GENUS Capital Management

High Impact Equity Fund

Q2 2026

April 1st – June 30th

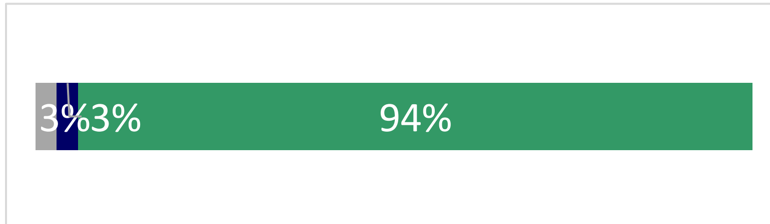
Proxy Voting Report

Proxy Voting Highlights Q2 2026

Meetings

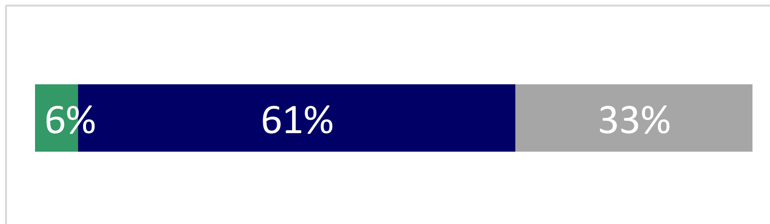
Type

Annual	34
Special	1
Mix	1
Total	36

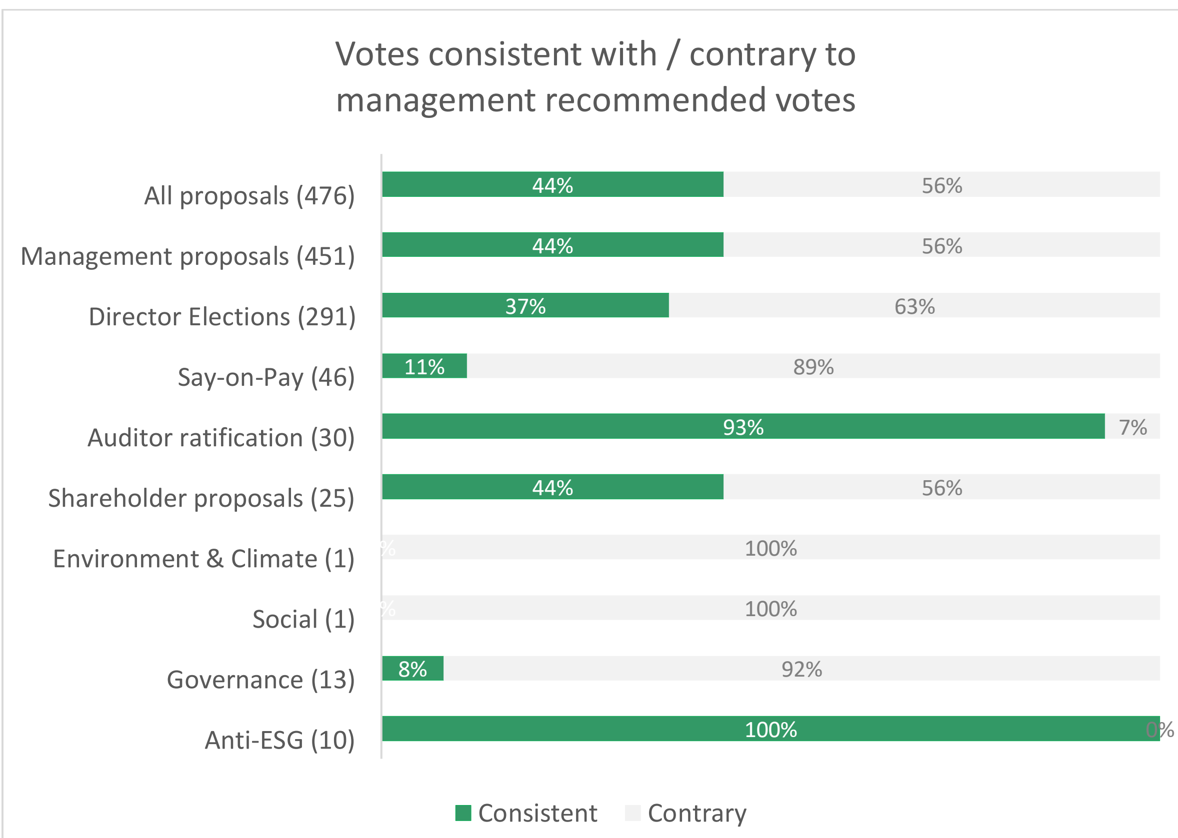


Jurisdiction

Canada	2
United States	22
Other	12
Total	36



Proposals



GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Solaria Energía y Medio Ambiente SA (SLR)	MEETING DATE 2026-06-29 ,
COUNTRY Spain	RECORD DATE 2026-06-24
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES E8935P110

