



GENUS Capital Management Pooled Funds

Q4 2021

October 1st – December 31st

Proxy Voting Report

Proxy Voting Highlights Q4 2021

Meetings

Type

Annual	17
Special	2
Mix	1
Total	20



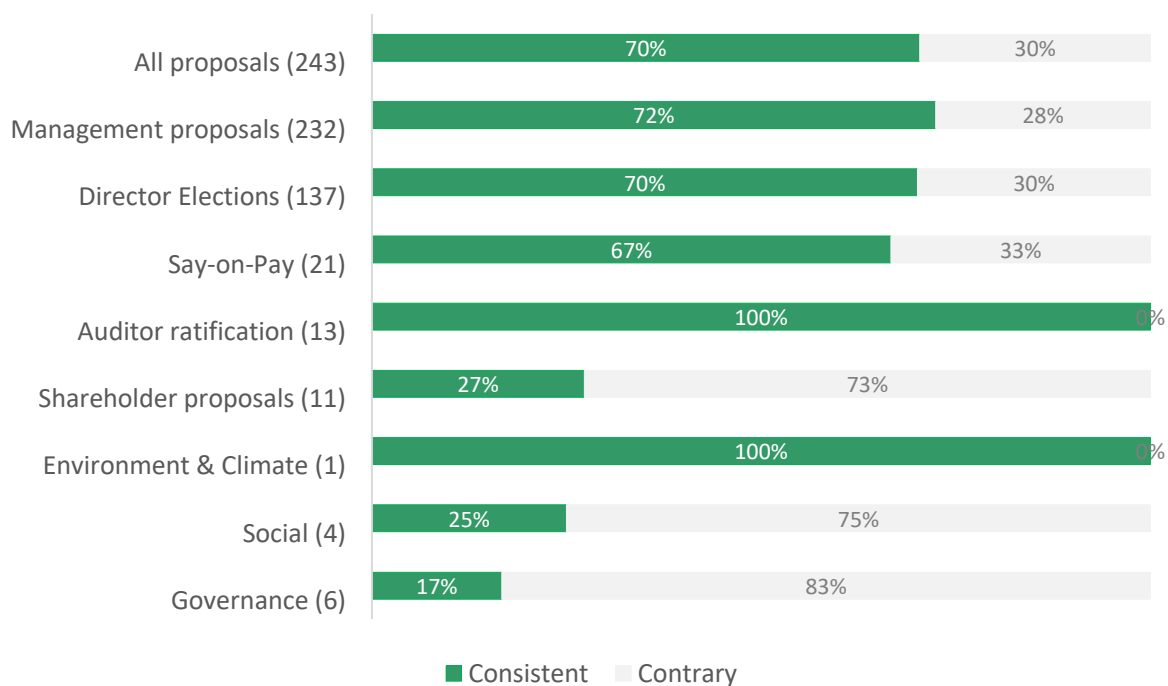
Jurisdiction

Canada	1
United States	8
Other	11
Total	20



Proposals

Votes consistent with / contrary to management recommended votes



PROXY SUMMARY

ISSUER Thor Industries Inc. (THO)	MEETING DATE 2021-12-17 ,
COUNTRY United States	RECORD DATE 2021-10-18
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 885160101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	7700

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Andrew E. Graves	✓	✓
01.02	Elect Christina Hennington	✓	✗
01.03	Elect Amelia A. Huntington	✓	✓
01.04	Elect Laurel Hurd	✓	✓
01.05	Elect Wilson R. Jones	✓	✓
01.06	Elect William J. Kelley, Jr.	✓	✗
01.07	Elect Christopher J. Klein	✓	✓
01.08	Elect Robert W. Martin	✓	✓
01.09	Elect Peter B. Orthwein	✓	✓
01.10	Elect James L. Ziemer	✓	✓
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Amendment to the 2016 Equity and Incentive Plan	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Andrew E. Graves	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members.A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.02	BOARD	POLICY
Elect Christina Hennington	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members.Christina Hennington is Chief Growth Officer of Target, 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 Amelia A. Huntington	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members.A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect Laurel Hurd	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members.There is no reason to oppose this first-time nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Wilson R. Jones	✓	✓
Proposer : Board		

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect William J. Kelley, Jr.	✓	✗
Proposer : Board		

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Christopher J. Klein	✓	✓
Proposer : Board		

Vote recorded

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members.A vote in favour of the candidate was recorded.		
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ITEM 01.08	BOARD	POLICY
Elect Robert W. Martin	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members.This nominee is not deemed independent according to the company. He is currently the chief executive officer of the firm. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Peter B. Orthwein	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members.This nominee is not deemed independent according to the company. He is a former executive of the company. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect James L. Ziemer	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members.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 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 2016 Equity and 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

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PROXY SUMMARY

ISSUER Canadian Pacific Railway Ltd (CP)	MEETING DATE 2021-12-08 ,
COUNTRY Canada	RECORD DATE 2021-11-01
MEETING LOCATION	
MEETING TYPE Special	SECURITIES 13645T100

ITEM	PROPOSAL	BOARD	POLICY
01	To approve the acquisition of Kansas City Southern.	✓	✓
02	To modify the name of the company.	✓	✓

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve the acquisition of Kansas City Southern.	✓	✓

Proposer : Board

On September 15, 2021, Canadian Pacific Railway (CP) announced the acquisition of Kansas City Southern. We recall that on March 21, 2021, CP made an initial offer in Kansas City, but this was aborted following the filing of an offer from Canadian National. CP's new offer is estimated at US\$27.4 billion (US\$31.4 billion if debt is included). Investors reacted negatively to the announcement, as the stock dropped almost 5% the following week. As part of the transaction, Kansas City Southern shareholders will receive \$90 and 2,884 shares for each common share held. The Board of Directors unanimously recommends a vote in favour of the transaction. In addition, financial advisors, BMO, Goldman Sachs and Evercore, said that the transaction was fair to shareholders from a financial standpoint. The break fees, payable among others if the shareholders do not approve the transaction, are estimated at USD 700 million, which represents about 2.5% of the total value of the transaction. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
To modify the name of the company.	✓	✓

Proposer : Board

The Board of Directors proposes to change the name of the company to Canadian Pacific Kansas City Ltd. This proposal does not have a detrimental impact on shareholder interests. A vote in favour of the proposal was recorded.

