elect Paul J. Hälg as Chairman	✓	✓
04.04.01	Elect Daniel J Sauter	✓	✗
04.04.02	Elect Justin M. Howell	✓	✗
04.04.03	Elect Thierry F.J. Vanlancker	✓	✗
04.05	To approve the Appointment of Auditor Ernst & Young	✓	✓
04.06	To approve the Election of Jost Windlin as Independent Proxy	✓	✓

05.01	Advisory Vote on the 2020 Remuneration Report	✓	✓
05.02	Approval of the Directors' Remuneration Policy	✓	✓
05.03	Approval of the Executives' Remuneration Policy	✓	✓
06	To transact other business.	✗	✗

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve Accounts & Reports	✓	✓
Proposer : Board		

The auditing firm that reviewed them is independent. 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 02	BOARD	POLICY
To approve an Allocation of Profits/Dividends of CHF 2.50 per 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 03	BOARD	POLICY
To approve a discharge of liability of the Members of the Board and the management for the past fiscal year	✓	✓

Proposer : Board

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04.01.01

Elect Paul J. Hälgi

BOARD POLICY



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 04.01.02

Elect Monika Ribar

BOARD POLICY



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 04.01.03

Elect Daniel J.Sauter

BOARD POLICY



Proposer : Board

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 this reason, we have voted against the members of the nominating committee. A vote against the candidate was recorded.

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Vote recorded

ITEM 04.01.04

Elect Christoph Tobler

BOARD POLICY



Proposer : Board

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A vote in favour of the candidate was recorded.

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Vote recorded

ITEM 04.01.05

Elect Justin M. Howell

BOARD POLICY



Proposer : Board

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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 this reason, we have voted against the members of the nominating committee. A vote against the candidate was recorded.

---

Vote recorded

ITEM 04.01.06

Elect Thierry F.J. Vanlancker

BOARD POLICY



Proposer : Board

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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 this reason, we have voted against the members of the nominating committee. A vote against the candidate was recorded.

Vote recorded		
ITEM 04.01.07	BOARD	POLICY
Elect Viktor W. Balli	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 04.02	BOARD	POLICY
Elect Paul Schuler as Director	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 04.03	BOARD	POLICY
Elect Paul J. Hältg as Chairman	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 04.04.01	BOARD	POLICY
Elect Daniel J Sauter	✓	✗

Proposer : Board

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 this reason, we have voted against the members of the nominating committee. A vote against the candidate was recorded.

Vote recorded

ITEM 04.04.02

BOARD      POLICY

Elect Justin M. Howell



Proposer : Board

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 this reason, we have voted against the members of the nominating committee. A vote against the candidate was recorded.

Vote recorded

ITEM 04.04.03

BOARD      POLICY

Elect Thierry F.J. Vanlancker



Proposer : Board

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 this reason, we have voted against the members of the nominating committee. A vote against the candidate was recorded.

Vote recorded

ITEM 04.05

BOARD      POLICY

To approve the Appointment of Auditor Ernst & Young



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 04.06

BOARD	POLICY
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To approve the Election of Jost Windlin as Independent Proxy

	✓		✓
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Proposer : Board

Due to a change in Swiss law that took effect 1 January 2014, it is required that shareholders of a Swiss company elect an independent representative. The aim of this proposal that therefore is to approve the nomination of Jost Windlin to that position. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 05.01

BOARD	POLICY
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Advisory Vote on the 2020 Remuneration Report

	✓		✓
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Proposer : Board

A complete analysis of the compensation plan shows that it meets all of the policy criteria. Compensation is based on company performance. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 05.02

BOARD	POLICY
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Approval of the Directors' Remuneration Policy

	✓		✓
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Proposer : Board

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

Vote recorded		
ITEM 05.03	BOARD	POLICY
Approval of the Executives' Remuneration Policy	✓	✓
Proposer : Board		

A complete analysis of the compensation policy shows that it meets all of the policy criteria. Compensation is based on company performance. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 06	BOARD	POLICY
To transact other business.	✗	✗
Proposer : Board		

This proposal is vague and its details are not known. A vote against the proposal was recorded.

Vote recorded		
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PROXY SUMMARY

ISSUER West Fraser Timber Co. Ltd (WFT)	MEETING DATE 2021-04-20 ,
COUNTRY Canada	RECORD DATE 2021-03-02
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 952845105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717027	Genus Fossil Free Canglobe Equity Fund	22400
160717025	Genus Pooled Funds - Canglobe Equity fund - 160717025	35000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Hank Ketcham	✓	
01.02	Elect Reid Carter	✓	
01.03	Elect Raymond Ferris	✓	✓
01.04	Elect John Floren	✓	
01.05	Elect Ellis Ketcham Johnson	✓	✓
01.06	Elect Brian G. Kenning	✓	
01.07	Elect Marian Lawson	✓	✓
01.08	Elect Colleen M. McMorrow	✓	✓
01.09	Elect Gerald J. Miller	✓	✓
01.10	Elect Robert L. Phillips	✓	
01.11	Elect Janice Rennie	✓	
01.12	Elect Gillian D. Winckler	✓	✓
02	Appointment of Auditor and Authority to Set Fees	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Hank Ketcham	✓	

Proposer : Board

The chair of the board, Hank Ketcham, is not independent. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Reid Carter		

Proposer : Board

The chair of the board, Hank Ketcham, is not independent. 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. In the absence of the option against, an abstention for the candidate was recorded.


Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Raymond Ferris		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect John Floren		

Proposer : Board

The chair of the board, Hank Ketcham, is not independent. 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. He is CEO of Methanex Corp and sits on the Compensation Committee, which goes against the policy. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Ellis Ketcham Johnson	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Brian G. Kenning	✓	
Proposer : Board		

The chair of the board, Hank Ketcham, is not independent. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Marian Lawson	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.08			BOARD	POLICY
Elect Colleen M. McMorrow			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.09			BOARD	POLICY
Elect Gerald J. Miller			<div>✓</div>	<div>✓</div>
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.10			BOARD	POLICY
Elect Robert L. Phillips			<div>✓</div>	<div>⏸</div>
Proposer : Board				

The chair of the board, Hank Ketcham, is not independent. 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. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.11			BOARD	POLICY



Elect Janice Rennie



Proposer : Board

The chair of the board, Hank Ketcham, is not independent. 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

#### ITEM 01.12

BOARD

POLICY

Elect Gillian D. Winckler



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



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 03

BOARD

POLICY

Advisory Vote on Executive Compensation



Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. Compensation includes a share-option plan that does not meet all of the policy criteria. The staggering of acquisition rights is carried out beyond the period of three to five years permitted by the policy or is not conditional on certain criteria related to the growth and development of the business. A vote against the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Covestro AG (ETR:1COV)	MEETING DATE 2021-04-16 ,
COUNTRY Germany	RECORD DATE 2021-03-25
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES D0R41Z100

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442096	Genus Pooled Funds - Fossil Free Dividend Fund - 000442096	8400

ITEM	PROPOSAL	BOARD	POLICY
02	To approve a dividend EUR 1.30 per ordinary share	✓	✓
03	To grant a discharge of liability to the management board for the previous fiscal year.	✓	✓
04	To grant a discharge of liability to the supervisory board for the previous fiscal year.	✓	✓
05	To approve the appointment of the auditing firm KPMG AG	✓	✓
06	Elect Lise Kingo to the supervisory board	✓	✓
07	Approve creation of EUR 58 million pool of capital	✓	✗
08	Approve remuneration policy	✓	✓
09	Approve remuneration of supervisory board	✓	✓

## PROXY ANALYSIS

ITEM 02	BOARD	POLICY
To approve a dividend EUR 1.30 per ordinary 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 03	BOARD	POLICY
To grant a discharge of liability to the management board for the previous fiscal year.	✓	✓
Proposer : Board		

No concerns have been raised concerning the actions of the executives. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 04

BOARD      POLICY

To grant a discharge of liability to the supervisory board for the previous fiscal year.



Proposer : Board

No concerns have been raised concerning the actions of the supervisory board.A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05

BOARD      POLICY

To approve the appointment of the auditing firm KPMG AG



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 06

BOARD      POLICY

Elect Lise Kingo to the supervisory board



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 07	BOARD	POLICY
Approve creation of EUR 58 million pool of capital	✓	✗

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. This issuance of special-purpose shares is greater than 20% of the shares. A vote against the proposal was recorded.

Vote recorded

ITEM 08	BOARD	POLICY
Approve remuneration policy	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09	BOARD	POLICY
Approve remuneration of supervisory board	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Coca-Cola Amatil Ltd (CCL)	MEETING DATE 2021-04-16 ,
COUNTRY Australia	RECORD DATE 2021-04-14
MEETING LOCATION	
MEETING TYPE Special	SECURITIES Q2594P146

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	204100

ITEM	PROPOSAL	BOARD	POLICY
01	To approve the acquisition of the company.	✓	✓

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve the acquisition of the company.	✓	✓

Proposer : Board

On February 14, 2021, Coca-Cola European Partners announced the acquisition of Coca-Cola Amatil Ltd. The transaction, estimated at AUD 9,774 million, aims to maximize synergy around the European distributor and secure its place among the industry leaders. Investors reacted well, as the stock of Coca-Cola European Partners gained about 1,5 % on the day of the announcement. As part of the transaction, Coca-Cola Amatil shareholders will receive AUD 13.50 in cash for each common share held. Once the transaction is completed, Coca-Cola Amatil will cease to be a publicly traded company and will become a wholly-owned subsidiary. The Board of Directors unanimously recommends a vote in favour of the transaction. In addition, financial advisors, Grant Samuel, said that the transaction was fair to shareholders from a financial standpoint. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Stellantis NV (BIT: STLA)	MEETING DATE 2021-04-15 ,
COUNTRY Netherlands	RECORD DATE 2021-03-18
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES N82405106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	105042
000442010	Genus Canglobe Equity fund	111800

ITEM	PROPOSAL	BOARD	POLICY
02.03	Advisory vote on Remuneration Report	✓	✗
02.04	To approve Accounts & Reports	✓	✓
02.05	To approve the distribution of an extraordinary dividend	✓	✓
02.06	To approve a discharge of liability of the board members for the past fiscal year	✓	✗
03	To approve the Appointment of Auditor Ernst & Young	✓	✓
04.01	To approve the policy on Directors' fees	✓	✗
04.02	Adoption of the equity incentive plan & authority to issue shares without pre-emptive rights	✓	✓
05	To grant the Authority to directors to trade in Company's stock	✓	✓
06	Cancellation of special voting shares	✓	✓

## PROXY ANALYSIS

ITEM 02.03	BOARD	POLICY
Advisory vote on Remuneration Report	✓	✗
Proposer : Board		

The Chairman of the Board receives severance pay. The proposal is not consistent with the policy. A vote against the proposal was recorded.