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	132800

ITEM	PROPOSAL	BOARD	POLICY
01	Approve annual accounts and consolidated annual accounts.	✓	✗
02	Dividend distribution.	✓	✓
03	Approve discharge of the board.	✓	✗
04.01	Elect Enrique Díaz-Tejeiro Gutiérrez	✓	✗
04.02	Elect Carlos Francisco Abad Rico	✓	✗
04.03	Elect María Dolores Larrañaga Horna	✓	✗
04.04	Elect Arturo Díaz-Tejeiro Larrañaga	✓	✗
04.05	Elect Manuel Azpilicueta Ferrer	✓	✗
04.06	Elect Felipe Morenés Botín-Sanz de Sautuola	✓	✗
04.07	Elect Teresa Paz-Ares Rodríguez	✓	✓
05	Approve the director's remuneration policy.	✓	✗
06	Approve the director's remuneration.	✓	✓
07	Increase share capital.	✓	✓
08	Share buyback.	✓	✗
09	Authorization of the Board of Directors to interpret, amend, supplement, execute, and implement the resolutions adopted by the Meeting, as well as to exercise the powers delegated to it by the Meeting, and authorization to have such resolutions recorded in a public deed.	✓	✓
10	Approve the director's remuneration report.	✓	✗

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Approve annual accounts and consolidated annual accounts.	✓	✗

Proposer : Board

We observe that less than 75% of the fees paid to the auditing firm that prepared the financial statements were for auditing services. Those reports were distributed to all shareholders before the meeting, but the auditing firm that examined them is not independent. A vote against the proposal was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Dividend distribution.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 03	BOARD	POLICY
Approve discharge of the board.	✓	✗

Proposer : Board

It goes against the principle of accountability to approve the actions of the Board, and thereby exempt them from any liability. This release of liability is the equivalent of shareholders discharging the Board of any responsibility for its management during the fiscal period, which would prevent shareholders from obtaining any compensation for damages. A vote against the proposal was recorded.

Vote recorded

ITEM 04.01 BOARD POLICY

Elect Enrique Díaz-Tejeiro Gutiérrez | ✓ | ✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the company, sits on all the key committees. He is a representative of TULPENFELD, S.L., a shareholder of the company, on the board of directors. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

Vote recorded

ITEM 04.02	BOARD	POLICY
Elect Carlos Francisco Abad Rico	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on all the key committees. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 04.03	BOARD	POLICY
Elect María Dolores Larrañaga Horna	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is not deemed independent according to the company. She is a representative of TULPENFELD, S.L., a shareholder of the company, on the board of directors. A vote against the candidate was recorded.

Vote recorded

ITEM 04.04	BOARD	POLICY

Elect Arturo Díaz-Tejeiro Larrañaga	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 against the candidate was recorded.

Vote recorded

ITEM 04.05	BOARD	POLICY
Elect Manuel Azpilicueta Ferrer	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the company, sits on all the key committees. He has been on the board for over 12 years. A vote against the candidate was recorded.

Vote recorded

ITEM 04.06	BOARD	POLICY
Elect Felipe Morenés Botín-Sanz de Sautuola	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is not deemed independent according to the company. He is a representative of Stoneshield Southern Real Estate, a shareholder of the company, on the board of directors. A vote against the candidate was recorded.

Vote recorded

ITEM 04.07	BOARD	POLICY

Elect Teresa Paz-Ares Rodríguez | ✓ | ✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 05	BOARD	POLICY
Approve the director’s remuneration policy.	✓	✗

Proposer : Board

A complete analysis of the compensation policy shows that it does not meet all of the policy criteria. The company does not disclose in a clear and detailed manner the specific criteria that underpin its performance-based compensation programs. A vote against the proposal was recorded.

Vote recorded

ITEM 06	BOARD	POLICY
Approve the director’s remuneration.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 07	BOARD	POLICY
Increase share capital.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 08	BOARD	POLICY
Share buyback.	✓	✗

Proposer : Board

It is the Board of Directors' responsibility to make recommendations on the buyback of some of its shares or share categories based on an analysis of the company's needs and strategic opportunities. Repurchased shares will not represent more than 10% of outstanding shares. The buyback price premium may exceed 10 %, which goes against the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 09	BOARD	POLICY
Authorization of the Board of Directors to interpret, amend, supplement, execute, and implement the resolutions adopted by the Meeting, as well as to exercise the powers delegated to it by the Meeting, and authorization to have such resolutions recorded in a public deed.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 10	BOARD	POLICY
Approve the director's remuneration report.	✓	✗

Proposer : Board

A complete analysis of the compensation report shows that it does not meet all of the policy criteria. The company does not disclose in a clear and detailed manner the specific criteria that underpin its performance-based compensation programs. A vote against the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER NGK Insulators Ltd (5333)	MEETING DATE 2026-06-29 ,
COUNTRY Japan	RECORD DATE 2026-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES J49076110