Vote recorded

PROXY SUMMARY

ISSUER Microsoft Corporation (MSFT)	MEETING DATE 2021-11-30 ,
COUNTRY United States	RECORD DATE 2021-09-30
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 594918104

[illegible]

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Reid G. Hoffman	✓	✓
01.02	Elect Hugh F. Johnston	✓	✓
01.03	Elect Teri L. List	✓	✗
01.04	Elect Satya Nadella	✓	✗
01.05	Elect Sandra E. Peterson	✓	✓
01.06	Elect Penny S. Pritzker	✓	✗
01.07	Elect Carlos A. Rodriguez	✓	✓
01.08	Elect Charles W. Scharf	✓	✗
01.09	Elect John W. Stanton	✓	✓
01.10	Elect John W. Thompson	✓	✗
01.11	Elect Emma N. Walmsley	✓	✗
01.12	Elect Padmasree Warrior	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	Approval of the Employee Stock Purchase Plan	✓	✓
04	Ratification of Auditor	✓	✓
05	Shareholder proposal that the company prepare a report on median wage gaps on the basis of gender and race, including risks associated with public policies, reputational, competitive and operational risks, as well as risks associated with the recruitment and retention of diverse talent.	✗	✓
06	Shareholder proposal requesting that the Board of directors publish a report assessing the effectiveness of the company's policies on sexual harassment in the workplace.	✗	✓

07	Shareholder proposal asking that the board of directors generally prohibits the sale of facial recognition technology to all government entities and disclose any exceptions made, at the discretion of the board and management.	✗	✗
08	Shareholder proposal that the Board of Directors prepare a report on how the implementation of Microsoft's commitment to the Fair Chance Business Pledge has helped to bring forward the elimination of racial discrimination within the company. The report should also assess the risk of racial discrimination that may result from the use of criminal background checks in hiring and employment decisions.	✗	✓
09	Shareholder Proposal Regarding Report on Alignment of Lobbying Activities with Company Policies	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Reid G. Hoffman	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members. This nominee is deemed independent according to the policy. There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Hugh F. Johnston	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members. This nominee is deemed independent according to the policy. There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Teri L. List	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members. This nominee is deemed independent according to the policy. 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 Satya Nadella	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members. This nominee is not deemed independent according to the company. This nominee is both CEO and Chairman, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Sandra E. Peterson	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members. This nominee is deemed independent according to the policy. There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Penny S. Pritzker	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members. This nominee is deemed independent according to the policy. 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 Carlos A. Rodriguez	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members. This nominee is deemed independent according to the policy. There is no reason to oppose this first-time nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Charles W. Scharf	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members. This nominee is deemed independent according to the policy. 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 Wells Fargo and sits on the compensation committee, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY

Elect John W. Stanton



Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members. This nominee is deemed independent according to the policy. There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10

BOARD

POLICY

Elect John W. Thompson



Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members. This nominee is deemed independent according to the policy. 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 Emma N. Walmsley



Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members. This nominee is deemed independent according to the policy. She is the CEO of GlaxoSmithKline and sits on the compensation committee, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.12

BOARD

POLICY

Elect Padmasree Warrior



Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members. This nominee is deemed independent according to the policy. There is no reason to oppose this nominee's election. 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

Approval of the 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 04

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 05

BOARD

POLICY

Shareholder proposal that the company prepare a report on median wage gaps on the basis of gender and race, including risks associated with public policies, reputational, competitive and operational risks, as well as risks associated with the recruitment and retention of diverse talent.

✗

✓

Proposer : Arjuna Capital

Significant 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. Microsoft provides information on adjusted pay gaps, that is, for similar positions and taking into account different factors. Thus, it claims to have reached parity for statistically adjusted deviations. Besides, it revealed a median gender-based wage gap of 10.3% for its UK operations but refuses to release this data for its U.S. and global workforce. 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 Microsoft, 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. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 06

BOARD

POLICY

Shareholder proposal requesting that the Board of directors publish a report assessing the effectiveness of the company's policies on sexual harassment in the workplace.

✗

✓

Sexual harassment is a phenomenon that affects both women and men, although women are more vulnerable. In the United States, it is estimated that at least 25% of women are victims at work, but this rate could reach 50% according to a survey of the Wall Street Journal and the BBC. However, sexual harassment's harmful consequences are manifold for the victims, but also for companies. The Ontario Human Rights Commission notes that "employers that do not take steps to prevent sexual harassment can face major costs in decreased productivity, low morale, increased absenteeism and health care costs, and potential legal expenses". In addition, harassment can lead to staff turnover and reduce the ability to attract and retain employees. In short, in addition to the obvious risks of reputational damage, companies associated with sexual harassment are exposed to financial, legal, and operational risks, even boycotts, and divestments, which can damage shareholder value. In Microsoft's case, we note that alleged cases of sexual harassment in the workplace have brought negative public attention to the company, which has been criticized for not dealing adequately and transparently with certain complaints. For example, in 2018, Microsoft employees filed a lawsuit against the company, claiming that it failed to properly resolve 238 internal complaints related to gender discrimination and sexual harassment, which were filed between 2010 and 2016 (<https://bit.ly/3qSspfA>). In addition, in 2019 and 2021, email chains in which numerous Microsoft employees shared such complaints and blamed the human resources department for inadequate response were brought to public attention (<https://bit.ly/3x6fIEs>). Finally, we should note that Microsoft's recent pledge to improve its human resources processes and to report on the implementation of sexual harassment and gender discrimination policies follows similar pledges that were made in 2019 by the company. However, those were not met. Given the significant risks associated with sexual harassment and the concerns that have been raised about the company's management of this issue, which may be deficient, we believe that it is in the best interests of shareholders to have the additional information requested by the proponent. This would allow them to better assess the risks to which the company is exposed, as well as its efforts to fight harassment and discrimination. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07	BOARD	POLICY
Shareholder proposal asking that the board of directors generally prohibits the sale of facial recognition technology to all government entities and disclose any exceptions made, at the discretion of the board and management.	✗	✗

While facial recognition (FR) technology can be beneficial in certain circumstances, for example to quickly locate missing children or to better secure a computer, its use continues to raise major issues of privacy, human rights and democratic rights and freedoms. Several controversies have also tainted its use, including in democratic States. This has prompted States and municipalities to circumscribe or ban the use of this technology, while human rights organizations such as Amnesty International and Human Rights Watch are calling for "global ban on biometric recognition technologies that enable mass and discriminatory surveillance" (<https://bit.ly/3HHhN9b>). In the case of Microsoft, we find that the company has already been affected by controversy regarding FR. According to a Financial Times article published in 2019, its FR database, MS Celeb, was allegedly used by two Chinese equipment suppliers in the state of Xinjiang, where Uighurs and other minorities are hunted down and persecuted. In addition, technology experts have claimed that Microsoft may have violated the European Union's General Data Protection Regulation by continuing to distribute the dataset after the regulations came into force in 2018 (<https://on.ft.com/3FuPGs2>). Nevertheless, we note that the company has shown sensitivity to this issue, especially when compared to some of its peers, and has been proactive. For example, Microsoft refused to install FR technology in California police cars and body cameras, citing human rights issues, and called for better regulation in this area. The company has since pledged not to sell its FR software to U.S. law enforcement until robust federal regulations are enacted. It also supported a federal bill to regulate the use of FR and highlighted issues that the government should address, such as the fact that some uses increase the risk of biased decisions and outcomes that may violate anti-discrimination

laws and the risk that a government could use this technology for mass surveillance which may infringe democratic freedoms. In 2018, Microsoft also disclosed the principles it has adopted to support the use of its FR technology, namely fairness, transparency, accountability, non-discrimination, consumer information and consent, and monitoring in accordance with the law (<https://bit.ly/3cCTJGj>). Based on the company's disclosures, commitments, policies and other measures adopted to mitigate and better manage the human rights risks associated with FR technologies, we do not consider the adoption of the proposal to be in shareholders' best interests at this time. Although we share the proponent's concerns about these technologies, we believe that his proposal is too restrictive and that it would have been better to target problematic uses, rather than generally prohibit the sale to government entities. A vote against the proposal was recorded.