ITEM 02.04	BOARD	POLICY
To approve Accounts & 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. These reports were provided to all shareholders before the day of the meeting. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02.05	BOARD	POLICY
To approve the distribution of an extraordinary dividend	✓	✓

Proposer : Board

The distribution of a surplus dividend is in the interest of shareholders. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02.06	BOARD	POLICY
To approve a discharge of liability of the board members for the past fiscal year	✓	✗

Proposer : Board

It goes against the principle of accountability to approve the actions of the Board of Directors 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 fiscal 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	BOARD	POLICY
To approve the Appointment of Auditor Ernst & Young	✓	✓

Proposer : Board

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

<hr/>			Vote recorded	
ITEM 04.01			BOARD	POLICY
To approve the policy on Directors' fees			✓	✗
Proposer : Board				

The Chairman of the Board receives severance pay. The proposal is not consistent with the policy. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04.02			BOARD	POLICY
Adoption of the equity incentive plan & authority to issue shares without pre-emptive rights			✓	✓
Proposer : Board				

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

<hr/>			Vote recorded	
ITEM 05			BOARD	POLICY
To grant the Authority to directors to trade in Company's stock			✓	✓
Proposer : Board				

It is the responsibility of the Board to recommend the issuance, split-up, buyback, or cancellation of some shares categories, based on an analysis of needs and strategic opportunities. The proposal is justified by adequate business reasons, and is deemed to be in the interest of shareholders. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
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ITEM 06

BOARD      POLICY

Cancellation of special voting 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 share cancellation would eliminate a class of shares, which would in turn simplify the underlying structure of the shareholders' rights. The cancellation is justified by adequate business reasons. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

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PROXY SUMMARY

ISSUER ICA Gruppen AB (STO:ICA)	MEETING DATE 2021-04-15 ,
COUNTRY Sweden	RECORD DATE 2021-07-04
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES W4241E105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus Fossil Free Fund	17400

ITEM	PROPOSAL	BOARD	POLICY
08	Accounts and Reports	✓	✓
09	Allocation of Profits/Dividends	✓	✓
10.01	Ratify Claes-Göran Sylvén	✓	✓
10.02	Ratify Cecilia Daun Wennborg	✓	✓
10.03	Ratify Lennart Evrell	✓	✓
10.04	Ratify Andrea Gisle Joosen	✓	✓
10.05	Ratify Fredrik Hägglund	✓	✓
10.06	Ratify Jeanette Jäger	✓	✓
10.07	Ratify Magnus Moberg	✓	✓
10.08	Ratify Fredrik Persson	✓	✓
10.09	Ratify Bo Sandström	✓	✓
10.10	Ratify Anette Wiotti	✓	✓
10.11	Ratify Jonathon Clarke	✓	✓
10.12	Ratify Magnus Rehn	✓	✓
10.13	Ratify Daniela Fagernäs	✓	✓
10.14	Ratify Ann Lindh	✓	✓
10.15	Ratify Marcus Strandberg	✓	✓

10.16	Ratify Per Strömberg (CEO)	✓	✓
10.17	Ratify Anders Svensson (Deputy CEO)	✓	✓
11	Remuneration Report	✓	✗
12	Board Size; Number of Auditors	✓	✗
13	Directors and Auditors' Fees	✓	✓
14.01	Elect Charlotte Svensson	✓	✓
14.02	Elect Cecilia Daun Wennborg	✓	✗
14.03	Elect Lennart Evrell	✓	✓
14.04	Elect Andrea Gisle Joosen	✓	✓
14.05	Elect Fredrik Hägglund	✓	✗
14.06	Elect Magnus Moberg	✓	✗
14.07	Elect Fredrik Persson	✓	✓
14.08	Elect Bo Sandström	✓	✗
14.09	Elect Claes-Göran Sylvén	✓	✗
14.10	Elect Anette Wiotti	✓	✓
15	Elect Claes-Göran Sylvén	✓	✗
16	Appointment of Auditor	✓	✓
17	Appointment of Nominating Committee	✓	✗

## PROXY ANALYSIS

### ITEM 08

Accounts and Reports

BOARD



POLICY



Proposer : Board

The auditing firm that reviewed them is independent. 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 09

Allocation of Profits/Dividends

BOARD



POLICY



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 10.01

Ratify Claes-Göran Sylvé

BOARD



POLICY



Proposer : Board

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

Vote recorded

### ITEM 10.02

BOARD

POLICY

Ratify Cecilia Daun Wennborg

✓

✓

Proposer : Board

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

Vote recorded

ITEM 10.03

Ratify Lennart Evrell

BOARD

POLICY

✓

✓

Proposer : Board

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

Vote recorded

ITEM 10.04

Ratify Andrea Gisle Joosen

BOARD

POLICY

✓

✓

Proposer : Board

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

Vote recorded

ITEM 10.05

Ratify Fredrik Hägglund

BOARD

POLICY

✓

✓

Proposer : Board

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 10.06			BOARD	POLICY
Ratify Jeanette Jäger			✓	✓
Proposer : Board				

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 10.07			BOARD	POLICY
Ratify Magnus Moberg			✓	✓
Proposer : Board				

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 10.08			BOARD	POLICY
Ratify Fredrik Persson			✓	✓
Proposer : Board				

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 10.09			BOARD	POLICY
Ratify Bo Sandström			✓	✓



Proposer : Board

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

Vote recorded

ITEM 10.10	BOARD	POLICY
Ratify Anette Wiotti	✓	✓

Proposer : Board

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

Vote recorded

ITEM 10.11	BOARD	POLICY
Ratify Jonathon Clarke	✓	✓

Proposer : Board

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

Vote recorded

ITEM 10.12	BOARD	POLICY
Ratify Magnus Rehn	✓	✓

Proposer : Board

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

Vote recorded

ITEM 10.13	BOARD	POLICY
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Ratify Daniela Fagnäs



Proposer : Board

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

Vote recorded

ITEM 10.14

BOARD

POLICY

Ratify Ann Lindh



Proposer : Board

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

Vote recorded

ITEM 10.15

BOARD

POLICY

Ratify Marcus Strandberg



Proposer : Board

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

Vote recorded

ITEM 10.16

BOARD

POLICY

Ratify Per Strömberg (CEO)



Proposer : Board

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 10.17	BOARD	POLICY
Ratify Anders Svensson (Deputy CEO)	✓	✓
Proposer : Board		

No concerns have been raised concerning the actions of the directors.A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 11	BOARD	POLICY
Remuneration Report	✓	✗
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 12	BOARD	POLICY
Board Size; Number of Auditors	✓	✗
Proposer : Board		

This proposal asks that the number of directors be fixed, while the two thirds of the board is not made up of independent directors. A vote against the proposal was recorded.

Vote recorded		
ITEM 13	BOARD	POLICY

Directors and Auditors' Fees



**Proposer :** Board

The directors' compensation meets the policy criteria. 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 14.01**

**BOARD**

**POLICY**

Elect Charlotte Svensson



**Proposer :** Board

A vote in favour of the candidate was recorded.

**Vote recorded**

**ITEM 14.02**

**BOARD**

**POLICY**

Elect Cecilia Daun Wennborg



**Proposer :** Board

She is an external member of the Board and sits on more than a total of five 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 14.03**

**BOARD**

**POLICY**

Elect Lennart Evrell



**Proposer :** Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 14.04	BOARD	POLICY
Elect Andrea Gisle Joosen	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 14.05	BOARD	POLICY
Elect Fredrik Hägglund	✓	✗
Proposer : Board		

Only 50% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. This nominee is not deemed independent according to the company. He has other significant types of economic relationships with a principal shareholder. A vote against the candidate was recorded.

Vote recorded		
ITEM 14.06	BOARD	POLICY
Elect Magnus Moberg	✓	✗
Proposer : Board		

Only 50% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. Magnus Moberg is not an independent director because he is the Chair of a company which owns 54% of the company's share. However, he sits on the remuneration committee, which should be made up entirely of independent directors. A vote against the candidate was recorded.

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Vote recorded

ITEM 14.07	BOARD	POLICY
Elect Fredrik Persson	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

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Vote recorded

ITEM 14.08	BOARD	POLICY
Elect Bo Sandström	✓	✗
Proposer : Board		

Only 50% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. Bo Sandstrom is not an independent director because he is the CFO of a company which owns 54% of the company's share. 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

ITEM 14.09	BOARD	POLICY
Elect Claes-Göran Sylvén	✓	✗
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. Claes-Göran Sylvén, the chair of the board, is not an independent director because he has significant types of economic relationships with the company which owns 54% of the share. However he sits on the remuneration committee, which should be made up entirely of independent directors. A vote against the candidate was recorded.

---

Vote recorded

ITEM 14.10	BOARD	POLICY
Elect Anette Wiotti	✓	✓
Proposer : Board		

Only 50% of this company's directors are independent. Two-thirds of the directors must be independent in order to ensure that the board can oversee management without conflicts of interest. For this reason, we have voted against those directors who are not independent. Anette Wiotti is not an independent director because she is vice-chair of the company, which owns 54% of the share. However, she sits on the audit committee, which should be made up entirely of independent directors. A vote against the candidate was recorded.

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Vote recorded

ITEM 15	BOARD	POLICY
Elect Claes-Göran Sylvén	✓	✗
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. Claes-Göran Sylvén, the chair of the board, is not an independent director because he has significant types of economic relationships with the company which owns 54% of the share. However, he sits on the remuneration committee, which should be made up entirely of independent directors. A vote against the candidate was recorded.

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Vote recorded

ITEM 16	BOARD	POLICY
Appointment of Auditor	✓	✓
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.

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Vote recorded

ITEM 17

Appointment of Nominating Committee

BOARD      POLICY



Proposer : Board

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The chair of the board is not independant. 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 proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER PPG Industries Inc. (PPG)	MEETING DATE 2021-04-15 ,
COUNTRY United States	RECORD DATE 2021-02-19
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 693506107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717017	Genus Pooled Funds - Fossil Free Dividend Equity Fund - 160717017	3000
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	6900

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Steven A. Davis	✓	✓
01.02	Elect Michael W. Lamach	✓	✗
01.03	Elect Michael T. Nally	✓	✓
01.04	Elect Guillermo Novo	✓	✗
01.05	Elect Martin H. Richenhagen	✓	✗
01.06	Elect Catherine R. Smith	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	Repeal of Classified Board	✓	✓
04	Elimination of Supermajority Requirement	✓	✓
05	Ratification of Auditor	✓	✓
06	Shareholder Proposal Regarding Independent Chair	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Steven A. Davis	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Michael W. Lamach	<div>✓</div>	<div>✗</div>

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. He is an executive of , 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 01.03	BOARD	POLICY
Elect Michael T. Nally	<div>✓</div>	<div>✓</div>

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Guillermo Novo	<div>✓</div>	<div>✗</div>

Proposer : Board

Guillermo Novo is an executive of Ashland Global Holdings, 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 01.05	BOARD	POLICY

Elect Martin H. Richenhagen



Proposer : Board

Martin Richenhagen is not an independent director because he is a former executive of a client of the group. However, he is a member of the Compensation Committee, which should be composed solely of independent directors. A vote against the candidate was recorded.