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	49600

ITEM	PROPOSAL	BOARD	POLICY
01	Approve Appropriation of Surplus	✓	✓
02.01	Elect Oshima, Taku	✓	✗
02.02	Elect Kobayashi, Shigeru	✓	✗
02.03	Elect Mori, Jun	✓	✗
02.04	Elect Shindo, Hideaki	✓	✗
02.05	Elect Inagaki, Mayumi	✓	✗
02.06	Elect Onishi, Takao	✓	✗
02.07	Elect Hamada, Emiko	✓	✓
02.08	Elect Sakuma, Hiroshi	✓	✓
02.09	Elect Kawakami, Noriko	✓	✓
02.10	Elect Miyamoto, Kengo	✓	✓
03	Appoint a Corporate Auditor Watanabe, Go	✓	✓
04	Appoint a Substitute Corporate Auditor Hashimoto, Shuzo	✓	✓
05	Approve Details of the Compensation to be received by Directors	✓	✓

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Approve Appropriation of Surplus	✓	✓

Proposer : Board

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

Vote recorded

ITEM 02.01	BOARD	POLICY
Elect Oshima, Taku	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. This nominee is not deemed independent according to the company. He is currently an executive of the firm. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

Vote recorded

ITEM 02.02	BOARD	POLICY
Elect Kobayashi, Shigeru	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.03	BOARD	POLICY
Elect Mori, Jun	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.04	BOARD	POLICY
Elect Shindo, Hideaki	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.05	BOARD	POLICY
Elect Inagaki, Mayumi	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. This nominee is not deemed independent according to the company. She is currently an executive of the company. A vote against the candidate was recorded.

Vote recorded

ITEM 02.06	BOARD	POLICY
Elect Onishi, Takao	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.07	BOARD	POLICY
Elect Hamada, Emiko	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. 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 02.08	BOARD	POLICY
Elect Sakuma, Hiroshi	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. 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 02.09	BOARD	POLICY
Elect Kawakami, Noriko	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. 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 02.10

	BOARD	POLICY
Elect Miyamoto, Kengo	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. 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 03

	BOARD	POLICY
Appoint a Corporate Auditor Watanabe, Go	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the Board of Corporate Auditors is not exclusively made up of independent members. This nominee is 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 04

	BOARD	POLICY
Appoint a Substitute Corporate Auditor Hashimoto, Shuzo	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the Board of Corporate Auditors is not exclusively made up of independent members. This nominee is 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 05	BOARD	POLICY
Approve Details of the Compensation to be received by Directors	✓	✓

Proposer : Board

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

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER United Therapeutics Corporation (UTHR)	MEETING DATE 2026-06-26 ,
COUNTRY United States	RECORD DATE 2026-04-28
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 91307C102

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	8000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Christopher Causey	✓	✗
01.02	Elect Richard Giltner	✓	✗
01.03	Elect Ray Kurzweil	✓	✗
01.04	Elect Jan Malcolm	✓	✓
01.05	Elect Linda Maxwell	✓	✗
01.06	Elect Nilda Mesa	✓	✗
01.07	Elect Judy Olian	✓	✗
01.08	Elect Christopher Patusky	✓	✗
01.09	Elect Martine Rothblatt	✓	✗
01.10	Elect Louis Sullivan	✓	✗
01.11	Elect Tommy Thompson	✓	✗
01.12	Elect Kevin Tracey	✓	✓
02	Advisory resolution to approve executive compensation.	✓	✗
03	Approval of the United Therapeutics Corporation 2026 Stock Incentive Plan.	✓	✗
04	Ratification of the appointment of Ernst & Young LLP as our independent registered public accounting firm for 2026.	✓	✓

PROXY ANALYSIS

ITEM 01.01 **BOARD** **POLICY**

Elect Christopher Causey | ✓ | ✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee and the Nomination Committee. He has been on the board for over 10 years. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Richard Giltner	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee and the Nomination Committee. He has been on the board for over 10 years. The chair of the board is not independent. This situation 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 Ray Kurzweil	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is not deemed independent according to the policy. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.04

	BOARD	POLICY
Elect Jan Malcolm	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.05

	BOARD	POLICY
Elect Linda Maxwell	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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 Nilda Mesa	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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

Elect Judy Olian	BOARD	POLICY
	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee. She has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08

Elect Christopher Patusky	BOARD	POLICY
	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee and the Nomination Committee. He has been on the board for over 10 years. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. This non independent nominee is lead director and the position is not temporary. A vote against the candidate was recorded.

Vote recorded

ITEM 01.09

Elect Martine Rothblatt	BOARD	POLICY
	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is not deemed independent according to the company. This nominee is both CEO and Chairwoman, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.10

	BOARD	POLICY
Elect Louis Sullivan	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.11

	BOARD	POLICY
Elect Tommy Thompson	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.12

	BOARD	POLICY
Elect Kevin Tracey	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 resolution to approve executive compensation.	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. The share option plan does not exclude consultants and other suppliers. The policy is opposed to the use of share-option-based compensation plans for directors. A vote against the proposal was recorded.

Vote recorded

ITEM 03

	BOARD	POLICY
Approval of the United Therapeutics Corporation 2026 Stock Incentive Plan.	✓	✗

Proposer : Board

The proposed share-based compensation plan does not meet all of the policy criteria. The plan makes provisions for share grants to company consultants, suppliers, or contractual employees. The policy is opposed to the use of share-option-based compensation plans for directors. A vote against the proposal was recorded.