Vote recorded

ITEM 08

BOARD POLICY

Shareholder proposal that the Board of Directors prepare a report on how the implementation of Microsoft's commitment to the Fair Chance Business Pledge has helped to bring forward the elimination of racial discrimination within the company. The report should also assess the risk of racial discrimination that may result from the use of criminal background checks in hiring and employment decisions.



Proposer : [NorthStar Asset Management, Inc.](#)

African Americans and Hispanics are overrepresented in U.S. prisons. According to Census and Department of Justice data, Black or African American people made up 32.8% of the prison population in 2018, compared to only 13% of the U.S. population. In addition, the U.S. Equal Employment Opportunity Commission (EEOC) identifies exclusions from criminal background checks for hiring decisions as one of the barriers to employment related to racial discrimination in the workplace. The proponent therefore believes that inappropriate use of these checks may expose the company to legal risks, in addition to depriving it of qualified candidates, where previous criminal convictions are unrelated to professional qualifications. He further recalls that Microsoft signed the Fair Chance Business Pledge, launched in 2016 by the Obama Administration, which calls on the private sector to improve communities by removing barriers for those with criminal records and promoting second chances. Microsoft is also a member of the Second Chance Business Coalition, which reinforces its commitment to this issue. In its response to the proposal, which it opposes, the board provides information on the use of criminal background checks in the hiring process, stating that more than 98% of applicants flagged as having a criminal record were hired, with those who were not selected having backgrounds that were considered job-related. Microsoft also provides demographic information about its workforce and has set goals to increase the representation of minority members on its staff, including in managerial and executive positions. The company's efforts and commitments in terms of diversity and to promote the social reintegration of people with criminal records deserve to be highlighted. However, the proponent mentions that in its dialogue with Microsoft, the company revealed that it does not track statistics that would indicate whether or not it disproportionately hires candidates with criminal records who are not minorities. Yet, he reminds us, the issues of criminal justice reform and racial equity are linked, and Microsoft's commitment to the Fair Chance Business Pledge is not simply a matter of hiring practices, it is also linked to its commitments to racial equity. Indeed, we recall that this linkage was emphasized by the Biden Administration, which included addressing high incarceration rates and the overrepresentation of minorities in prisons in its agenda to advance racial equity and fight systemic racism. Therefore, in order to promote second chances and remove barriers to employment that disproportionately affect minorities, it is necessary to actively recruit from this pool of applicants and then track aggregate data on the race and ethnicity of applicants with criminal records, which the company does not appear to be doing at present. In this context, we consider that it would be in the interest of investors to have additional information on how Microsoft is fulfilling its commitments under the Fair Chance Business Pledge and the impact of its implementation on racial equity within the company. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09

BOARD POLICY

Shareholder Proposal Regarding Report on Alignment of Lobbying Activities with Company Policies



Proposer : The Congregation of the Sisters of St. Joseph of Peace

The shareholder proposal asks Microsoft to publish an annual report on the company's lobbying activities and how these align or not with the company's policies and principles. The shareholder group is particularly interested in artificial intelligence, human rights and social justice. After analysis, we realize that the company has processes in place to disclose certain portions of its lobbying efforts. Nevertheless, the production of a report explaining the relation between its lobbying efforts and its policies would be beneficial for the understanding of shareholders. 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 PZ Cussons PLC (LON: PZC)	MEETING DATE 2021-11-23,
COUNTRY United Kingdom	RECORD DATE 2021-11-19
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES G6850S109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus Fossil Free Fund	751300

ITEM	PROPOSAL	BOARD	POLICY
01	Accounts and Reports	✓	✓
02	Remuneration Report (Advisory)	✓	✓
03	Amendment to Remuneration Policy	✓	✓
04	Amendment to Long-Term Incentive Plan	✓	✗
05	Final Dividend	✓	✓
06	Elect Jonathan Myers	✓	✓
07	Elect Sarah Pollard	✓	✓
08	Elect Caroline L. Silver	✓	✓
09	Elect Kirsty Bashforth	✓	✓
10	Elect Dariusz Kucz	✓	✓
11	Elect John Nicolson	✓	✓
12	Elect Jeremy Townsend	✓	✓
13	Elect Jitesh Sodha	✓	✓
14	Elect Valeria Juarez	✓	✓
15	Appointment of Auditor	✓	✓
16	Authority to Set Auditor's Fees	✓	✓
17	Authorisation of Political Donations	✓	✗

18	Authority to Issue Shares w/ Preemptive Rights	✓	✓
19	Authority to Issue Shares w/o Preemptive Rights	✓	✓
20	Authority to Set General Meeting Notice Period at 14 Days	✓	✗
21	Adoption of New Articles	✓	✓

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Accounts and Reports	✓	✓
Proposer : Board		

This is a formality. 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 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 03	BOARD	POLICY
Amendment to Remuneration Policy	✓	✓
Proposer : Board		

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.

Vote recorded		
ITEM 04	BOARD	POLICY
Amendment to Long-Term Incentive Plan	✓	✗
Proposer : Board		

Vote recorded		
ITEM 05	BOARD	POLICY
Final Dividend	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 06	BOARD	POLICY
Elect Jonathan Myers	✓	✓
Proposer : Board		

He is currently the chief executive officer of the firm. There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 07	BOARD	POLICY
Elect Sarah Pollard	✓	✓

Proposer : Board

She is currently the chief financial officer of the firm. There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 08	BOARD	POLICY
Elect Caroline L. Silver	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 09	BOARD	POLICY
Elect Kirsty Bashforth	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 10	BOARD	POLICY
Elect Dariusz Kucz	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 11			BOARD	POLICY
Elect John Nicolson			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 12			BOARD	POLICY
Elect Jeremy Townsend			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 13			BOARD	POLICY
Elect Jitesh Sodha			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 14			BOARD	POLICY
Elect Valeria Juarez			✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 15

Appointment of Auditor

BOARD



POLICY



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 16

Authority to Set Auditor's Fees

BOARD



POLICY



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 17

Authorisation of Political Donations

BOARD



POLICY



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 18	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 19	BOARD	POLICY
Authority to Issue Shares w/o 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. A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 20	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. A vote against the proposal was recorded.

Vote recorded		
ITEM 21	BOARD	POLICY

Adoption of New Articles



Proposer : Board

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

Vote recorded

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PROXY SUMMARY

ISSUER BlueScope Steel Ltd (BSL)	MEETING DATE 2021-11-18 ,
COUNTRY Australia	RECORD DATE 2021-11-16
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES Q1415L102

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	101400

ITEM	PROPOSAL	BOARD	POLICY
2	Remuneration Report	✓	✓
3	Re-elect Mark Hutchinson	✓	✓
4	Equity Grant (CEO Mark Vassella - STI)	✓	✓
5	Equity Grant (CEO Mark Vassella - LTI)	✓	✓
6	Approve Termination Payments	✓	✓
7	Amendments to Constitution	✓	✓

PROXY ANALYSIS

ITEM 2	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.