Vote recorded

#### ITEM 01.06

BOARD

POLICY

Elect Catherine R. Smith



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

#### ITEM 02

BOARD

POLICY

Advisory Vote on Executive Compensation



Proposer : Board

The compensation committee is not only made up of independent members. This arrangement creates potential conflicts of interest that are neither in the best interests of the company nor of its shareholders. For this reason, we voted against the proposal. 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

Repeal of Classified Board



Proposer : Board

The Board is made up of directors whose terms of office are staggered, which is known to have a significant negative impact on the value of the shareholders' holdings. It is in the shareholders' interest that the directors be required to renew their mandate each year. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
Elimination of Supermajority Requirement	✓	✓

Proposer : Board

This proposal asks that the level of votes required to adopt a proposal be decreased to two-thirds or to a simple majority, which is reasonable and in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Ratification of Auditor	✓	✓

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 06	BOARD	POLICY
Shareholder Proposal Regarding Independent Chair	✗	✓

Proposer : The Congregation of the Sisters of St. Joseph of Peace

The Chairman's duty to supervise management is compromised when he or she is not independent. This proposal, which represents best practice in governance, generally receives a high approval rate. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

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PROXY SUMMARY

<b>ISSUER</b> Marvell Technology Group Ltd (MRVL)	<b>MEETING DATE</b> 2021-04-15 ,
<b>COUNTRY</b> United States	<b>RECORD DATE</b> 2021-02-25
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Special	<b>SECURITIES</b> G5876H105



POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717026	Genus Canglobe Equity fund - 160717026	54100

ITEM	PROPOSAL	BOARD	POLICY
01	To eliminate the need to obtain a qualified majority for the adoption of all proposals.	✓	✓
02	Inphi Transaction	✓	✓
03	Right to Adjourn Meeting	✓	✗

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To eliminate the need to obtain a qualified majority for the adoption of all proposals.	✓	✓

Proposer : Board

This proposal asks that the level of votes required to adopt a proposal be decreased to a simple majority, which is reasonable and in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Inphi Transaction	✓	✓

Proposer : Board

On October 28, 2020, Marvell Technology Group Limited announced the acquisition of Inphi Corporation. The transaction is estimated at USD 8,471.1 billion. Investors reacted rather positively, as Marvell's stock gained almost 4.5% on the day after the announcement of the potential buyout (October 8). Since then, the stock has gained 14%, as of April 6, 2021. As part of the transaction, Marvell shareholders will receive 1 share of the new entity (Marvell Technology, Inc.) for each common share held, while those of Inphi will get US \$ 66.00 per common share held and 2.323 shares of the new entity. Thus, the shareholders of Marvell and Inphi will own 83% and 17% of the new entity respectively. The Board of Directors unanimously recommends a vote in favour of the transaction. In addition, the financial advisor, J.P. Morgan Securities LLC, said that the transaction was fair to shareholders from a financial standpoint. Break fees are not disclosed. Upon completion of the transaction, the board of directors of the new entity will consist of all current directors of Marvell and the CEO of Inphi (nine members). The independence of the board will respect the policy criteria. Executives of Marvell will all be employed into the new entity under the same title as before the merger and will not receive

any significant payments from the company as a result of the transaction. The transaction has some governance weaknesses, but overall, it is in the long-term interest of the majority of stakeholders. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
Right to Adjourn Meeting			✓	✗
Proposer : Board			<hr/>	

Shareholders' votes become meaningless if a company can adjourn and reconvene meetings until it gets the vote result it wants. A vote against the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Koninklijke Ahold Delhaize NV (AMS:AD)	MEETING DATE 2021-04-14 ,
COUNTRY Netherlands	RECORD DATE 2021-03-17
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES N0074E105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442096	Genus Pooled Funds - Fossil Free Dividend Fund - 000442096	27400

ITEM	PROPOSAL	BOARD	POLICY
04	Accounts and Reports	✓	✓
05	Allocation of Profits/Dividends	✓	✓
06	Remuneration Report	✓	✗
07	Ratification of Management Board Acts	✓	✓
08	Ratification of Supervisory Board Acts	✓	✓
09	Election of Jan Zijderveld to the Supervisory Board	✓	✓
10	Election of Bala Subramanian to the Supervisory Board	✓	✓
11	Appointment of Auditor	✓	✓
12	Authority to Issue Shares w/ Preemptive Rights	✓	✓
13	Authority to Suppress Preemptive Rights	✓	✓
14	Authority to Repurchase Shares	✓	✓
15	Cancellation of Shares	✓	✓

## PROXY ANALYSIS

ITEM 04	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. After verifying the length of the relationship between the company and the auditing firm, we can confirm the latter's independence. These reports were provided to all shareholders before the day of the meeting. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 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. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 06	BOARD	POLICY
Remuneration Report	✓	✗
Proposer : Board		

A complete analysis of the compensation report shows that it does not meet all of the policy criteria. The company does not disclose in a clear and detailed manner the specific criteria that underpin its performance-based compensation programs. A vote against the proposal was recorded.

Vote recorded		
ITEM 07	BOARD	POLICY
Ratification of Management Board Acts	✓	✓
Proposer : Board		

No concerns have been raised concerning the actions of the executives. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 08			BOARD	POLICY
Ratification of Supervisory Board Acts			✓	✓
Proposer : Board				

No concerns have been raised concerning the actions of the board.A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 09			BOARD	POLICY
Election of Jan Zijderveld to the Supervisory Board			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 10			BOARD	POLICY
Election of Bala Subramanian to the Supervisory Board			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 11			BOARD	POLICY
Appointment of Auditor			✓	✓



Proposer : Board

---

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

---

Vote recorded

ITEM 12

BOARD      POLICY

Authority to Issue Shares w/ Preemptive Rights



Proposer : Board

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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. Pre-emptive rights give shareholders priority to subscribe for newly issued shares pro rated according to their previous level of participation. Shareholders exercising their subscription rights prevent the dilution of their participation in the company. The capital issue is acceptable given that it doesn't represent more than 50% of outstanding shares and has a specific timeframe. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

---

Vote recorded

ITEM 13

BOARD      POLICY

Authority to Suppress Preemptive Rights



Proposer : Board

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It is the responsibility of the Board to recommend the discontinuation of pre-emptive rights that apply to certain shares or share classes, based on an analysis of needs and strategic opportunities. Pre-emptive rights give shareholders priority to subscribe for newly issued shares pro rated according to their previous level of participation. Shareholders exercising their subscription rights prevent the dilution of their participation in the company. The lifting of pre-emptive rights is not part of an allocation of share options. The lifting of pre-emptive rights is limited to 10% of outstanding shares. This proposal does not have a detrimental impact on shareholder interests. A vote in favour of the proposal was recorded.

---

Vote recorded

ITEM 14

BOARD      POLICY

Authority to Repurchase Shares

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

ITEM 15

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. The cancellation of repurchased shares results in a share-capital reduction.This is a way of restoring assets to shareholders when liquidities are greater than investment needs. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Koninklijke KPN NV (KPN)	MEETING DATE 2021-04-14 ,
COUNTRY Netherlands	RECORD DATE 2021-03-17
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES N4297B146

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	974400

ITEM	PROPOSAL	BOARD	POLICY
03	Accounts and Reports	✓	✓
04	Remuneration Report	✓	✓
06	Allocation of a dividend of EUR 0.13	✓	✓
07	Ratification of Management Board Acts	✓	✓
08	Ratification of Supervisory Board Acts	✓	✓
09	Appointment of Auditor	✓	✓
11	Elect Edzard J.C. Overbeek to the Supervisory Board	✓	✓
12	Elect Gerard J.A. van de Aast to the Supervisory Board	✓	✓
14	Authority to Repurchase Shares	✓	✗
15	Cancellation of Shares	✓	✓
16	Authority to Issue Shares w/ Preemptive Rights	✓	✓
17	Authority to Suppress Preemptive Rights	✓	✓

## PROXY ANALYSIS

ITEM 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. 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 04			BOARD	POLICY
Remuneration Report			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 06			BOARD	POLICY
Allocation of a dividend of EUR 0.13			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 07			BOARD	POLICY
Ratification of Management Board Acts			✓	✓
Proposer : Board				

No concerns have been raised concerning the actions of the executives. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 08			BOARD	POLICY

Ratification of Supervisory Board Acts



Proposer : Board

No concerns have been raised concerning the actions of the Supervisory Board.A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09

BOARD

POLICY

Appointment of Auditor



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 11

BOARD

POLICY

Elect Edzard J.C. Overbeek to the Supervisory Board



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 12

BOARD

POLICY

Elect Gerard J.A. van de Aast to the Supervisory Board



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 14	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. A vote against the proposal was recorded.

Vote recorded		
ITEM 15	BOARD	POLICY
Cancellation of Shares		
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 16	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 17	BOARD	POLICY



Authority to Suppress Preemptive Rights



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Seagate Technology PLC (STX)	MEETING DATE 2021-04-14 ,
COUNTRY Ireland	RECORD DATE 2021-03-01
MEETING LOCATION	
MEETING TYPE Court	SECURITIES G7945J104/G7945M107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	77400

ITEM	PROPOSAL	BOARD	POLICY
01	To modify the shareholding structure.	✓	✓

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To modify the shareholding structure.	✓	✓

Proposer : Board

The proposal is to approve the new group structure. A new entity will be created: Seagate Technology Holdings PLC, which will become the parent company of the company and its subsidiaries. Shareholders will receive 1 share of Seagate Technology Holdings PLC in exchange for their Seagate Technology PLC share. The purpose of this reorganization is to generate additional distributable reserves. The proposed changes are in the best interests of the shareholders as they do not adversely affect the long-term viability of the company. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Seagate Technology PLC (STX)	MEETING DATE 2021-04-14 ,
COUNTRY Ireland	RECORD DATE 2021-03-01
MEETING LOCATION	
MEETING TYPE Special	SECURITIES G7945J104/G7945M107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	154800

ITEM	PROPOSAL	BOARD	POLICY
01	To modify the shareholding structure.	✓	✓
02	To modify the constitution.	✓	✓
03	Advisory resolution to create distributable reserves of holdings	✓	✓
04	To approve the adjournment of the meeting in order to obtain additional proxies, if the company doesn't obtain enough votes in favour of the proposal 01.	✓	✗

### PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To modify the shareholding structure.	✓	✓

Proposer : Board

The proposal is to approve the new group structure. A new entity will be created: Seagate Technology Holdings PLC, which will become the parent company of the company and its subsidiaries. Shareholders will receive 1 share of Seagate Technology Holdings PLC in exchange for their Seagate Technology PLC share. The purpose of this reorganization is to generate additional distributable reserves. The proposed changes are in the best interests of the shareholders as they do not adversely affect the long-term viability of the company. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
To modify the constitution.	✓	✓

Proposer : Board

The proposal is intended to reflect the change in corporate structure considered in proposal 01. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
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Advisory resolution to create distributable reserves of holdings



Proposer : Board

The proposal will allow the company to cancel the merger reserve automatically created with the issuance of new shares in Seagate Technology Holdings PLC, thereby creating reserves that can be used to pay dividends. The proposal must still be approved by the High Court of Ireland. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 04

BOARD

POLICY

To approve the adjournment of the meeting in order to obtain additional proxies, if the company doesn't obtain enough votes in favour of the proposal 01.