Vote recorded

ITEM 04

	BOARD	POLICY
Ratification of the appointment of Ernst & Young LLP as our independent registered public accounting firm for 2026.	✓	✓

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

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER	MEETING DATE
GS Yuasa Corp (6674)	2026-06-26 ,
COUNTRY	**RECORD DATE**
Japan	2026-03-31
MEETING LOCATION	
MEETING TYPE	**SECURITIES**
Annual	J1770L109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	82200

ITEM	PROPOSAL	BOARD	POLICY
01	Approve Appropriation of Surplus	✓	✓
02.01	Elect Murao, Osamu	✓	✗
02.02	Elect Abe, Takashi	✓	✗
02.03	Elect Taniguchi, Takashi	✓	✗
02.04	Elect Matsushima, Hiroaki	✓	✗
02.05	Elect Nitto, Koji	✓	✓
02.06	Elect Yamaguchi, Mitsugu	✓	✓
02.07	Elect Hirai, Yumiko	✓	✓
02.08	Elect Ogawa, Chigusa	✓	✓
03	Appoint a Corporate Auditor Matsuyama, Hideki	✓	✓
04	Approve Payment of Bonuses to Directors	✓	✓
05	Approve Details of the Compensation to be received by Directors	✓	✗
06	Approve Details of the Performance-based Stock Compensation to be received by Directors	✓	✗

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Approve Appropriation of Surplus	✓	✓

Proposer : Board

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

Vote recorded

ITEM 02.01	BOARD	POLICY
Elect Murao, Osamu	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. This nominee is not deemed independent according to the company. He is a former executive of the company. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

Vote recorded

ITEM 02.02	BOARD	POLICY
Elect Abe, Takashi	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. This nominee is not deemed independent according to the company. He is currently the chief executive officer of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.03	BOARD	POLICY
Elect Taniguchi, Takashi	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. This nominee is not deemed independent according to the company. He is currently an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.04	BOARD	POLICY
Elect Matsushima, Hiroaki	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. This nominee is not deemed independent according to the company. He is currently the chief financial officer of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.05	BOARD	POLICY
Elect Nitto, Koji	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. 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 02.06	BOARD	POLICY
Elect Yamaguchi, Mitsugu	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. 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 02.07	BOARD	POLICY
Elect Hirai, Yumiko	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. 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 02.08	BOARD	POLICY
Elect Ogawa, Chigusa	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. As it is written in the Japanese legislation, the Board of Directors is not composed of any of the 3 key-committees, since there is a Board of Corporate Auditors. 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	BOARD	POLICY
Appoint a Corporate Auditor Matsuyama, Hideki	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the Board of Corporate Auditors is not exclusively made up of independent members. This nominee is 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 04	BOARD	POLICY
Approve Payment of Bonuses to Directors	✓	✓

Proposer : Board

It is in the interest of the company and its shareholders that the latter approve premiums and other forms of compensation for executives. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Approve Details of the Compensation to be received by Directors	✓	✗

Proposer : Board

The directors' compensation does not meet policy criteria. Compensation includes a share-based compensation plan that does not meet all of the policy criteria. Compensation is not based on company performance. A vote against the proposal was recorded.

Vote recorded

ITEM 06	BOARD	POLICY
Approve Details of the Performance-based Stock Compensation to be received by Directors	✓	✗

Proposer : Board

The proposed share-based compensation plan does not meet all of the policy criteria. Compensation is not based on company performance. A vote against the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Marvell Technology Group Ltd (MRVL)	MEETING DATE 2026-06-25 ,
COUNTRY United States	RECORD DATE 2026-04-30
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES G5876H105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	21100

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Sara Andrews	✓	✓
01.02	Elect Brad W. Buss	✓	✓
01.03	Elect Daniel Durn	✓	✓
01.04	Elect Rebecca W. House	✓	✗
01.05	Elect Marachel L. Knight	✓	✗
01.06	Elect Matthew J. Murphy	✓	✗
01.07	Elect Rajiv Ramaswami	✓	✗
01.08	Elect Richard P. Wallace	✓	✗
02	Say on pay.	✓	✗
03	Appoint auditor : Deloitte & Touche LLP	✓	✓
04	Stockholder proposal regarding independent board chair.	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Sara Andrews	✓	✓

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 Brad W. Buss	✓	✓

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 Daniel Durn	✓	✓

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 01.04

	BOARD	POLICY
Elect Rebecca W. House	✓	✗

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 chair of the board is not independent. This situation 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 Marachel L. Knight	✓	✗

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 chair of the board is not independent. This situation 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 Matthew J. Murphy	✓	✗

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 01.07

	BOARD	POLICY
Elect Rajiv Ramaswami	✓	✗

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. He is the CEO of another company and sits on more than one board. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08

	BOARD	POLICY
Elect Richard P. Wallace	✓	✗

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

Vote recorded

ITEM 02

	BOARD	POLICY
Say on pay.	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. Compensation includes a share-based compensation plan that does not meet all of the policy criteria. Stock appreciation rights are included in the plan. This type of grant is akin to phantom stock. Management's interests are not aligned with those of shareholders because the risk of holding shares is not real. A vote against the proposal was recorded.