Vote recorded

ITEM 3	BOARD	POLICY
Re-elect Mark Hutchinson	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 4			BOARD	POLICY
Equity Grant (CEO Mark Vassella - STI)			✓	✓
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 5			BOARD	POLICY
Equity Grant (CEO Mark Vassella - LTI)			✓	✓
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 6			BOARD	POLICY
Approve Termination Payments			✓	✓
Proposer : Board				

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

<hr/>			Vote recorded	
ITEM 7			BOARD	POLICY
Amendments to Constitution			✓	✓

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

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PROXY SUMMARY

ISSUER Computershare Ltd (ASX:CPU)	MEETING DATE 2021-11-11,
COUNTRY Australia	RECORD DATE 2021-11-09
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES Q2721E105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442096	Genus Pooled Funds - Fossil Free Dividend Fund - 000442096	120800
000442045	Genus Dividend Fund	453900

ITEM	PROPOSAL	BOARD	POLICY
02	Re-elect Lisa M. Gay	✓	✓
03	Re-elect Paul J. Reynolds	✓	✓
04	Elect John Nendick	✓	✓
05	Remuneration Report	✓	✓
06	Equity Grant (CEO Stuart Irving FY2022 LTI)	✓	✓
07	Approve Increase in NEDs' Fee Cap	✓	✓

PROXY ANALYSIS

ITEM 02	BOARD	POLICY
Re-elect Lisa M. Gay	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
Re-elect Paul J. Reynolds	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
Elect John Nendick			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 05			BOARD	POLICY
Remuneration Report			✓	✓
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.

<hr/>			Vote recorded	
ITEM 06			BOARD	POLICY
Equity Grant (CEO Stuart Irving FY2022 LTI)			✓	✓
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 07			BOARD	POLICY
Approve Increase in NEDs' Fee Cap			✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Pernod Ricard SA (RI)	MEETING DATE 2021-11-10 ,
COUNTRY France	RECORD DATE 2021-11-05
MEETING LOCATION	
MEETING TYPE Mix	SECURITIES F72027109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	5600
000442010	Genus Canglobe Equity fund	14100

ITEM	PROPOSAL	BOARD	POLICY
01	Accounts and Reports; Non Tax-Deductible Expenses	✓	✓
02	Consolidated Accounts and Reports	✓	✓
03	Allocation of a dividend of EUR 3.12 per share	✓	✓
04	Elect Anne Lange	✓	✗
05	Elect Paul-Charles Ricard	✓	✗
06	Elect Veronica Vargas	✓	✗
07	Elect Namita Shah	✓	✓
08	2020 Remuneration of Alexandre Ricard, Chair and CEO	✓	✓
09	2020 Remuneration Report	✓	✓
10	2021 Remuneration Policy (Chair and CEO)	✓	✓
11	2021 Remuneration Policy (Board)	✓	✓
12	Authority to Repurchase and Reissue Shares	✓	✗
13	Special Auditors Report on Regulated Agreements	✓	✓
14	Authority to Cancel Shares and Reduce Capital	✓	✓
15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	✓	✓
16	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	✓	✓
17	Greenshoe	✓	✓

18	Authority to Issue Shares and Convertible Debt Through Private Placement	✓	✓
19	Authority to Increase Capital in Consideration for Contributions In Kind	✓	✓
20	Authority to Increase Capital in Case of Exchange Offers	✓	✓
21	Authority to Increase Capital Through Capitalisations	✓	✗
22	Authority to Issue Performance Shares	✓	✗
23	Authority to Issue Restricted Shares	✓	✗
24	Employee Stock Purchase Plan	✓	✗
25	Stock Purchase Plan for Overseas Employees	✓	✗
26	Amendments to Articles Regarding Regulatory Updates	✓	✓
27	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. 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
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. 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 03	BOARD	POLICY
Allocation of a dividend of EUR 3.12 per share	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
Elect Anne Lange	✓	✗

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 05	BOARD	POLICY
Elect Paul-Charles Ricard	✓	✗

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. Paul-Charles Ricard is not deemed independent according to the company. He is a representative of Societe Paul Ricard, a shareholder of the company, on the board of directors. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 06			BOARD	POLICY
Elect Veronica Vargas			✓	✗
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. Veronica Vargas is not deemed independent according to the company. She is a representative of Societe Paul Ricard, a shareholder of the company, on the board of directors. A vote against the candidate was recorded.

<hr/>			Vote recorded	
ITEM 07			BOARD	POLICY
Elect Namita Shah			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 08			BOARD	POLICY
2020 Remuneration of Alexandre Ricard, Chair and CEO			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 09			BOARD	POLICY
2020 Remuneration Report			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 10			BOARD	POLICY
2021 Remuneration Policy (Chair and CEO)			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 11			BOARD	POLICY
2021 Remuneration Policy (Board)			✓	✓
Proposer : Board				

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 12			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 redemption premium exceeds 20%. A vote against the proposal was recorded.

Vote recorded

ITEM 13

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 14

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 15

BOARD POLICY

Authority to Issue Shares and Convertible Debt w/ 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. 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. This issuance is justified by adequately disclosed business reasons. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 16			BOARD	POLICY
Authority to Issue Shares and Convertible Debt 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. This issuance of authorized shares is more than 20% of the shares, if we take into account the requests for issuance of the other proposals. A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 17			BOARD	POLICY
Greenshoe			✓	✓
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 authorized shares is more than 20% of the shares, if we take into account the requests for issuance of the other proposals. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 18			BOARD	POLICY
Authority to Issue Shares and Convertible Debt Through Private Placement			✓	✓
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 authorized shares is more than 20% of the shares, if we take into account the requests for issuance of the other proposals. A vote against the proposal was recorded.

Vote recorded		
ITEM 19	BOARD	POLICY
Authority to Increase Capital in Consideration for Contributions In Kind	✓	✓
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 authorized shares is more than 20% of the shares, if we take into account the requests for issuance of the other proposals. A vote against the proposal was recorded.

Vote recorded		
ITEM 20	BOARD	POLICY
Authority to Increase Capital in Case of Exchange Offers	✓	✓
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 authorized shares is more than 20% of the shares, if we take into account the requests for issuance of the other proposals. A vote against 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 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.

<hr/>			Vote recorded	
ITEM 22			BOARD	POLICY
Authority to Issue Performance 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. This issuance of authorized shares is more than 20% of the shares, if we take into account the requests for issuance of the other proposals. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 23			BOARD	POLICY
Authority to Issue Restricted 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. This issuance of authorized shares is more than 20% of the shares, if we take into account the requests for issuance of the other proposals. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 24			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. There

is no required minimum-holding period. A vote against the proposal was recorded.

Vote recorded

ITEM 25

BOARD POLICY

Stock Purchase Plan for Overseas Employees



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. There is no required minimum-holding period. A vote against the proposal was recorded.