Proposer : Board

Shareholders' votes become meaningless if a company can adjourn and reconvene meetings until it gets the vote result it wants. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Scotiabank (BNS)	MEETING DATE 2021-04-13,
COUNTRY Canada	RECORD DATE 2021-02-16
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 64149107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	6700
160717025	Genus Pooled Funds - Canglobe Equity fund - 160717025	76500
160717031	Genus Pooled Funds - 160717031	128600

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Nora A. Aufreiter	✓	✓
01.02	Elect Guillermo E. Babatz	✓	⏸
01.03	Elect Scott B. Bonham	✓	✓
01.04	Elect Lynn K. Patterson	✓	✓
01.05	Elect Michael D. Penner	✓	✓
01.06	Elect Brian J. Porter	✓	✓
01.07	Elect Una M. Power	✓	✓
01.08	Elect Aaron W. Regent	✓	✓
01.09	Elect Calin Rovinescu	✓	✓
01.10	Elect Susan L. Segal	✓	⏸
01.11	Elect L. Scott Thomson	✓	⏸
01.12	Elect Benita M. Warmbold	✓	✓
02	Appointment of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder Proposal Regarding Reporting Circular Economy Loans	✗	✓
05	Shareholder proposal requesting that the annual report and the proxy circular disclose the equity ratio between the total compensation of the most senior salaried executive and the average compensation of employees.	✗	✓
06	Shareholder Proposal Regarding Board Diversity Target	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Nora A. Aufreiter		
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Guillermo E. Babatz		
Proposer : Board		

Guillaume Babatz is not an independent director because he is the Chairman of subsidiaries of the company. However he sits on the compensation committee, which should be made up entirely of independent directors. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Scott B. Bonham		
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Lynn K. Patterson		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Michael D. Penner	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Brian J. Porter	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Una M. Power	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Aaron W. Regent		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Calin Rovinescu		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Susan L. Segal		

Proposer : Board

Susan Legal is not an independent director because she is the Chairman of subsidiaries of the company. However she sits on the audit committee, which should be made up entirely of independent directors. She is the CEO of Americas Society and serves on more than 2 boards in total. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
Elect L. Scott Thomson		

Proposer : Board

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Scott Thomson is an executive of Finning International, 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. In the absence of the option against, an abstention for the candidate was recorded.

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Vote recorded

ITEM 01.12	BOARD	POLICY
Elect Benita M. Warmbold	✓	✓

Proposer : Board

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A vote in favour of the candidate was recorded.

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Vote recorded

ITEM 02	BOARD	POLICY
Appointment of Auditor	✓	✓

Proposer : Board

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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.

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Vote recorded

ITEM 03	BOARD	POLICY
Advisory Vote on Executive Compensation	✓	✗

Proposer : Board

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The remuneration committee is not made up solely of independent members. As a result, we vote against the proposal on executive compensation. In addition, the term of the stock compensation plan exceeds the maximum period provided for in the policy, which is ten years. A vote against the proposal was recorded.

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Vote recorded

ITEM 04

Shareholder Proposal Regarding Reporting Circular Economy Loans

BOARD POLICY

✗

✓

Proposer : MÉDAC

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Large financial institutions have an important role to play in promoting sustainable development. While they are gradually announcing that they will stop financing fossil fuels, the reality can sometimes be quite different. Each day, the world's major banks are giving the plastics industry nearly USD 800 million a day (<https://bit.ly/3sgsoA5>), while four Canadian banks (Royal Bank, Scotiabank, TD Bank, and Bank of Montreal) were among the 16 largest fossil fuel lenders in 2020, for a total of USD 67 billion, according to the latest report from the Rainforest Action Network (<https://bit.ly/3snKdNm>). As the role of banks is essential for a sustainable transition of the economy, it is also important to encourage the positive practices of financial institutions and to push them further in this direction. In this sense, MÉDAC calls on the Bank to produce a report on the loans it has made in recent years to support the circular economy, Which is a model of production and consumption involving the sharing, rental, reuse, repair, refurbishment, and recycling of existing materials and products for as long as possible. According to the Ellen MacArthur Foundation, during the first half of 2020, assets managed by public equity funds with the circular economy as the sole or partial investment focus have increased six-fold, from USD 0.3 billion to more than USD 2 billion (<https://bit.ly/30YQoLT>), demonstrating its growing importance. The study also shows that if the circular economy were adopted in five key industries (namely steel, aluminum, cement, plastic, and food), annual greenhouse gas emissions could decrease by 9,3 billion tonnes in 2050. On the Canadian side, in March 2021, Fondation, Recyc-Québec, and the city of Montreal announced the launch of a new investment fund of CAD 33 million intended for circular economy initiatives (<https://bit.ly/3lOfCpJ>). In addition, Desjardins and the École de technologie supérieure announced a partnership in which the financial institution will commit to providing CAD 2 million over 5 years for the establishment of a set of pilot projects aimed at accelerating the transition to the circular economy (<https://bit.ly/31cvby6>). This shows that initiatives promoting the circular economy are only becoming more important and should be encouraged. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 05

Shareholder proposal requesting that the annual report and the proxy circular disclose the equity ratio between the total compensation of the most senior salaried executive and the average compensation of employees.

BOARD POLICY

✗

✓

Proposer : MÉDAC

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This proposal allows shareholders to measure the gap between executive compensation, which is often excessive, and that of employees. It also allows a quick comparison with peers. In addition, the ratio can provide an assessment of the company's relative performance, which should also be measured by the salary offered to employees. A vote in favour of the proposal was recorded.

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Vote recorded



ITEM 06

Shareholder Proposal Regarding Board Diversity Target

BOARD      POLICY



Proposer : MÉDAC

The proposal aims to have the bank adopt a target of at least 40% women on its board of directors for the next 5 years. The Bank's board currently consists of 5 women out of 12 members (41.67%). The Royal Bank of Canada and the Bank of Montreal also have a rate of women on their boards of directors of more than 35%, demonstrating the efforts of the major banks for greater sexual diversity. Such a percentage makes them fit into good governance practices. The adoption of such a goal would only validate the good practice already put in place by the bank. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Rio Tinto PLC (LON:RIO)	MEETING DATE 2021-04-09 ,
COUNTRY United Kingdom	RECORD DATE 2021-03-01
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES G75754104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	14100

ITEM	PROPOSAL	BOARD	POLICY
01	To receive the 2020 annual report	✓	✓
02	Remuneration Policy (Binding)	✓	✓
03	Remuneration Report (UK Advisory)	✓	✓
04	Remuneration Report (AUS Advisory)	✓	✓
05	Elect Megan E. Clark	✓	✓
06	Elect Hinda Gharbi	✓	✓
07	Elect Simon P. Henry	✓	✓
08	Elect Sam H. Laidlaw	✓	✓
09	Elect Simon McKeon	✓	✓
10	Elect Jennifer Nason	✓	✓
11	Elect Jakob Stausholm	✓	✓
12	Elect Simon R. Thompson	✓	✓
13	Elect Ngaire Woods	✓	✓
14	Appointment of Auditor KPMG	✓	✓
15	Authority to Set Auditor's Fees	✓	✓
16	Authorisation of Political Donations	✓	✗
17	Global Employee Share Plan	✓	✓

18	UK Share Plan	✓	✓
19	Authority to Issue Shares w/ Preemptive Rights	✓	✗
20	Authority to Issue Shares w/o Preemptive Rights	✓	✓
21	Authority to Repurchase Shares	✓	✗
22	Authority to Set General Meeting Notice Period at 14 Days	✓	✗

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To receive the 2020 annual report	✓	✓

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 02	BOARD	POLICY
Remuneration Policy (Binding)	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
Remuneration Report (UK Advisory)	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04

BOARD

POLICY

Remuneration Report (AUS Advisory)



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05

BOARD

POLICY

Elect Megan E. Clark



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 06

BOARD

POLICY

Elect Hinda Gharbi



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 07		BOARD	POLICY
Elect Simon P. Henry		✓	✓
Proposer : Board			
A vote in favour of the candidate was recorded.			
Vote recorded			
ITEM 08		BOARD	POLICY
Elect Sam H. Laidlaw		✓	✓
Proposer : Board			
A vote in favour of the candidate was recorded.			
Vote recorded			
ITEM 09		BOARD	POLICY
Elect Simon McKeon		✓	✓
Proposer : Board			
A vote in favour of the candidate was recorded.			
Vote recorded			
ITEM 10		BOARD	POLICY
Elect Jennifer Nason		✓	✓
Proposer : Board			

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 11	BOARD	POLICY
Elect Jakob Stausholm	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 12	BOARD	POLICY
Elect Simon R. Thompson	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 13	BOARD	POLICY
Elect Ngaire Woods	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 14	BOARD	POLICY
Appointment of Auditor KPMG		



| ✓ | ✓

Proposer : Board

Most 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 15

BOARD POLICY

Authority to Set Auditor's Fees

| ✓ | ✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 16

BOARD POLICY

Authorisation of Political Donations

| ✓ | ✗

Proposer : Board

Political contributions are a risky, controversial use of corporate funds that is best avoided. Political contributions may imply some degree of influence over the recipients, even if this is not explicit. These contributions may also leave companies open to pressure from political parties, candidates, or other organizations for additional contributions to political campaigns. A vote against the proposal was recorded.

Vote recorded

ITEM 17

BOARD POLICY

Global Employee Share Plan

| ✓ | ✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 18	BOARD	POLICY
UK Share Plan	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 19	BOARD	POLICY
Authority to Issue Shares w/ Preemptive Rights	✓	✗
Proposer : Board		

This proposal would allow the company to increase the number of shares by as much as 66%. That is more dilution than shareholders should accept without a good, specific purpose for the increase. A vote against the proposal was recorded.

Vote recorded		
ITEM 20	BOARD	POLICY
Authority to Issue Shares 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 21	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. A vote against the proposal was recorded.

Vote recorded

## ITEM 22

BOARD

POLICY

Authority to Set General Meeting Notice Period at 14 Days



Proposer : Board

Shareholders outside Britain often must cast their proxy ballots 7 days before a shareholders' meeting. If this proposal were adopted, it would give those shareholders only 7 days to obtain and absorb the information needed to cast a well-considered ballot. This is too little time, especially since the matters considered at special meetings are often complex, such as mergers or acquisitions. The proposal is not in the shareholders' interest. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

<b>ISSUER</b> Vestas Wind Systems A/S (CPH:VWS)	<b>MEETING DATE</b> 2021-04-08 ,
<b>COUNTRY</b> Denmark	<b>RECORD DATE</b> 2021-04-01
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> K9773J128

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442029	Genus Fossil Free CanGlobe Equity fund	6100
000442010	Genus Canglobe Equity fund	6900
000442100	Genus Fossil Free Fund	8849

ITEM	PROPOSAL	BOARD	POLICY
02	Accounts and Reports	✓	✗
03	Allocation of Profits/Dividend of DKK 8.45	✓	✓
04	Remuneration Report	✓	✗
05	Directors' Fees	✓	✓
06.01	Elect Anders Runevad	✓	✗
06.02	Elect Bert Nordberg	✓	✓
06.03	Elect Bruce Grant	✓	✓
06.04	Elect Eva Merete Sofelde Berneke	✓	✓
06.05	Elect Helle Thorning-Schmidt	✓	✓
06.06	Elect Karl-Henrik Sundström	✓	✓
06.07	Elect Lars Josefsson	✓	✓
06.08	Elect Kentaro Hosomi	✓	✓
07	Appointment of Auditor	✓	✗
08.01	Amendments to Remuneration Policy	✓	✗
08.02	Amendments to Articles regarding the Denomination of Shares	✓	✓
08.03	Authority to Issue Shares w/ or w/o Preemptive Rights	✓	✓
08.04	Amendments to Articles Regarding Virtual meetings	✓	✓

08.05	Amendments to Articles Regarding Electronic Communication	✓	✓
08.06	Special Dividend	✓	✓
08.07	Authority to Repurchase Shares	✓	✗
09	Authorization of Legal Formalities	✓	✓

PROXY ANALYSIS

ITEM 02		BOARD	POLICY
Accounts and Reports		✓	✗
Proposer : Board			

We observe that less than 75% of the fees paid to the auditing firm that prepared the financial statements were for auditing services. A vote against the proposal was recorded.

		Vote recorded	
ITEM 03		BOARD	POLICY
Allocation of Profits/Dividend of DKK 8.45		✓	✓
Proposer : Board			

A vote in favour of the proposal was recorded.