Vote recorded

ITEM 03

	BOARD	POLICY
Appoint auditor : Deloitte & Touche LLP	✓	✓

Proposer : Board

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

Vote recorded

ITEM 04	**BOARD**	**POLICY**
Stockholder proposal regarding independent board chair.	✗	✓

Proposer : John Chevedden

The proposal requests that the roles of Chairman and CEO be made separate. The CEO also acts as Chairman. The Chairman's role of supervising management and his or her independence from management are compromised when the Chairman is also the company's CEO. This type of proposal generally receives significant approval rates. Furthermore, this separation is an excellent governance practice. A vote in favour of the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Dell Technologies Inc. (NYSE:DVMT)	MEETING DATE 2026-06-25 ,
COUNTRY United States	RECORD DATE 2026-04-27
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 24703L103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	12800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Michael S. Dell	✓	✗
01.02	Elect David W. Dorman	✓	✗
01.03	Elect Egon Durban	✓	✗
01.04	Elect David Grain	✓	✓
01.05	Elect William D. Green	✓	✗
01.06	Elect Ellen J. Kullman	✓	✗
01.07	Elect Steven M. Mollenkopf	✓	✓
01.08	Elect Lynn Vojvodich Radakovich	✓	✓
02	Appoint auditor : PricewaterhouseCoopers LLP	✓	✓
03	Say on pay	✓	✗
04	Approval of the Redomestication Proposal providing for the redomestication of Dell Technologies Inc. From Delaware to Texas by conversion as disclosed in the proxy statement	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Michael S. Dell	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not 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 01.02

	BOARD	POLICY
Elect David W. Dorman	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Nomination Committee. He has been on the board for over 10 years. He is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of his position, we consider him to be responsible for this lack of diversity within the board. The chair of the board is not independent. This situation 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 Egon Durban	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee is not deemed independent according to the company. He has other significant types of economic relationships with a principal shareholder. A vote against the candidate was recorded.

Vote recorded

ITEM 01.04

	BOARD	POLICY
Elect David Grain	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not 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 01.05	**BOARD**	**POLICY**
Elect William D. Green	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.06	**BOARD**	**POLICY**
Elect Ellen J. Kullman	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Nomination Committee. She has been on the board for over 10 years. She is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of her position, we consider her to be responsible for this lack of diversity within the board. This non independent nominee is lead director and the position is not temporary. A vote against the candidate was recorded.

Vote recorded

ITEM 01.07	**BOARD**	**POLICY**
Elect Steven M. Mollenkopf	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not 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 01.08

	BOARD	POLICY
Elect Lynn Vojvodich Radakovich	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not 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
Appoint auditor : PricewaterhouseCoopers LLP	✓	✓

Proposer : Board

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

Vote recorded

ITEM 03

	BOARD	POLICY
Say on pay	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. Compensation includes a share-based compensation plan that does not meet all of the policy criteria. Stock appreciation rights are included in the plan. This type of grant is akin to phantom stock. Management's interests are not aligned with those of shareholders because the risk of holding shares is not real. A vote against the proposal was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
Approval of the Redomestication Proposal providing for the redomestication of Dell Technologies Inc. From Delaware to Texas by conversion as disclosed in the proxy statement	✓	✗

Proposer : Board

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Acciona SA (ANA)	MEETING DATE 2026-06-24 ,
COUNTRY Spain	RECORD DATE 2026-06-19
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES E0008Z109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	5600

ITEM	PROPOSAL	BOARD	POLICY
01.01	Approve the individual annual account.	✓	✓
01.02	Approve the management report	✓	✓
01.03	Approve discharge of the board.	✓	✗
01.04	Approve non financial information report.	✓	✓
01.05	Dividend distribution	✓	✓
01.06	Appoint auditor for the financial year 2026 : KPMG	✓	✓
01.07	Appoint auditor for the financial years 2027,2028 and 2029 : KPMG	✓	✓
02.01	Elect María Salgado Madriñán	✓	✓
02.02	Elect Teresa Sanjurjo González	✓	✓
02.03	Elect Jerónimo Marcos Gerard Rivero	✓	✓
03.01	Approval, where appropriate, of an increase in the maximum amount of annual remuneration payable to all directors.	✓	✓
03.02	approve remuneration report.	✓	✗
04.01	Share buyback.	✓	✗
04.02	Authorisation to convene, where appropriate, Extraordinary General Meetings of ACCIONA, S.A. within a minimum notice of fifteen days	✓	✗
05	Delegation of powers.	✓	✓

PROXY ANALYSIS

ITEM 01.01 BOARD POLICY

	BOARD	POLICY
Approve the individual annual account.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 01.02	BOARD	POLICY
Approve the management report	✓	✓

Proposer : Board

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

Vote recorded

ITEM 01.03	BOARD	POLICY
Approve discharge of the board.	✓	✗

Proposer : Board

It goes against the principle of accountability to approve the actions of the Board, and thereby exempt them from any liability. This release of liability is the equivalent of shareholders discharging the Board of any responsibility for its management during the fiscal period, which would prevent shareholders from obtaining any compensation for damages. A vote against the proposal was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Approve non financial information report.	✓	✓