Vote recorded

ITEM 26

BOARD POLICY

Amendments to Articles Regarding Regulatory Updates



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 27

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 Oracle Corporation (ORCL)	MEETING DATE 2021-11-10 ,
COUNTRY United States	RECORD DATE 2021-09-13
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 68389X105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	10700
160717017	Genus Pooled Funds - Fossil Free Dividend Equity Fund - 160717017	29600
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	47500

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Jeffrey S. Berg	✓	✓
01.02	Elect Michael J. Boskin	✓	⏸
01.03	Elect Safra A. Catz	✓	⏸
01.04	Elect Bruce R. Chizen	✓	✓
01.05	Elect George H. Conrades	✓	✓
01.06	Elect Lawrence J. Ellison	✓	⏸
01.07	Elect Rona Fairhead	✓	✓
01.08	Elect Jeffrey O. Henley	✓	⏸
01.09	Elect Renée J. James	✓	⏸
01.10	Elect Charles W. Moorman IV	✓	✓
01.11	Elect Leon E. Panetta	✓	✓
01.12	Elect William G. Parrett	✓	✓
01.13	Elect Naomi O. Seligman	✓	✓
01.14	Elect Vishal Sikka	✓	⏸
02	Advisory Vote on Executive Compensation	✓	✗
03	Amendment to the 2020 Equity Incentive Plan	✓	✗
04	Ratification of Auditor	✓	✓

05	Shareholder Proposal Regarding Racial Equity Audit	✗	✓
06	Shareholder Proposal Regarding Independent Board Chair	✗	✓
07	Shareholder Proposal Regarding Requiring and Posting Disclosures from Outside Organizations	✗	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Jeffrey S. Berg	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Michael J. Boskin	✓	
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. This nominee, who is considered non-independent by the policy, sits on the Audit Committee. He is a member of an organization that receives a significant grant or financial contribution from the company. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Safra A. Catz	✓	
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. This nominee is not deemed independent according to the company. She 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 01.04	BOARD	POLICY
Elect Bruce R. Chizen	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect George H. Conrades	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Lawrence J. Ellison	✓	
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. This nominee is not deemed independent according to the company. He is currently an executive of the firm. He holds a percentage of the company's voting shares, which compromises her independence. This nominee, who is not independent, is also Chairman, which goes against policy. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Rona Fairhead	✓	✓
Proposer : Board		

This nominee is deemed independent according to the policy. There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Jeffrey O. Henley	✓	
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. This nominee is not deemed independent according to the company. He is a former executive of the company. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Renée J. James	✓	
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. This nominee is not deemed independent according to the company. She has other significant types of economic relationships with one of the company's clients, suppliers or consultants. In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Charles W. Moorman IV	✓	✓
Proposer : Board		

This nominee is deemed independent according to the policy. There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
Elect Leon E. Panetta	✓	✓
Proposer : Board		

This nominee is deemed independent according to the policy. There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.12	BOARD	POLICY
Elect William G. Parrett	✓	✓
Proposer : Board		

This nominee is deemed independent according to the policy. There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.13	BOARD	POLICY
Elect Naomi O. Seligman	✓	✓
Proposer : Board		

This nominee is deemed independent according to the policy. There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.14			BOARD	POLICY
Elect Vishal Sikka				
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. This nominee is not deemed independent according to the company. He has offered professional services (legal, financial, medical or other) to a member of the management team. In the absence of the option against, an abstention for the candidate was recorded.

<hr/>			Vote recorded	
ITEM 02			BOARD	POLICY
Advisory Vote on Executive Compensation				
Proposer : Board				

Incentive pay for senior executives is based on their performance over a one-year period. This encourages executives to focus on short-term results, to the detriment of the company's long-term performance. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
Amendment to the 2020 Equity Incentive Plan				
Proposer : Board				

The proposed share-based compensation plan does not meet all of the policy criteria. This plan's share-dilution rate is over 10%. A vote against the proposal was recorded.

Vote recorded

ITEM 04

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 05

BOARD POLICY

Shareholder Proposal Regarding Racial Equity Audit





Proposer : Service Employees International Union Pension Plans Master Trust

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. However, Oracle's track record on this issue remains mixed. The Board of Directors affirms that the company is continuously working to develop inclusive recruitment strategies. He recalled that it is led by a woman and that 36% of the board members are women or people from diverse backgrounds. However, the proponent notes that Oracle does not appear to have adopted any objectives, policies or procedures to increase the diversity of the board, which would not include any black directors. The same applies to senior management positions. Moreover, according to data published by Oracle, black people make up only 3.7% of its U.S. workforce and only 2.3% of its management staff. Furthermore, Oracle asserts that it is committed to applying artificial intelligence responsibly by ensuring that the systems it helps to develop are designed to reduce implicit bias. Nevertheless, we note that some of its products have attracted criticism, including facial recognition technology that is said to misidentify non-white faces. In addition, when it comes to transparency on pay and racial equity issues, Oracle lags far behind most of its peers, whether in Arjuna Capital's 2021 Racial & Gender Pay Scorecard, which looks at the disclosure of gender and racial pay gaps, or in As You Sow's 2021 Racial Justice Report, where Oracle ranks 478th out of the 500 analyzed companies. Therefore, we consider it in the interests of shareholders that Oracle on 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. 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.

<hr/>			Vote recorded	
ITEM 06			BOARD	POLICY
Shareholder Proposal Regarding Independent Board Chair				
Proposer : Kenneth Steiner				

The Chairman is not independent, and no lead director has been appointed or this appointment is permanent. 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.

<hr/>			Vote recorded	
ITEM 07			BOARD	POLICY
Shareholder Proposal Regarding Requiring and Posting Disclosures from Outside Organizations				
Proposer : Eric & Emily Johnson				

The proponent fails to demonstrate how the implementation of this proposal would benefit shareholders and how it would create value. A vote against the proposal was recorded.

<hr/>			Vote recorded	
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PROXY SUMMARY

ISSUER Lam Research Corporation (LRCX)	MEETING DATE 2021-11-08 ,
COUNTRY United States	RECORD DATE 2021-09-09
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 512807108

[illegible]

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Sohail U. Ahmed	✓	✓
01.02	Elect Timothy M. Archer	✓	✓
01.03	Elect Eric K. Brandt	✓	✓
01.04	Elect Michael R. Cannon	✓	✓
01.05	Elect Catherine P. Lego	✓	✓
01.06	Elect Bethany J. Mayer	✓	✓
01.07	Elect Abhijit Y. Talwalkar	✓	✓
01.08	Elect Rick Lih-Shyng TSAI	✓	✗
01.09	Elect Leslie F. Varon	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of Auditor	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Sohail U. Ahmed	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Timothy M. Archer	✓	✓
Proposer : Board		

This nominee is not deemed independent according to the company. He is currently the chief executive officer of the firm. There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Eric K. Brandt	✓	✓
Proposer : Board		

There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Michael R. Cannon	✓	✓
Proposer : Board		