		Vote recorded	
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ITEM 04		BOARD	POLICY
Remuneration Report		✓	✗
Proposer : Board			

A complete analysis of the compensation report shows that it does not meet all of the policy criteria. There are no performance targets related to either the company's performance or to its performance compared to that of its peers. A vote against the proposal was recorded.

Vote recorded		
ITEM 05	BOARD	POLICY
Directors' Fees	✓	✓
Proposer : Board		

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

Vote recorded		
ITEM 06.01	BOARD	POLICY
Elect Anders Runevad	✓	✗
Proposer : Board		

Anders Runevad is not an independent director because he is a former executive. However he sits on the nomination and compensation committee, which should be made up entirely of independent directors. A vote against the candidate was recorded.

Vote recorded		
ITEM 06.02	BOARD	POLICY
Elect Bert Nordberg	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
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ITEM 06.03	BOARD	POLICY
Elect Bruce Grant	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 06.04	BOARD	POLICY
Elect Eva Merete Sofelde Berneke	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 06.05	BOARD	POLICY
Elect Helle Thorning-Schmidt	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 06.06	BOARD	POLICY
Elect Karl-Henrik Sundström	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 06.07	BOARD	POLICY
Elect Lars Josefsson	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 06.08	BOARD	POLICY
Elect Kentaro Hosomi	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 07	BOARD	POLICY
Appointment of Auditor	✓	✗
Proposer : Board		

More than 25% of the fees paid to the firm were for services other than financial auditing. A vote against the proposal was recorded.

Vote recorded		
ITEM 08.01	BOARD	POLICY
Amendments to Remuneration Policy		

Proposer : Board

A complete analysis of the compensation policy shows that it does not meet all of the policy criteria. There are no performance targets related to either the company's performance or to its performance compared to that of its peers. A vote against the proposal was recorded.

Vote recorded

ITEM 08.02	BOARD	POLICY
Amendments to Articles regarding the Denomination of Shares	✓	✓

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

ITEM 08.03	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 issuance of specific 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 has a specific timeframe. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 08.04	BOARD	POLICY
Amendments to Articles Regarding Virtual meetings	✓	✓

Proposer : Board

This proposal requests that general meetings be held entirely by electronic means. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 08.05	BOARD	POLICY
Amendments to Articles Regarding Electronic Communication	✓	✓
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		
ITEM 08.06	BOARD	POLICY
Special Dividend	✓	✓
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 08.07	BOARD	POLICY
Authority to Repurchase Shares	✓	✗
Proposer : Board		

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

Vote recorded		
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ITEM 09

BOARD      POLICY

Authorization of Legal Formalities



Proposer : Board

This is a formality. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Richelieu Hardware Ltd (RCH)	MEETING DATE 2021-04-08 ,
COUNTRY Canada	RECORD DATE 2021-03-04
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 76329W103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	10200
160717027	Genus Fossil Free Canglobe Equity Fund	41200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Sylvie Vachon	✓	✓
01.02	Elect Lucie Chabot	✓	✓
01.03	Elect Marie Lemay	✓	✓
01.04	Elect Pierre Pomerleau	✓	✓
01.05	Elect Luc Martin	✓	✓
01.06	Elect Richard Lord	✓	✓
01.07	Elect Marc Poulin	✓	✓
01.08	Elect Robert Courteau	✓	✓
02	Appointment of Auditor and Authority to Set Fees	✓	⏸

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Sylvie Vachon	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Lucie Chabot	✓	✓



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Marie Lemay	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Pierre Pomerleau	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Luc Martin	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Richard Lord	✓	✓
Proposer : Board		
A vote in favour of the candidate was recorded.		
	Vote recorded	
ITEM 01.07	BOARD	POLICY
Elect Marc Poulin	✓	✓
Proposer : Board		
A vote in favour of the candidate was recorded.		
	Vote recorded	
ITEM 01.08	BOARD	POLICY
Elect Robert Courteau	✓	✓
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	✓	
Proposer : Board		

Richelieu Hardware hired its auditors for tax, consulting and other services last year that made up more than one quarter of the auditors' total fees. The practice of hiring auditors to perform other work for the company compromises the independence of those auditors. At a minimum, two-thirds of an auditor's fees from the company should be for the annual audit. In the absence of the option against, an abstention was recorded.

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Vote recorded

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PROXY SUMMARY

<b>ISSUER</b> Canadian Imperial Bank of Commerce (CM)	<b>MEETING DATE</b> 2021-04-08 ,
<b>COUNTRY</b> Canada	<b>RECORD DATE</b> 2021-02-08
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 136069101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717027	Genus Fossil Free Canglobe Equity Fund	12400
160717016	Genus Fossil Free Dividend Equity Fund	15500
160717031	Genus Pooled Funds - 160717031	79300

ITEM	PROPOSAL	BOARD	POLICY
01.01	To approve the election of the director: Charles Brindamour	✓	✓
01.02	To approve the election of the director: Nanci Caldwell	✓	✓
01.03	To approve the election of the director: Michelle Collins	✓	✓
01.04	To approve the election of the director: Patrick Daniel	✓	✓
01.05	To approve the election of the director: Luc Desjardins	✓	✓
01.06	To approve the election of the director: Victor Dodig	✓	✓
01.07	To approve the election of the director: Kevin Kelly	✓	✓
01.08	To approve the election of the director: Christine Larsen	✓	✓
01.09	To approve the election of the director: Nicholas Le Pan	✓	✓
01.10	To approve the election of the director: Mary Lou Maher	✓	✓
01.11	To approve the election of the director: Jane Peverett	✓	✓
01.12	To approve the election of the director: Katharine Stevenson	✓	✓
01.13	To approve the election of the director: Martine Turcotte	✓	✓
01.14	To approve the election of the director: Barry Zubrow	✓	✓
02	To approve the appointment of the auditing firm Ernst & Young LLP.	✓	✓
03	Advisory Vote on Executive Compensation	✓	✓
04	Shareholder proposal to improve the quality of information available or disclosed by the company, regarding the loans in support to the circular economy.	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
To approve the election of the director: Charles Brindamour	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
To approve the election of the director: Nanci Caldwell	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
To approve the election of the director: Michelle Collins	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
To approve the election of the director: Patrick Daniel	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
To approve the election of the director: Luc Desjardins	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
To approve the election of the director: Victor Dodig	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
To approve the election of the director: Kevin Kelly	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
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To approve the election of the director: Christine Larsen	✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
To approve the election of the director: Nicholas Le Pan	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
To approve the election of the director: Mary Lou Maher	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
To approve the election of the director: Jane Peverett	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.12	BOARD	POLICY
To approve the election of the director: Katharine Stevenson	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.13	BOARD	POLICY
To approve the election of the director: Martine Turcotte	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.14	BOARD	POLICY
To approve the election of the director: Barry Zubrow	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
To approve the appointment of the auditing firm Ernst & Young LLP.		



Proposer : Board

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

Vote recorded

#### ITEM 03

BOARD POLICY

Advisory Vote on Executive Compensation



Proposer : Board

A complete analysis of the compensation plan shows that it meets all of the policy criteria. Compensation is based on company performance. The share-based compensation plan meets all of the policy criteria. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 04

BOARD POLICY

Shareholder proposal to improve the quality of information available or disclosed by the company, regarding the loans in support to the circular economy.



Proposer : MÉDAC

Large financial institutions have an important role to play in promoting sustainable development. While they are gradually announcing that they will stop financing fossil fuels, the reality can sometimes be quite different. Each day, the world's major banks are giving the plastics industry nearly USD 800 million a day (<https://bit.ly/3sgsoA5>), while four Canadian banks (Royal Bank, Scotiabank, TD Bank, and Bank of Montreal) were among the 16 largest fossil fuel lenders in 2020, for a total of USD 67 billion, according to the latest report from the Rainforest Action Network (<https://bit.ly/3snKdNm>). As the role of banks is essential for a sustainable transition of the economy, it is also important to encourage the positive practices of financial institutions and to push them further in this direction. In this sense, MÉDAC calls on the Bank to produce a report on the loans it has made in recent years to support the circular economy, which is a model of production and consumption involving the sharing, rental, reuse, repair, refurbishment, and recycling of existing materials and products for as long as possible. According to the Ellen MacArthur Foundation, during the first half of 2020, assets managed by public equity funds with the circular economy as the sole or partial investment focus have increased six-fold, from USD 0.3 billion to more than USD 2 billion (<https://bit.ly/30YQoLT>), demonstrating its growing importance. The study also shows that if the circular economy were adopted in five key industries (namely steel, aluminum, cement, plastic, and food), annual greenhouse gas emissions could decrease by 9,3 billion tonnes in 2050. On the Canadian side, in March 2021, Fondation, Recyc-Québec, and the city of Montreal announced the launch of a new investment fund of CAD 33 million intended for circular economy initiatives (<https://bit.ly/3lOfCpJ>). In addition, Desjardins and the École de technologie supérieure announced a

partnership in which the financial institution will commit to providing CAD 2 million over 5 years for the establishment of a set of pilot projects aimed at accelerating the transition to the circular economy (<https://bit.ly/31cvby6>). This shows that initiatives promoting the circular economy are only becoming more important and should be encouraged. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER UBS Group AG (UBSG)	MEETING DATE 2021-04-08 ,
COUNTRY Switzerland	RECORD DATE 2021-04-01
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES H892U1882

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442096	Genus Pooled Funds - Fossil Free Dividend Fund - 000442096	37000
000442029	Genus Fossil Free CanGlobe Equity fund	114700

ITEM	PROPOSAL	BOARD	POLICY
01	To approve Accounts & Reports	✓	✓
02	To approve the report on executive compensation.	✓	✗
03	To approve an Allocation of Profits/Dividends of USD 0.37 per share	✓	✓
04	To approve a Discharge of Liability of the Members of the Board of Directors and the Group Executive Board	✓	✗
05.01	Elect Axel A.Weber	✓	✗
05.02	Elect Jeremy Anderson	✓	✗
05.03	Elect William C.Dudley	✓	✗
05.04	Elect Reto Francioni	✓	✓
05.05	Elect Fred Hu	✓	✗
05.06	Elect Mark Hugues	✓	✓
05.07	Elect Nathalie Rachou	✓	✓
05.08	Elect Julie G. Richardson	✓	✗
05.09	Elect Dieter Wemmer	✓	✗
05.10	Elect Jeannette Wong	✓	✓
06.01	Elect Claudia Böckstiegel	✓	✓
06.02	Elect Patrick Firmenich	✓	✓
07.01	Elect Julie G. Richardson	✓	✗

07.02	Elect Reto Francioni	✓	✓
07.03	Elect Dieter Wemmer	✓	✗
07.04	Elect Jeannette Wong	✓	✓
08.01	To approve the directors' compensation.	✓	✗
08.02	To approve the variable compensation of the group executive board.	✓	✗
08.03	To approve the fixed compensation of the group executive board.	✓	✓
09.01	To approve the election of Altorfer Duss & Belstein as Independant Proxy	✓	✓
09.02	To approve the Appointment of Auditor Ernst & Young.	✓	✓
09.03	Approve the Appointment of Special Auditor BDO AG, Zurich.	✓	✓
10	To modify the articles of association and bylaws.	✓	✓
11	To approve a reduction of capital by cancelling repurchased shares.	✓	✓
12	To authorize share buyback.	✓	✓

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve Accounts & Reports	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
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To approve the report on executive compensation.