Proposer : Board

Under Spanish law, large companies must present a non-financial report at their annual general meeting, which addresses aspects such as the environment, social issues and the fight against corruption and which includes specific details about the company. Acciona conducted an analysis of the various aspects required by law and its report was validated by external auditors. In terms of the environment, the company is committed to achieving carbon neutrality across its entire value chain by 2050. À court terme, elle vise une réduction absolue de 60 % de ses émissions de portée 1 et 2 et de 47 % de celles de portée 3 (qui englobent les achats, les équipements, le transport, les déplacements des employés et l'utilisation des produits) d'ici 2030 par rapport à 2017. In the longer term, the company is committed to reducing its direct emissions by 90% by 2040 and its indirect emissions by 2050, both compared to 2017 levels. These targets have been validated by the Science Based Targets initiative (SBTi). Acciona also follows the recommendations of the Task Force on Climate-related Financial Disclosure (TCFD) and publishes its emissions, verified by third parties. It should be noted, however, that the 2025 target for Scope 3 was not met, and the report does not specify any specific corrective measures. In 2025, it received an A rating from the CDP for its efforts to combat climate change. With regard to biodiversity, the company has a formal policy in place and follows the recommendations of the Task Force on Nature-related Financial Disclosures (TNFD). In terms of social responsibility, Acciona is a member of the United Nations Global Compact and is committed to respecting human rights and civil liberties. In particular, it states that it is guided by the Universal Declaration of Human Rights and the conventions of the International Labour Organization, as well as by the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. The company has implemented a six-step due diligence process that applies to suppliers and subcontractors. In 2025, 218 audits were conducted, including 24 at second-tier suppliers, with the scope expanded to include new high-risk countries. Supplier audits are conducted by independent, qualified third parties with local knowledge. In addition, the Audit and Sustainability Committee oversees the internal control system for social safeguards applicable to the company's operations, the effectiveness of which is assessed by the internal audit function. Acciona also formally recognizes the freedom of association and the right to collective bargaining, as evidenced by the fact that 92% of its employees were covered by collective bargaining agreements in 2025, with 390 agreements in place worldwide. The company has also implemented a reporting mechanism that is accessible to all internal and external stakeholders through multiple channels; it is confidential, protects against retaliation, and allows for anonymous reporting. In terms of social data, Acciona reports a gender pay gap of 2.48% in 2025, a slight improvement compared to 2024. Women represent 41.66% of the members of the Board of Directors. However, the report does not disclose any data on ethnic diversity. Acciona has taken satisfactory steps to comply with Spanish legal requirements, although some shortcomings remain, particularly in the social sphere. Its environmental and social goals and practices remain noteworthy. We recommend that shareholders support this proposal. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Dividend distribution	✓	✓

Proposer : Board

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

Vote recorded

ITEM 01.06	BOARD	POLICY
Appoint auditor for the financial year 2026 : KPMG	✓	✓

Proposer : Board

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

Vote recorded

ITEM 01.07	BOARD	POLICY
Appoint auditor for the financial years 2027,2028 and 2029 : KPMG	✓	✓

Proposer : Board

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

Vote recorded

ITEM 02.01	BOARD	POLICY
Elect María Salgado Madriñán	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. 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 02.02	BOARD	POLICY

	BOARD	POLICY
Elect Teresa Sanjurjo González	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. 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 02.03	BOARD	POLICY
Elect Jerónimo Marcos Gerard Rivero	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. 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 03.01	BOARD	POLICY
Approval, where appropriate, of an increase in the maximum amount of annual remuneration payable to all directors.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 03.02	BOARD	POLICY
approve remuneration report.	✓	✗

Proposer : Board

A complete analysis of the compensation report shows that it does not meet all of the policy criteria. Compensation includes a share-based compensation plan that does not meet all of the policy criteria. The term of the share-plan exceeds the time limit stipulated in the policy, which is 5 years. A vote against the proposal was recorded.

Vote recorded

ITEM 04.01

	BOARD	POLICY
Share buyback.	✓	✗

Proposer : Board

It is the Board of Directors' responsibility to make recommendations on the buyback of some of its shares or share categories based on an analysis of the company's needs and strategic opportunities. Repurchased shares will not represent more than 10% of outstanding shares. The buyback price premium may exceed 10 %, which goes against the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 04.02

	BOARD	POLICY
Authorisation to convene, where appropriate, Extraordinary General Meetings of ACCIONA, S.A. within a minimum notice of fifteen days	✓	✗

Proposer : Board

This proposal requests the authorization to shorten the delay in calling special meetings from 21 to 14 days, which limits the time available to shareholders to prepare for the meeting. A vote against the proposal was recorded.