There is no reason to oppose this nominee's election. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Catherine P. Lego	✓	✓
Proposer : Board		

There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Bethany J. Mayer	✓	✓
Proposer : Board		

There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Abhijit Y. Talwalkar	✓	✓
Proposer : Board		

There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY
Elect Rick Lih-Shyng TSAI	✓	✗
Proposer : Board		

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

Vote recorded		
ITEM 01.09	BOARD	POLICY

Elect Leslie F. Varon



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

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PROXY SUMMARY

ISSUER KLA Corporation (NASDAQ: KLAC)	MEETING DATE 2021-11-03 ,
COUNTRY United States	RECORD DATE 2021-09-13
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 482480100

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Edward W. Barnholt	✓	✓
01.02	Elect Robert M. Calderoni	✓	✓
01.03	Elect Jeneanne Hanley	✓	✓
01.04	Elect Emiko Higashi	✓	✓
01.05	Elect Kevin J. Kennedy	✓	✓
01.06	Elect Gary B. Moore	✓	✗
01.07	Elect Marie E. Myers	✓	✓
01.08	Elect Kiran M. Patel	✓	✓
01.09	Elect Victor Peng	✓	✗
01.10	Elect Robert A. Rango	✓	✓
01.11	Elect Richard P. Wallace	✓	✓
02	Ratification of Auditor	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Edward W. Barnholt	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.02	BOARD	POLICY
Elect Robert M. Calderoni	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY
Elect Jeneanne Hanley	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect Emiko Higashi	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Kevin J. Kennedy		

| ✓ | ✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Gary B. Moore	✓	✗

Proposer : Board

Gary B. Moore is an executive of ServiceSource, 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 01.07	BOARD	POLICY
Elect Marie E. Myers	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Kiran M. Patel	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.09			BOARD	POLICY
Elect Victor Peng			✓	✗
Proposer : Board				

Victor Peng is an executive of Xilinx 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.

<hr/>			Vote recorded	
ITEM 01.10			BOARD	POLICY
Elect Robert A. Rango			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.11			BOARD	POLICY
Elect Richard P. Wallace			✓	✓
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.

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 South32 Ltd (ASX:S32)	MEETING DATE 2021-10-28 ,
COUNTRY Australia	RECORD DATE 2021-10-26
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES Q86668102

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	1124400

ITEM	PROPOSAL	BOARD	POLICY
02.01	Re-elect Wayne G. Osborn	✓	✓
02.02	Re-elect Keith C. Rumble	✓	✓
03	Remuneration Report	✓	✓
04	Equity Grant (MD/CEO Graham Kerr)	✓	✓
05	Approval of Termination Benefits	✓	✓
06.01	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	✗	✓
06.02	Shareholder Proposal Regarding Lobbying Activity Alignment with the Paris Agreement	✓	✓

PROXY ANALYSIS

ITEM 02.01	BOARD	POLICY
Re-elect Wayne G. Osborn	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.02	BOARD	POLICY
Re-elect Keith C. Rumble	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 03			BOARD	POLICY
Remuneration Report			✓	✓
Proposer : Board				

A complete analysis of the compensation report shows that it does not meet all of the policy criteria. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
Equity Grant (MD/CEO Graham Kerr)			✓	✓
Proposer : Board				

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

<hr/>			Vote recorded	
ITEM 05			BOARD	POLICY
Approval of Termination Benefits			✓	✓
Proposer : Board				

A complete analysis of the termination benefits shows that it does not meet all of the policy criteria. A vote against the proposal was recorded.

<hr/>			Vote recorded	
ITEM 06.01			BOARD	POLICY
Shareholder Proposal Regarding Facilitating Nonbinding Proposals			✗	✓

The Australasian Centre for Corporate Responsibility (ACCR) is calling on the company to amend its articles of association to allow the submission of non-binding ordinary proposals by shareholders at a general meeting. The proponent believes that this is good practice worldwide, used in the UK, USA, Canada and New Zealand. However, in Australia, the submission of such proposals is too burdensome. This is because it requires a combination of 100 shareholders or shareholders holding more than 5% of the voting rights, which is much more complex than in the United States or Canada, where \$2,000 worth of voting shares or 1% of such shares must have been held for at least 1 year or 6 months, respectively, at the time the proposal is filed. The Board of Directors opposes the proposal, believing that the management of the company's affairs is vested in it by its constitution and that it makes decisions about the company's activities taking into account the interests of shareholders as a whole. Yet facilitating the filing of shareholder proposals would allow investors to raise issues with management and the board that they feel are relevant. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 06.02	BOARD	POLICY
Shareholder Proposal Regarding Lobbying Activity Alignment with the Paris Agreement		

Oil, gas and mining companies play an outsized role in the emission of greenhouse gases (GHGs) and the acceleration of climate change. While States have committed to limit warming to 1.5 degrees Celsius above pre-industrial levels, in accordance with the Paris Agreement, mining companies are just beginning to set targets for reducing their GHG emissions. The latter range from 0 to 30% by 2030, which is much lower than the targets of the Paris Agreement (<https://mck.co/333TU9D>). Moreover, their lobbying efforts continue to weaken existing climate policies and delay future ones, at a time when the effects of rising GHG emissions on the climate are already beginning to be felt (more forest fires, floods and extreme weather events). For example, the Minerals Council of Australia has called for a weakening of environmental assessments for mining projects, government subsidies for fossil fuel exploration and the removal of environmental regulation. It also opposed the inclusion of Tier 3 emissions in Australia's national energy and greenhouse gas reporting system. Another example is the Australian Petroleum Production and Exploration Association, which supports the continuation of oil and gas exploration activities and is lobbying the government to weaken existing environmental regulations. The Board of Directors rejects the proposal. It states that since 2019, the company has been conducting an annual review of its policies with industry associations on climate change, disclosing the findings, and that its practices are substantially consistent with the proposal. However, given the importance of this issue to the company and the reputational risks associated with it, shareholders should support this proposal. A vote in favour of the proposal was recorded.

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PROXY SUMMARY

ISSUER Seagate Technology PLC (STX)	MEETING DATE 2021-10-20 ,
COUNTRY Ireland	RECORD DATE 2021-08-25
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES G7945J104/G7945M107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	6000
160717017	Genus Pooled Funds - Fossil Free Dividend Equity Fund - 160717017	10800
160717026	Genus Canglobe Equity fund - 160717026	13800
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	87500

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Mark W. Adams	✓	✗
01.02	Elect Shankar Arumugavelu	✓	✓
01.03	Elect Pratik Bhatt	✓	✓
01.04	Elect Judy Bruner	✓	✓
01.05	Elect Michael R. Cannon	✓	✓
01.06	Elect Jay L. Geldmacher	✓	✗
01.07	Elect Dylan G. Haggart	✓	✗
01.08	Elect William D. Mosley	✓	✓
01.09	Elect Stephanie Tilenius	✓	✗
01.10	Elect Edward J. Zander	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	Appointment of Auditor and Authority to Set Fees	✓	✓
04	Approval of the 2022 Equity Incentive Plan	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Mark W. Adams	✓	✗