Proposer : Board

A complete analysis of the compensation report shows that it does not meet all of the policy criteria. In the event of a change of control, the directors' employment contract includes accelerated vesting of awards which goes against the policy. A vote against the proposal was recorded.

Vote recorded

#### ITEM 03

BOARD

POLICY

To approve an Allocation of Profits/Dividends of USD 0.37 per 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 04

BOARD

POLICY

To approve a Discharge of Liability of the Members of the Board of Directors and the Group Executive Board



Proposer : Board

The company is the subject of several investigations for tax evasion, among others in Belgium, France and Puerto Rico. A vote against the proposal was recorded.

Vote recorded

#### ITEM 05.01

BOARD

POLICY

Elect Axel A.Weber



Proposer : Board

The chair of the board is not independant. 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. Axel A.Weber is not an independent director because he is the executive chair of the board. However, he sits on the nomination committee, which should be made up entirely of independent directors. A vote against the candidate was recorded.

Vote recorded		
ITEM 05.02	BOARD	POLICY
Elect Jeremy Anderson	✓	✗
Proposer : Board		

The chair of the board is not independant. 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 05.03	BOARD	POLICY
Elect William C.Dudley	✓	✗
Proposer : Board		

The chair of the board is not independant. 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 05.04	BOARD	POLICY
Elect Reto Francioni	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 05.05	BOARD	POLICY
Elect Fred Hu	✓	✗
Proposer : Board		

The chair of the board is not independant. 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 05.06	BOARD	POLICY
Elect Mark Hugues	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 05.07	BOARD	POLICY
Elect Nathalie Rachou	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 05.08	BOARD	POLICY
Elect Julie G. Richardson	✓	✗

Proposer : Board

The chair of the board is not independant. 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 05.09	BOARD	POLICY
Elect Dieter Wemmer	✓	✗

Proposer : Board

The chair of the board is not independant. 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 05.10	BOARD	POLICY
Elect Jeannette Wong	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 06.01	BOARD	POLICY
Elect Claudia Böckstiegel	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 06.02

Elect Patrick Firmenich

BOARD



POLICY



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 07.01

Elect Julie G. Richardson

BOARD



POLICY



Proposer : Board

The chair of the board is not independant. 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. Even if the proposal asks to approve the election to the remuneration committee, we voted against for consistency with the other proposals of the assembly.A vote against the candidate was recorded.

Vote recorded

ITEM 07.02

Elect Reto Francioni

BOARD



POLICY



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 07.03	BOARD	POLICY
Elect Dieter Wemmer	✓	✗

Proposer : Board

The chair of the board is not independant. 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. Even if the proposal asks to approve the election to the remuneration committee, we voted against for consistency with the other proposals of the assembly.A vote against the candidate was recorded.

Vote recorded

ITEM 07.04	BOARD	POLICY
Elect Jeannette Wong	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 08.01	BOARD	POLICY
To approve the directors' compensation.	✓	✗

Proposer : Board

The directors' compensation does not meet policy criteria. There is a loan program for directors.A vote against the proposal was recorded.

Vote recorded

ITEM 08.02	BOARD	POLICY
To approve the variable compensation of the group executive board.	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. In the event of a change of control, the directors' employment contrat includes accelerated vesting of awards which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 08.03	BOARD	POLICY
To approve the fixed compensation of the group executive board.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 09.01	BOARD	POLICY
To approve the election of Altorfer Duss & Belstein as Independant Proxy	✓	✓

Proposer : Board

Due to a change in Swiss law that took effect 1 January 2014, it is required that shareholders of a Swiss company elect an independent representative. The aim of this proposal that therefore is to approve the nomination of Altorfer Duss & Belstein AG to that position. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09.02	BOARD	POLICY
To approve the Appointment of Auditor Ernst & Young.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 09.03	BOARD	POLICY
Approve the Appointment of Special Auditor BDO AG, Zurich.	✓	✓

Proposer : Board

It is the responsibility of the Board to recommend the appointment of more than one audit firms. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 10	BOARD	POLICY
To modify the articles of association and bylaws.	✓	✓

Proposer : Board

The proposal aims to make changes to the corporate articles in order to reflect the applicable legislation. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 11	BOARD	POLICY
To approve a reduction of capital by cancelling repurchased 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. The cancellation of repurchased shares results in a share-capital reduction.This is a way of restoring assets to shareholders when liquidities are greater than investment needs. A vote in favour of the proposal was recorded.



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Vote recorded

ITEM 12

BOARD POLICY

To authorize share buyback.



Proposer : Board

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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. The cancellation of repurchased shares results in a share-capital reduction. This is a way of restoring assets to shareholders when liquidities are greater than investment needs. A vote in favour of the proposal was recorded.

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Vote recorded

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PROXY SUMMARY

ISSUER Royal Bank of Canada (RY)	MEETING DATE 2021-04-08 ,
COUNTRY Canada	RECORD DATE 2021-02-09
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 780087102

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	2050
000442088	Genus Global Alpha fund	23400
160717016	Genus Fossil Free Dividend Equity Fund	26000
160717027	Genus Fossil Free Canglobe Equity Fund	50400
160717031	Genus Pooled Funds - 160717031	83200
160717025	Genus Pooled Funds - Canglobe Equity fund - 160717025	90300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Andrew A. Chisholm	✓	✓
01.02	Elect Jacynthe Côté	✓	✓
01.03	Elect Toos N. Daruvala	✓	✓
01.04	Elect David F. Denison	✓	✓
01.05	Elect Cynthia Devine	✓	✓
01.06	Elect David I. McKay	✓	✓
01.07	Elect Kathleen P. Taylor	✓	✓
01.08	Elect Maryann Turcke	✓	✓
01.09	Elect Thierry Vandal	✓	✓
01.10	Elect Bridget A. van Kralingen	✓	✓
01.11	Elect Frank Vettese	✓	✓
01.12	Elect Jeffery W. Yabuki	✓	✓
02	Appointment of PwC as Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder Proposal Regarding Greenhouse Gas Reduction Targets	✗	✓
05	Shareholder Proposal Regarding Statement of Purpose	✗	✓
06	Shareholder Proposal Regarding Reporting Circular Economy Loans	✗	✓

07	Shareholder Proposal Regarding Board Diversity Target	✗	✓
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PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Andrew A. Chisholm	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Jacynthe Côté	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Toos N. Daruvala	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY

Elect David F. Denison	✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Cynthia Devine	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect David I. McKay	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Kathleen P. Taylor	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.08			BOARD	POLICY
Elect Maryann Turcke			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.09			BOARD	POLICY
Elect Thierry Vandal			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.10			BOARD	POLICY
Elect Bridget A. van Kralingen			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.11			BOARD	POLICY
Elect Frank Vettese			✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.12

Elect Jeffery W. Yabuki

BOARD



POLICY



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02

Appointment of PwC as Auditor

BOARD



POLICY



Proposer : Board

More than 75% of the fees paid to the firm were for financial auditing services. The rotation of the associate responsible for auditing is done every seven years. The independence of the auditing firm was verified and confirmed. 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 Canadians. 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.



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Vote recorded

ITEM 04

Shareholder Proposal Regarding Greenhouse Gas Reduction Targets

BOARD POLICY

✗

✓

Proposer : Patricia McMaster & Paul Sharkey

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By 2030, carbon dioxide (CO<sub>2</sub>) emissions must fall by 45% compared to 2010 to keep warming below 1.5 degrees Celsius. and there is still a long way to go. In this context, the World Economic Forum in Davos in 2020 marked a shift in mindset. On this occasion, the CEO of BlackRock, Larry Fink, announced that the company will stop investing directly in companies where more than 25% of the revenues are generated by the production of thermal coal and that it will be more inclined to vote against the management of companies when they have not made enough progress in this direction. These statements from the world's largest asset manager once again brought to light the existential question of ending funding for fossil fuels, which are already responsible for 75% of GHG emissions. According to the Bank of England, funding fossil fuel projects would cause the global temperature to rise by more than 4 degrees Celsius, more than twice the limit needed to cause catastrophic climate change. In this sense, bank action is more than necessary to align with the Paris Agreement. The Board of Directors rejects the proposal. It recognizes that climate change is one of the most pressing issues of our time. It said that with the RBC Climate Strategy, the bank was aligning itself with the objectives of the Paris Agreement, aiming for net-zero lending activities by 2050. It also says the company has revised its sustainable funding target, which will increase from CAD 100 billion to CAD 500 billion by 2025, and that it was one of the first banks to respond to CDP's survey in 2003 and to have published a report based on the recommendations of the TCFD in 2017, thus believing that it plays an important and sufficient role in the fight against climate change. Yet, the new Rainforest Action Network report ranks the the Royal Bank 5th in the world and 1st in Canada for fossil fuel financing in 2020, for a total of USD 19 billion (<https://bit.ly/3snKdNm>). The Bank of Montreal, Scotiabank, TD Bank, Royal Bank, and CIBC also do poorly on climate commitments: in 2020, the 5 Canadian financial institutions granted more than USD 77 billion in fossil fuel financing. More action is therefore needed from the Royal Bank. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 05

Shareholder Proposal Regarding Statement of Purpose

BOARD POLICY

✗

✓

Proposer : MÉDAC

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In August 2019, 181 CEOs of America's largest corporations overturned a 22-year-old policy statement that defined the purpose of a company as maximizing return for shareholders. Indeed, the CEOs of the Business Roundtable have adopted a new statement on the purpose of a company, according to which companies should not only serve their shareholders, but also bring value to their customers, invest in employees, deal fairly with suppliers and support the communities in which they operate. In 2020, a year of unprecedented crisis, Business Roundtable member companies invested in workers, played a leading role in fighting the pandemic, and supported the communities where they operate. Companies have strongly demonstrated their commitment to working for the benefit of all stakeholders in current crises, proving their major role within society (<https://bit.ly/3rhLFj1>). Given these elements, MÉDAC believes that the purpose of a company can not be limited to

the single pursuit of profit. It defines it as the way for a company to play a role in society beyond its sole economic activity. For this notion to become a concrete reality, it believes that it must find tangible expression in the governance practices of institutions and that actions supporting its realization must be coordinated by a committee. The proponent, therefore, asks the company to specify its purpose and to entrust one of the committees of the board of directors with the mandate of monitoring the deployment of policies, commitments, and initiatives implemented to materialize this new strategic orientation, particularly in the areas of health, the environment, human resources and relations with stakeholders. A practice that would be beneficial for all stakeholders in the bank, but also for the rest of society. By supporting this proposal, Royal Bank would follow in the footsteps of many financial institutions, such as Bank of America. A vote in favour of the proposal was recorded.