Vote recorded

ITEM 05

	BOARD	POLICY
Delegation of powers.	✓	✓

Proposer : Board

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

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER NVIDIA Corporation (NASDAQ:NVDA)	MEETING DATE 2026-06-24 ,
COUNTRY United States	RECORD DATE 2026-04-27
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 67066G104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	41700

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Tench Coxe	✓	✗
01.02	Elect John O. Dabiri	✓	✗
01.03	Elect Jen-Hsun Huang	✓	✗
01.04	Elect Dawn Hudson	✓	✗
01.05	Elect Harvey C. Jones	✓	✗
01.06	Elect Melissa B. Lora	✓	✗
01.07	Elect Stephen C. Neal	✓	✗
01.08	Elect A. Brooke Seawell	✓	✗
01.09	Elect Aarti Shah	✓	✓
01.10	Elect Mark A. Stevens	✓	✗
02	Say on pay	✓	✗
03	Appoint auditor : PricewaterhouseCoopers LLP	✓	✓
04	Stockholder proposal requesting the replacement of supermajority votingprovisions in our charter and bylaws with a simple majority voting standard.	✗	✓
05	Stockholder proposal requesting a report on faith-based community resource groups.	✗	✗
06	Stockholder proposal requesting a report on workforce civil liberties.	✗	✗
07	Stockholder proposal requesting reporting on greenhouse gas emissions fromthe use of our sold products.	✗	✓

PROXY ANALYSIS

ITEM 01.01

	BOARD	POLICY
Elect Tench Coxe	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee and the Compensation Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02

	BOARD	POLICY
Elect John O. Dabiri	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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 Jen-Hsun Huang	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is not deemed independent according to the company. He is chair of the board of this company whose climate disclosure is considered insufficient. This nominee is both CEO and Chairman, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.04

	BOARD	POLICY
Elect Dawn Hudson	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee. She has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.05

	BOARD	POLICY
Elect Harvey C. Jones	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee and the Nomination Committee. He has been on the board for over 10 years. The chair of the board is not independent. This situation 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 Melissa B. Lora	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 01.07

	BOARD	POLICY
Elect Stephen C. Neal	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08

	BOARD	POLICY
Elect A. Brooke Seawell	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.09

	BOARD	POLICY
Elect Aarti Shah	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 Mark A. Stevens	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee and the Nomination Committee. He has been on the board for over 10 years. The chair of the board is not independent. This situation 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
Say on pay	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. Compensation includes a share-based compensation plan that does not meet all of the policy criteria. Stock appreciation rights are included in the plan. This type of grant is akin to phantom stock. Management's interests are not aligned with those of shareholders because the risk of holding shares is not real. 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
Appoint auditor : PricewaterhouseCoopers LLP	✓	✓

Proposer : Board

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

Vote recorded

ITEM 04

	BOARD	POLICY
Stockholder proposal requesting the replacement of supermajority votingprovisions in our charter and bylaws with a simple majority voting standard.	✗	✓

Proposer : John Chevedden

Excepting decisions related to major transactions such as a reorganisation of the company, the simple majority may be enough to ratify the proposals of the assembly. This proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05

	BOARD	POLICY
Stockholder proposal requesting a report on faith-based community resource groups.	✗	✗

Proposer : William Cunningham

The proponent criticizes the company for not having a community resource group with a religious focus. The issue of diversity, equity, and inclusion is a major social issue. As a result, it is in the best interest of shareholders for companies to disclose information on this matter. However, let's point out that the argumentation that supports the proposal raises serious doubts about the true intentions of the proponent, which may in fact be aimed at thwarting the social practices adopted by the company, rather than improving them. Its argument is, moreover, based on statements on the culture of ification and freedom of expression put forward by politico-religious groups and personalities, known for their opposition to responsible investment and their use of anti-ESG shareholder proposals, including the National Center for Public Policy Research and the National Legal and Policy Center. In this context, we do not believe that support for the proposal is appropriate and that the proposal is in the best interests of shareholders. A vote against the proposal was recorded.

Vote recorded

ITEM 06

	BOARD	POLICY
Stockholder proposal requesting a report on workforce civil liberties.	✗	✗

Proposer : American Conservative Values ETF

The issue of diversity, equity, and inclusion is a major social issue. As a result, it is in the best interest of shareholders for companies to disclose information on this matter. However, we have serious doubts about the real intentions of the proposer, who seems to be part of the anti-ESG movement. The proponent, the American Conservative Values ETF, is one of the organizations recognized for their opposition to responsible investment, including the National Center for Public Policy Research and the National Legal and Policy Center. Furthermore, the proponent's website states that one of the organization's objectives is to “roll back initiatives by companies that promote environmental, social, and governance (ESG) policies.” In this context, we do not believe that support for the proposal is appropriate and that the proposal is in the best interests of shareholders. A vote against the proposal was recorded.