Proposer : Board

Mark W. Adams is an executive of Smart 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. He 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 Shankar Arumugavelu			<div>✓</div>	<div>✓</div>
Proposer : Board				

There is no reason to oppose this first-time nominee's election. A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.03			BOARD	POLICY
Elect Pratik Bhatt			<div>✓</div>	<div>✓</div>
Proposer : Board				

There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 01.04			BOARD	POLICY
Elect Judy Bruner			<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 Michael R. Cannon	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Jay L. Geldmacher	✓	✗
Proposer : Board		

Jay L. Geldmacher is an executive of Resideo Technologies, 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 01.07	BOARD	POLICY
Elect Dylan G. Haggart	✓	✗
Proposer : Board		

Dylan G. Haggart is not an independent director because he is a representative of Value Act Capital, a shareholder of the company, on the board of directors. 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 01.08	BOARD	POLICY
Elect William D. Mosley	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Stephanie Tilenius	✓	✗

Proposer : Board

Stephanie Tilenius is the CEO of Vida Health 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 01.10	BOARD	POLICY
Elect Edward J. Zander	✓	✓

Proposer : Board

A vote in favour of 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. The CEO's compensation is more than 3 times higher than that of other executives and more than 170 times higher than the median salary of the company's employees. The share-dilution rate is over 10%. A vote against the proposal 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

Approval of the 2022 Equity 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.

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PROXY SUMMARY

ISSUER Dexus Property Trust (ASX: DXS)	MEETING DATE 2021-10-19 ,
COUNTRY Australia	RECORD DATE 2021-10-15
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES Q318A1104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus Fossil Free Fund	104500

ITEM	PROPOSAL	BOARD	POLICY
01	To approve the report on executive compensation.	✓	✓
02	To approve the granting of performance rights to the CEO.	✓	✓
03.01	To approve the staggered election of Warwick Negus.	✓	✗
03.02	To approve the staggered election of Penny Bingham-Hall.	✓	✓
03.03	To approve the staggered election of Tonianne Dwyer.	✓	✓
04	To modify the articles of association and bylaws.	✓	✓

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve the report on executive compensation.	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
To approve the granting of performance rights to the CEO.	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded		
ITEM 03.01	BOARD	POLICY
To approve the staggered election of Warwick Negus.	✓	✗
Proposer : Board		

Warwick Negus 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.

Vote recorded		
ITEM 03.02	BOARD	POLICY
To approve the staggered election of Penny Bingham-Hall.	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 03.03	BOARD	POLICY
To approve the staggered election of Tonianne Dwyer.	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 04	BOARD	POLICY
To modify the articles of association and bylaws.	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Stockland Corporation Ltd (SGP)	MEETING DATE 2021-10-19 ,
COUNTRY Australia	RECORD DATE 2021-10-15
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES Q8773B105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442029	Genus Fossil Free CanGlobe Equity fund	264800

ITEM	PROPOSAL	BOARD	POLICY
02	Elect Laurence R. Brindle	✓	✓
03	Elect Adam Tindall	✓	✓
04	Re-elect Melinda B. Conrad	✓	✓
05	Re-elect Christine E. O'Reilly	✓	✓
06	Remuneration Report	✓	✓
07	Equity Grant (MD/CEO Tarun Gupta)	✓	✓
08.01	Amendments to Constitution (Company)	✓	✓
08.02	Amendments to Constitution (Trust)	✓	✓
09	Renew Proportional Takeover Provisions	✓	✓

PROXY ANALYSIS

ITEM 02	BOARD	POLICY
Elect Laurence R. Brindle	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

		Vote recorded
ITEM 03	BOARD	POLICY
Elect Adam Tindall	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
Re-elect Melinda B. Conrad	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Re-elect Christine E. O'Reilly	✓	✓

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 06	BOARD	POLICY
Remuneration Report	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07	BOARD	POLICY
Equity Grant (MD/CEO Tarun Gupta)	✓	✓
Proposer : Board		
A vote in favour of the proposal was recorded.		
		Vote recorded
ITEM 08.01	BOARD	POLICY
Amendments to Constitution (Company)	✓	✓
Proposer : Board		
A vote in favour of the proposal was recorded.		
		Vote recorded
ITEM 08.02	BOARD	POLICY
Amendments to Constitution (Trust)	✓	✓
Proposer : Board		
A vote in favour of the proposal was recorded.		
		Vote recorded
ITEM 09	BOARD	POLICY
Renew Proportional Takeover Provisions	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Paychex Inc. (PAYX)	MEETING DATE 2021-10-14 ,
COUNTRY United States	RECORD DATE 2021-08-16
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 704326107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717032	Genus Pooled Funds - Dividend Equity Fund - 160717032	49

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect B. Thomas Golisano	✓	✗
01.02	Elect Thomas F. Bonadio	✓	✓
01.03	Elect Joseph G. Doody	✓	✓
01.04	Elect David J. S. Flaschen	✓	✗
01.05	Elect Pamela A. Joseph	✓	✗
01.06	Elect Martin Mucci	✓	✓
01.07	Elect Kevin A. Price	✓	✓
01.08	Elect Joseph M. Tucci	✓	✗
01.09	Elect Joseph M. Velli	✓	✗
01.10	Elect Kara Wilson	✓	✓
02	Advisory Vote on Executive Compensation	✓	✗
03	Ratification of Auditor PwC	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect B. Thomas Golisano	✓	✗

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 executive of the company. He holds a percentage of the company's voting shares, which compromises her independence. A vote against the candidate was recorded.

Vote recorded		
ITEM 01.02	BOARD	POLICY
Elect Thomas F. Bonadio	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.03	BOARD	POLICY
Elect Joseph G. Doody	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.04	BOARD	POLICY
Elect David J. S. Flaschen	✓	✗
Proposer : Board		

The chair of the board is the founder, a former CEO of the company, and holds a percentage of the company's voting shares. 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 Pamela A. Joseph	✓	✗
Proposer : Board		

The chair of the board is the founder, a former CEO of the company, and holds a percentage of the company's voting shares. 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 Martin Mucci	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.07	BOARD	POLICY
Elect Kevin A. Price	✓	✓
Proposer : Board		

A vote against the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY

Elect Joseph M. Tucci



Proposer : Board

The chair of the board is the founder, a former CEO of the company, and holds a percentage of the company's voting shares. 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 Joseph M. Velli



Proposer : Board

The chair of the board is the founder, a former CEO of the company, and holds a percentage of the company's voting shares. 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 Kara Wilson



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. 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 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

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PROXY SUMMARY

ISSUER Barratt Developments PLC (BDEV)	MEETING DATE 2021-10-13 ,
COUNTRY United Kingdom	RECORD DATE 2021-09-13
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES G08288105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus Fossil Free Fund	124100

ITEM	PROPOSAL	BOARD	POLICY
01	Accounts and Reports	✓	✓
02	Remuneration Report (Advisory)	✓	✓
03	Final Dividend	✓	✓
04	Elect Katie Bickerstaffe	✓	✗
05	Elect Chris Weston	✓	✗
06	Elect John M. Allan	✓	✓
07	Elect David F. Thomas	✓	✓
08	Elect Steven J. Boyes	✓	✓
09	Elect Nina Bibby	✓	✓
10	Elect Jock F. Lennox	✓	✓
11	Elect Sharon White	✓	✓
12	Appointment of Auditor	✓	✓
13	Authority to Set Auditor's Fees	✓	✓
14	Authorisation of Political Donations	✓	✗
15	Increase in NED Fee Cap	✓	✓
16	Authority to Issue Shares w/ Preemptive Rights	✓	✓
17	Authority to Issue Shares w/o Preemptive Rights	✓	✓

18	Authority to Repurchase Shares	✓	✓
19	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 vote in favour of the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
Final Dividend	✓	✓
Proposer : Board		

A vote in favour of the proposal was recorded.