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Vote recorded

#### ITEM 06

Shareholder Proposal Regarding Reporting Circular Economy Loans

BOARD POLICY



Proposer : MÉDAC

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Large financial institutions have an important role to play in promoting sustainable development. While they are gradually announcing that they will stop financing fossil fuels, the reality can sometimes be quite different. Each day, the world's major banks are giving the plastics industry nearly USD 800 million a day (<https://bit.ly/3sgsoA5>), while four Canadian banks (Royal Bank, Scotiabank, TD Bank, and Bank of Montreal) were among the 16 largest fossil fuel lenders in 2020, for a total of USD 67 billion, according to the latest report from the Rainforest Action Network (<https://bit.ly/3snKdNm>). As the role of banks is essential for a sustainable transition of the economy, it is also important to encourage the positive practices of financial institutions and to push them further in this direction. In this sense, MÉDAC calls on the Bank to produce a report on the loans it has made in recent years to support the circular economy, which is a model of production and consumption involving the sharing, rental, reuse, repair, refurbishment, and recycling of existing materials and products for as long as possible. According to the Ellen MacArthur Foundation, during the first half of 2020, assets managed by public equity funds with the circular economy as the sole or partial investment focus have increased six-fold, from USD 0.3 billion to more than USD 2 billion (<https://bit.ly/30YQoLT>), demonstrating its growing importance. The study also shows that if the circular economy were adopted in five key industries (namely steel, aluminum, cement, plastic, and food), annual greenhouse gas emissions could decrease by 9,3 billion tonnes in 2050. On the Canadian side, in March 2021, Fondaction, Recyc-Québec, and the city of Montreal announced the launch of a new investment fund of CAD 33 million intended for circular economy initiatives (<https://bit.ly/3lOfCpJ>). In addition, Desjardins and the École de technologie supérieure announced a partnership in which the financial institution will commit to providing CAD 2 million over 5 years for the establishment of a set of pilot projects aimed at accelerating the transition to the circular economy (<https://bit.ly/31cvby6>). This shows that initiatives promoting the circular economy are only becoming more important and should be encouraged. A vote in favour of the proposal was recorded.

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Vote recorded

#### ITEM 07

Shareholder Proposal Regarding Board Diversity Target

BOARD POLICY



Proposer : MÉDAC

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We note that more than 40% of the candidates for the board of directors are women. The Bank is one of the good performers when it comes to diversity. However, it would be beneficial to adopt a 40% diversity target to ensure that we stay within this parity zone in the future. A vote in favour of the proposal was recorded.

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**Vote recorded**

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PROXY SUMMARY

ISSUER Advanced Micro Devices Inc. (AMD)	MEETING DATE 2021-04-07 ,
COUNTRY United States	RECORD DATE 2021-02-10
MEETING LOCATION	
MEETING TYPE Special	SECURITIES 7903107

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	11700
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	16300

ITEM	PROPOSAL	BOARD	POLICY
01	To approve the acquisition of Xilinx.	✓	✓
02	To approve the adjournment of the meeting in order to obtain additional proxies, if the company doesn't obtain enough votes in favour of the proposal 01.	✓	✗

## PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve the acquisition of Xilinx.	✓	✓

Proposer : Board

On October 26th, 2020, Advanced Micro Devices Inc. (AMD) and Xilinx Inc. announced they have reached an agreement for AMD to acquire Xilinx. The transaction, valued at approximately USD 35 billion, is intended to strengthen AMD's position against its main competitor, Intel. Investors reacted neutrally as AMD's stock gained only 0.3 % on the day of the announcement. As part of the deal, Xilinx shareholders will receive 1.7234 share of AMD stock for each share of common stock held. Upon completion of the transaction, Xilinx will cease to be a publicly traded company and will become a wholly-owned subsidiary of AMD. The Board of Directors unanimously recommends voting for the transaction. In addition, the financial advisors, DBO Partners LLC, have stated that, from a financial standpoint, the transaction is fair to the shareholders. The break-up fee, payable if the board changes its recommendation, among other things, is estimated at \$1.5 billion, which represents approximately 4.3% of the total value of the transaction. Following the completion of the transaction, AMD's directors and key executives will remain in place. Two independent directors from Xilinx will join the AMD board. Lisa Su will continue to serve as CEO of AMD. Xilinx's current CEO, Victor Peng, will join AMD as President responsible for the Xilinx's business and strategic growth initiatives. Currently, the level of independence of the board of directors and its committees meets the policy criteria. AMD's shareholder rights are not adverse to new shareholders. AMD's officers and directors will not receive compensation in connection with the transaction. Overall the transaction is in the long-term interests of the majority of stakeholders. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
To approve the adjournment of the meeting in order to obtain additional proxies, if the company doesn't obtain enough votes in favour of the proposal 01.	✓	✗

Proposer : Board

This proposal does not respect the deadlines or the transparency requirements with regard to the matters to be submitted to a shareholder vote. A vote against the proposal was recorded.

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PROXY SUMMARY

ISSUER Bank of Montreal (BMO)	MEETING DATE 2021-04-07 ,
COUNTRY Canada	RECORD DATE 2021-02-08
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 063671101/ 063671762



POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	8200
160717016	Genus Fossil Free Dividend Equity Fund	10600
160717027	Genus Fossil Free Canglobe Equity Fund	22700
160717025	Genus Pooled Funds - Canglobe Equity fund - 160717025	57700
160717031	Genus Pooled Funds - 160717031	70900

ITEM	PROPOSAL	BOARD	POLICY
01.01	To approve the election of the director: Janice Babiak	✓	✓
01.02	To approve the election of the director: Sophie Brochu	✓	✓
01.03	To approve the election of the director: Craig Broderick	✓	✓
01.04	To approve the election of the director: George Cope	✓	✓
01.05	To approve the election of the director: Stephen Dent	✓	✓
01.06	To approve the election of the director: Christine Edwards	✓	✓
01.07	To approve the election of the director: Martin Eichenbaum	✓	✓
01.08	To approve the election of the director: David Harquail	✓	✓
01.09	To approve the election of the director: Linda Huber	✓	✓
01.10	To approve the election of the director: Eric La Flèche	✓	⏸
01.11	To approve the election of the director: Lorraine Mitchelmore	✓	✓
01.12	To approve the election of the director: Madhu Ranganathan	✓	✓
01.13	To approve the election of the director: Darryl White	✓	✓
02	To approve the appointment of the auditing firm KPMG.	✓	✓
03	Advisory Vote on Executive Compensation.	✓	✗
04	Shareholder proposal to improve the quality of information available or disclosed by the company with an additional climate change report.	✗	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
To approve the election of the director: Janice Babiak	✓	✓
Proposer : Board		
A vote in favour of the candidate was recorded.		
Vote recorded		
ITEM 01.02	BOARD	POLICY
To approve the election of the director: Sophie Brochu	✓	✓
Proposer : Board		
A vote in favour of the candidate was recorded.		
Vote recorded		
ITEM 01.03	BOARD	POLICY
To approve the election of the director: Craig Broderick	✓	✓
Proposer : Board		
A vote in favour of the candidate was recorded.		
Vote recorded		
ITEM 01.04	BOARD	POLICY
To approve the election of the director: George Cope	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
To approve the election of the director: Stephen Dent	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
To approve the election of the director: Christine Edwards	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
To approve the election of the director: Martin Eichenbaum	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
To approve the election of the director: David Harquail		

Proposer : Board

A vote in favour of the candidate was recorded.



Vote recorded

ITEM 01.09	BOARD	POLICY
To approve the election of the director: Linda Huber		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
To approve the election of the director: Eric La Flèche		

Proposer : Board

Eric La Fleche is an executive of Metro Inc. , 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. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
To approve the election of the director: Lorraine Mitchelmore		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.12	BOARD	POLICY
To approve the election of the director: Madhu Ranganathan	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.13	BOARD	POLICY
To approve the election of the director: Darryl White	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
To approve the appointment of the auditing firm KPMG.	✓	✓
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 03	BOARD	POLICY

Advisory Vote on Executive Compensation.



Proposer : Board

The CEO was paid more than 200 times the average pay of Canadians. 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 to improve the quality of information available or disclosed by the company with an additional climate change report.



Proposer : Harrington Investments, Inc.

The proponent believes that in the face of the climate emergency, it is necessary to take measures to restrict the extraction and transport of fossil fuels. While many agencies and governments are acting in this direction, the Bank of Montreal still provides loans for fossil fuels. The proponent adds that despite the Bank's public comments "while our bank has made public comments on its website of its intention to avoid future financing in the ANWR, there is as yet nothing in our governance or "policies" to restrict lending bank capital to businesses that produce, explore for or transport fossil fuels." The board rejects the proposal, believing that the company is already disclosing enough information on the subject in a report aligned with banking industry best practices on climate change. It also asserts that its activities have been carbon neutral since 2010 and that "carbon neutrality for scope 3 financed emissions is not a reasonable or appropriate objective for achievement of the Paris Agreement goals as there would not be enough offsets in the world to effectively offset global emissions." Yet by 2030, carbon dioxide (CO<sub>2</sub>) emissions must fall 45% from 2010 to keep warming below 1.5 degrees Celsius, and there is still a long way to go. In this context, the World Economic Forum in Davos in 2020 marked a shift in mindset. On this occasion, the CEO of BlackRock, Larry Fink, announced that the company will stop investing directly in companies where more than 25% of the revenues are generated by the production of thermal coal and that it will be more inclined to vote against the management of companies when they have not made enough progress in this direction. These statements from the world's largest asset manager once again brought to light the existential question of ending funding for fossil fuels, which are already responsible for 75% of global greenhouse gas emissions. According to the Bank of England, funding fossil fuel projects would cause the global temperature to rise by more than 4 degrees Celsius, more than twice the limit needed to cause catastrophic climate change. In addition, a report from the United Nations Environment Program shows that countries' forecasts of oil, gas, and coal production in 2030 are not compatible with the objectives of the Paris Agreement: they will produce 53% more fossil fuels than it would take to keep warming at 2 degrees Celsius, and 120% too much to limit it to 1.5 degrees Celsius. In addition, the new Rainforest Action Network report ranks the Bank of Montreal 16th in the world and 4th in Canada for fossil fuel financing in 2020, for a total of US \$ 15 billion (<https://bit.ly/3snKdNm>). The Bank of Montreal, Scotiabank, TD Bank, Royal Bank, and CIBC also do poorly on climate commitments: in 2020, the 5 Canadian financial institutions granted more than USD 77 billion in fossil fuel financing. Faced with the numerous movements to divest or stop funding these energies, as well as the possible financial and reputational risks, the Bank of Montreal should support this proposal. Note that in 2020, the same proposal obtained an approval rate of 10.23 %. A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Deutsche Telekom AG (DTLSF.PK)	MEETING DATE 2021-04-01 ,
COUNTRY Germany	RECORD DATE 2021-03-25
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 251566105/D2035M136

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	105900
000442010	Genus Canglobe Equity fund	115400

ITEM	PROPOSAL	BOARD	POLICY
02	To approve a dividend of EUR 0.60 per common share.	✓	✓
03	To grant a discharge of liability to the Executive Committee for the previous fiscal year.	✓	✓
04	To grant a discharge of liability to the Supervisory Board for the previous fiscal year.	✓	✓
05.01	To approve the appointment of the auditing firm, for 2021, PricewaterhouseCoopers.	✓	✓
05.02	To approve the appointment of the auditing firm: PricewaterhouseCoopers for the audit of interim financial statements.	✓	✓
05.03	To approve the appointment of the auditing firm PwC in replacement of Ernst & Young for any review of additional interim financial reports.	✓	✓
05.04	To approve the appointment of the auditing firm, until 2022, PricewaterhouseCoopers.	✓	✓
06	Elect Helga Jung	✓	✓
07	To authorize to repurchase shares up to 10% of the outstanding shares.	✓	✗
08	To authorize the use of equity derivatives to buyback shares.	✓	✗
09	To approve the policy on executive compensation.	✓	✓
10	To approve the Supervisory board members' compensation.	✓	✓

## PROXY ANALYSIS

ITEM 02	BOARD	POLICY
To approve a dividend of EUR 0.60 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.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
To grant a discharge of liability to the Executive Committee for the previous fiscal year.			✓	✓
Proposer : Board				

No concerns have been raised concerning the actions of the executives. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
To grant a discharge of liability to the Supervisory Board for the previous fiscal year.			✓	✓
Proposer : Board				

No concerns have been raised concerning the actions of the supervisory board. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 05.01			BOARD	POLICY
To approve the appointment of the auditing firm, for 2021, PricewaterhouseCoopers.			✓	✓
Proposer : Board				

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

<hr/>			Vote recorded	
ITEM 05.02			BOARD	POLICY

To approve the appointment of the auditing firm: PricewaterhouseCoopers for the audit of interim financial statements.