<hr/>			Vote recorded	
ITEM 04			BOARD	POLICY
Elect Katie Bickerstaffe			✓	✗
Proposer : Board				

Katie Bickerstaffe is an executive of Mark & Spencer, 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 05			BOARD	POLICY
Elect Chris Weston			✓	✗
Proposer : Board				

Chris Westo is an executive of Aggreko, 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 06			BOARD	POLICY
Elect John M. Allan			✓	✓
Proposer : Board				

A vote in favour of the candidate was recorded.

<hr/>			Vote recorded	
ITEM 07			BOARD	POLICY

Elect David F. Thomas



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 08

BOARD

POLICY

Elect Steven J. Boyes



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 09

BOARD

POLICY

Elect Nina Bibby



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 10

BOARD

POLICY

Elect Jock F. Lennox



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 11	BOARD	POLICY
Elect Sharon White	<div>✓</div>	<div>✓</div>
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 12	BOARD	POLICY
Appointment 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.

Vote recorded		
ITEM 13	BOARD	POLICY
Authority to Set Auditor's Fees	<div>✓</div>	<div>✓</div>
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 14	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 15

BOARD

POLICY

Increase in NED Fee Cap



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 Issue Shares w/o Preemptive Rights



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 18

BOARD POLICY

Authority to Repurchase Shares



Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 19

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. A vote against the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Telstra Corporation Ltd (TLS)	MEETING DATE 2021-10-12 ,
COUNTRY Australia	RECORD DATE 2021-10-08
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES Q8975N105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	314900

ITEM	PROPOSAL	BOARD	POLICY
03.01	Elect Roy H. Chestnutt	✓	✓
03.02	Elect Niek Jan van Damme	✓	✓
04.01	Equity Grant (MD/CEO Andrew Penn - Restricted Shares)	✓	✓
04.02	Equity Grant (MD/CEO Andrew Penn - Performance Rights)	✓	✓
05	Remuneration Report	✓	✓

PROXY ANALYSIS

ITEM 03.01	BOARD	POLICY
Elect Roy H. Chestnutt	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

		Vote recorded	
ITEM 03.02		BOARD	POLICY
Elect Niek Jan van Damme		✓	✓
Proposer : Board			

A vote in favour of the candidate was recorded.

Vote recorded	
ITEM 04.01	BOARD POLICY

Equity Grant (MD/CEO Andrew Penn - Restricted Shares)	✓	✓
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Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04.02	BOARD	POLICY
Equity Grant (MD/CEO Andrew Penn - Performance Rights)	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Remuneration Report	✓	✓

Proposer : Board

A vote in favour of the proposal was recorded.

Vote recorded

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PROXY SUMMARY

ISSUER Procter & Gamble Company (The) (PG)	MEETING DATE 2021-10-12 ,
COUNTRY United States	RECORD DATE 2021-08-13
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 742718109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	6500
160717028	Genus Fossil Free Canglobe Equity Fund - 160717028	6700
160717060	Genus Pooled Funds - 160717060	17100
160717017	Genus Pooled Funds - Fossil Free Dividend Equity Fund - 160717017	19600

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect B. Marc Allen	✓	✓
01.02	Elect Angela F. Braly	✓	✗
01.03	Elect Amy L. Chang	✓	✓
01.04	Elect Joseph Jimenez	✓	✓
01.05	Elect Christopher Kempczinski	✓	✓
01.06	Elect Debra L. Lee	✓	✗
01.07	Elect Terry J. Lundgren	✓	✓
01.08	Elect Christine M. McCarthy	✓	✗
01.09	Elect Jon R. Moeller	✓	✓
01.10	Elect David. S. Taylor	✓	✗
01.11	Elect Margaret C. Whitman	✓	✓
01.12	Elect Patricia A. Woertz	✓	✗
02	Ratification of Auditor : Deloitte	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Shareholder Proposal Regarding Non-Management Employee Representation on the Board	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY

Elect B. Marc Allen



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.02

BOARD

POLICY

Elect Angela F. Braly



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 Amy L. Chang



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.04

BOARD

POLICY

Elect Joseph Jimenez



Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.05	BOARD	POLICY
Elect Christopher Kempczinski	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.06	BOARD	POLICY
Elect Debra L. Lee	✓	✗
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 Terry J. Lundgren	✓	✓
Proposer : Board		

A vote in favour of the candidate was recorded.

Vote recorded		
ITEM 01.08	BOARD	POLICY

Elect Christine M. McCarthy



Proposer : Board

Christine McCarthy is an executive of Walt Disney, 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 01.09	BOARD	POLICY
Elect Jon R. Moeller		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect David. S. Taylor		

Proposer : Board

David Taylor 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 01.11	BOARD	POLICY
Elect Margaret C. Whitman		

Proposer : Board

A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.12	BOARD	POLICY
Elect Patricia A. Woertz	✓	✗

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 : 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

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

Vote recorded		
ITEM 04	BOARD	POLICY
Shareholder Proposal Regarding Non-Management Employee Representation on the Board		
Proposer : James McRitchie / Myra K. Young		
Vote recorded		

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PROXY SUMMARY

ISSUER Daimler AG (DCX/DAI)	MEETING DATE 2021-10-01 ,
COUNTRY Germany	RECORD DATE 2021-09-24
MEETING LOCATION	
MEETING TYPE Extraordinary	SECURITIES D1668R123

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	1510
000442010	Genus Canglobe Equity fund	17700

ITEM	PROPOSAL	BOARD	POLICY
01	To approve the spin-off with Daimler Truck Holding AG.	✓	✓
02	To modify the name of the company.	✓	✓
03.01	Elect Helen Svahn	✓	✓
03.02	Elect Olaf Koch	✓	✓

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve the spin-off with Daimler Truck Holding AG.	✓	✓
Proposer : Board		

		Vote recorded	
ITEM 02		BOARD	POLICY
To modify the name of the company.		✓	✓
Proposer : Board			

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 Helen Svahn	✓	✓
Proposer : Board		

This nominee is deemed independent according to the policy. There is no reason to oppose this first-time nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 03.02	BOARD	POLICY
Elect Olaf Koch	✓	✓

Proposer : Board

This nominee is deemed independent according to the policy. There is no reason to oppose this first-time nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

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