Proposer : Board

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

Vote recorded

ITEM 05.03

BOARD

POLICY

To approve the appointment of the auditing firm PwC in replacement of Ernst & Young for any review of additional interim financial reports.



Proposer : Board

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

Vote recorded

ITEM 05.04

BOARD

POLICY

To approve the appointment of the auditing firm, until 2022, PricewaterhouseCoopers.



Proposer : Board

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

Vote recorded

ITEM 06

BOARD

POLICY

Elect Helga Jung



Proposer : Board

A vote in favour of the candidate was recorded.

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Vote recorded

ITEM 07

BOARD POLICY

To authorize to repurchase shares up to 10% of the outstanding shares.



Proposer : Board

---

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

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Vote recorded

ITEM 08

BOARD POLICY

To authorize the use of equity derivatives to buyback shares.



Proposer : Board

---

This company uses earnings per share (EPS) as a measure of executive performance in its incentive compensation plans. EPS is readily increased by repurchasing shares. Thus, this authorization could artificially inflate the company's earnings per share and give executives an unearned bonus. This proposal would allow the company to repurchase its shares using derivatives. There are advantages to doing this; compared to traditional share repurchases, it has less effect on corporate liquidity and cash flow than traditional share repurchases, and may benefit from more favourable accounting treatment. However, it also introduces a new source of financial risk for shareholders and may involve the company in betting against its own stock price. A vote against the proposal was recorded.

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Vote recorded

ITEM 09

BOARD POLICY

To approve the policy on executive compensation.



Proposer : Board

---

A complete analysis of the compensation policy shows that it meets all of the policy criteria. Compensation is based on company performance. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 10

BOARD

POLICY

To approve the Supervisory board members' compensation.



Proposer : Board

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

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Vote recorded

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PROXY SUMMARY

ISSUER Deutsche Telekom AG (DTLSF.PK)	MEETING DATE 2021-04-01 ,
COUNTRY Germany	RECORD DATE 2021-03-25
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 251566105/D2035M136



POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	105900
000442010	Genus Canglobe Equity fund	115400

ITEM	PROPOSAL	BOARD	POLICY
02	To approve a dividend of EUR 0.60 per common share.	✓	✓
03	To grant a discharge of liability to the Executive Committee for the previous fiscal year.	✓	✓
04	To grant a discharge of liability to the Supervisory Board for the previous fiscal year.	✓	✓
05.01	To approve the appointment of the auditing firm, for 2021, PricewaterhouseCoopers.	✓	✓
05.02	To approve the appointment of the auditing firm: PricewaterhouseCoopers for the audit of interim financial statements.	✓	✓
05.03	To approve the appointment of the auditing firm PwC in replacement of Ernst & Young for any review of additional interim financial reports.	✓	✓
05.04	To approve the appointment of the auditing firm, until 2022, PricewaterhouseCoopers.	✓	✓
06	Elect Helga Jung	✓	✓
07	To authorize to repurchase shares up to 10% of the outstanding shares.	✓	✗
08	To authorize the use of equity derivatives to buyback shares.	✓	✗
09	To approve the policy on executive compensation.	✓	✓
10	To approve the Supervisory board members' compensation.	✓	✓
11	Shareholder Proposal : Shareholders' Right To Participation During Thevirtual Meeting	✗	✓

## PROXY ANALYSIS

ITEM 02	BOARD	POLICY
To approve a dividend of EUR 0.60 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.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
To grant a discharge of liability to the Executive Committee for the previous fiscal year.			✓	✓
Proposer : Board				

No concerns have been raised concerning the actions of the executives. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
To grant a discharge of liability to the Supervisory Board for the previous fiscal year.			✓	✓
Proposer : Board				

No concerns have been raised concerning the actions of the supervisory board. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 05.01			BOARD	POLICY
To approve the appointment of the auditing firm, for 2021, PricewaterhouseCoopers.			✓	✓
Proposer : Board				

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

<hr/>			Vote recorded	
ITEM 05.02			BOARD	POLICY

To approve the appointment of the auditing firm: PricewaterhouseCoopers for the audit of interim financial statements.



Proposer : Board

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

Vote recorded

#### ITEM 05.03

BOARD

POLICY

To approve the appointment of the auditing firm PwC in replacement of Ernst & Young for any review of additional interim financial reports.



Proposer : Board

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

Vote recorded

#### ITEM 05.04

BOARD

POLICY

To approve the appointment of the auditing firm, until 2022, PricewaterhouseCoopers.



Proposer : Board

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

Vote recorded

#### ITEM 06

BOARD

POLICY

Elect Helga Jung



Proposer : Board

A vote in favour of the candidate was recorded.

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Vote recorded

ITEM 07

BOARD POLICY

To authorize to repurchase shares up to 10% of the outstanding shares.



Proposer : Board

---

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

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Vote recorded

ITEM 08

BOARD POLICY

To authorize the use of equity derivatives to buyback shares.



Proposer : Board

---

This company uses earnings per share (EPS) as a measure of executive performance in its incentive compensation plans. EPS is readily increased by repurchasing shares. Thus, this authorization could artificially inflate the company's earnings per share and give executives an unearned bonus. This proposal would allow the company to repurchase its shares using derivatives. There are advantages to doing this; compared to traditional share repurchases, it has less effect on corporate liquidity and cash flow than traditional share repurchases, and may benefit from more favourable accounting treatment. However, it also introduces a new source of financial risk for shareholders and may involve the company in betting against its own stock price. A vote against the proposal was recorded.

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Vote recorded

ITEM 09

BOARD POLICY

To approve the policy on executive compensation.



Proposer : Board

---

A complete analysis of the compensation policy shows that it meets all of the policy criteria. Compensation is based on company performance. A vote in favour of the proposal was recorded.

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Vote recorded

ITEM 10

BOARD POLICY

To approve the Supervisory board members' compensation.



Proposer : Board

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

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Vote recorded

ITEM 11

BOARD POLICY

Shareholder Proposal : Shareholders' Right To Participation During Thevirtual Meeting



Proposer : DEUTSCHESCHUTZVEREINIGUNG FUER WERTPAPIERBESITZ E.V. (DSW):

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PROXY SUMMARY

<b>ISSUER</b> Toronto-Dominion Bank (TD)	<b>MEETING DATE</b> 2021-04-01 ,
<b>COUNTRY</b> Canada	<b>RECORD DATE</b> 2021-02-01
<b>MEETING LOCATION</b>	
<b>MEETING TYPE</b> Annual	<b>SECURITIES</b> 891160509

POLICY: Share - Genus

[illegible]



ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Amy W. Brinkley	✓	⏸
01.02	Elect Brian C. Ferguson	✓	✓
01.03	Elect Colleen A. Goggins	✓	✓
01.04	Elect Jean-René Halde	✓	✓
01.05	Elect David E. Kepler	✓	✓
01.06	Elect Brian M. Levitt	✓	✓
01.07	Elect Alan N. MacGibbon	✓	✓
01.08	Elect Karen E. Maidment	✓	✓
01.09	Elect Bharat B. Masrani	✓	✓
01.10	Elect Irene R. Miller	✓	✓
01.11	Elect Nadir H. Mohamed	✓	✓
01.12	Elect Claude Mongeau	✓	✓
01.13	Elect Joe Natale	✓	✓
01.14	Elect S. Jane Rowe	✓	✓
02	Appointment of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✓
04	Shareholder proposal to improve the quality of information available or disclosed by the company regarding their loans in support to the circular economy.	✗	✓

## PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Amy W. Brinkley	✓	

Proposer : Board

Amy Brinkley is CEO of AWB Consulting and sits on more than 2 boards of directors. The number of boards is too high and can compromise her ability to serve the interests of shareholders. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Brian C. Ferguson	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Colleen A. Goggins	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
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Elect Jean-René Halde	✓	✓
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Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect David E. Kepler	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Brian M. Levitt	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Alan N. MacGibbon	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.08			BOARD	POLICY
Elect Karen E. Maidment			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.09			BOARD	POLICY
Elect Bharat B. Masrani			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.10			BOARD	POLICY
Elect Irene R. Miller			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.11			BOARD	POLICY
Elect Nadir H. Mohamed			✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.12	BOARD	POLICY
Elect Claude Mongeau	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.13	BOARD	POLICY
Elect Joe Natale	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.14	BOARD	POLICY
Elect S. Jane Rowe	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
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Appointment of Auditor



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 03

BOARD

POLICY

Advisory Vote on Executive Compensation



Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. A vote in favour of the proposal was recorded.

Vote recorded

#### ITEM 04

BOARD

POLICY

Shareholder proposal to improve the quality of information available or disclosed by the company regarding their loans in support to the circular economy.



Proposer : MÉDAC

The proposal calls on the Bank to produce a report on the loans it has made in recent years to support the circular economy. Large financial institutions have an important role to play in promoting sustainable development. While they are gradually announcing that they will stop financing fossil fuels, the reality can sometimes be quite different. Every day, the world's largest banks grant nearly USD 800 million to the plastics industry (<https://bit.ly/3sgsoA5>), while 3 Canadian banks (Royal Bank, Scotiabank and Banque TD) provided more than CAD 89 billion to oil companies in 2019, bringing them into the club of the 10 largest fossil fuel funders (<https://bit.ly/3qWGLlc>). As the role of banks is essential for a sustainable transition of the economy, it is also important to encourage the positive practices of financial institutions and to push them further in this direction. Reporting information on their loans that support the circular economy is, therefore, a practice to be promoted. The circular economy is a model of production and consumption involving the sharing, rental, reuse, repair, refurbishment, and recycling of existing materials and products for as long as possible. According to the Ellen MacArthur Foundation, during the first half of 2020, assets managed by public equity funds with the circular economy as the sole or partial investment focus have increased six-fold, from USD 0.3 billion to more than USD 2 billion (<https://bit.ly/30YQoLT>), demonstrating its growing importance. The study also shows that if the circular economy were adopted in five key industries (namely steel, aluminum, cement, plastic, and food), annual greenhouse gas emissions could decrease by 9.3 billion tonnes in 2050. This practice would therefore be in line with the Paris Agreement,

which aims to limit global warming to 1.5 degrees Celsius, and to which the world banks are committed. The development of the circular economy is therefore to be encouraged. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05

BOARD      POLICY

Shareholder proposal to encourage the diversity of Board members.

×

×

Proposer : MÉDAC

The proposal aims to have the bank adopt a target of at least 40% women on its board of directors for the next 5 years. The Bank's board currently consists of 5 women out of 14 members (35.71%). The Royal Bank of Canada and the Bank of Montreal also have a rate of women on their boards of directors of more than 35%, demonstrating the efforts of the major banks for greater sexual diversity. Such a percentage makes them subscribe to good governance practices and asking for a new target over the next few years does not reflect their efforts. A vote against the proposal was recorded.

Vote recorded

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