Vote recorded

ITEM 07	BOARD	POLICY
Stockholder proposal requesting reporting on greenhouse gas emissions fromthe use of our sold products.	✗	✓

Proposer : Green Century Capital Management, Inc

Global warming poses a major economic threat, as each 1 °C increase could reduce global GDP by up to 12%. In light of this emergency, the Intergovernmental Panel on Climate Change recommends achieving carbon neutrality by 2050 to limit global warming to no more than 2 °C. The semiconductor industry, characterized by rapid growth and high energy intensity, is on track to exceed the pathway compatible with a 1.5°C temperature rise by a factor of 3.5, thereby jeopardizing this goal. This is the context of the proposal. In its annual report, NVIDIA acknowledges that climate change poses a real risk to its business, one that could impact its supply chain, infrastructure, and profitability. The rapid growth of artificial intelligence (AI) is exacerbating this challenge: according to Goldman Sachs, global energy demand from data centers will increase by 50% by 2027, while the development of AI in the United States could generate up to an additional 44 metric tons of carbon dioxide by 2030. According to the proponent, although NVIDIA has set goals for reducing GHG emissions by 2030, its actual progress remains difficult to measure. On the one hand, it projects zero electricity-related emissions based on market conditions for fiscal year 2025, thanks to renewable energy contracts. On the other hand, its localized emissions have risen in parallel, reflecting its growing dependence on the power grid. Even more concerning is that its total absolute emissions nearly doubled between fiscal years 2024 and 2025. The board opposes the proposal, arguing that NVIDIA already publishes detailed climate reports covering Scope 1, 2, and 3 emissions across eight categories, which are certified by its financial auditor. It notes that new targets validated by the Science Based Targets initiative (SBTi) were announced in 2025 and that the company has begun publishing its first ISO-compliant product carbon footprint reports. It also believes that the proposal takes an overly prescriptive approach to complex disclosures and that management is better positioned to define their content and methodology, particularly for Scope 3 emissions in a rapidly evolving sector. However, the proponent points out that NVIDIA's GHG inventory does not include emissions related to the use of its sold products, which likely account for a significant portion of its carbon footprint. Competitors such as AMD, Intel, Onsemi, and NXP already provide more detailed disclosures, including these emissions, third-party validation, and emissions trajectories through 2030, demonstrating that this level of transparency is achievable and has now become an industry standard. This finding is reinforced by the Transition Pathway Initiative (TPI), which rates NVIDIA at level 3 out of 5 for the quality of its climate management, revealing persistent gaps in strategic planning and climate scenarios; no assessment of NVIDIA’s carbon performance is available under the TPI. After reviewing the matter, we believe that NVIDIA is not providing shareholders with the necessary clarity regarding its progress in reducing emissions. By improving its climate transparency, the company would enhance the credibility of its goals and more convincingly demonstrate its ability to mitigate climate risks as its operations expand. It is therefore in the shareholders' best interest to support this proposal. A vote in favour of the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER First Capital REIT (TSE: FCR.UN)	MEETING DATE 2026-06-23 ,
COUNTRY Canada	RECORD DATE 2026-05-04
MEETING LOCATION	
MEETING TYPE Special	SECURITIES 31890B103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	261100

ITEM	PROPOSAL	BOARD	POLICY
01	To approve a plan of arrangement involving the REIT, 17853335 Canada Inc., Premier Acquisition LP, KingSett Real Estate Growth LP No. 8 and Choice Properties Real Estate Investment Trust.	✓	✓

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve a plan of arrangement involving the REIT, 17853335 Canada Inc., Premier Acquisition LP, KingSett Real Estate Growth LP No. 8 and Choice Properties Real Estate Investment Trust.	✓	✓

Proposer : Board

On April 16, 2026, Choice Properties Real Estate Investment Trust and KingSett Real Estate Growth LP No. 8 announced the acquisition of First Capital Real Estate Investment Trust. The transaction, valued at approximately CAD 9.4 billion, involves the acquisition of all outstanding units of First Capital REIT and the division of its real estate portfolio between the acquirers. Choice will acquire approximately CAD 5.0 billion of high-quality retail assets, while KingSett will indirectly acquire the remaining asset portfolio, valued at approximately CAD 4.4 billion.Each First Capital unit holder will receive CAD 19.24 in cash, as well as 0.3186 units of Choice Properties. The Board of Trustees unanimously recommends voting in favor of the transaction. In addition, the financial advisors, RBC Dominion Securities Inc. and National Bank Financial Inc., concluded that, from a financial point of view, the transaction is fair to unitholders.The termination fee, payable under certain circumstances, including if unitholders do not approve the transaction or in connection with certain superior proposals, is valued at CAD 187.5 million. The termination fee represents approximately 2.0% of the total transaction value.Following completion of the transaction, the directors and senior executives of the acquirer are expected to remain in place. The transaction was reviewed and recommended by a special committee composed entirely of independent trustees of First Capital REIT.The transaction does not raise any specific issues. A vote in favour of the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER	MEETING DATE
First Capital REIT (TSE: FCR.UN)	2026-06-23 ,
COUNTRY	**RECORD DATE**
Canada	2026-05-04
MEETING LOCATION	
MEETING TYPE	**SECURITIES**
Special	31890B103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	261100

ITEM	PROPOSAL	BOARD	POLICY
01	To approve a plan of arrangement involving the REIT, 17853335 Canada Inc., Premier Acquisition LP, KingSett Real Estate Growth LP No. 8 and Choice Properties Real Estate Investment Trust.	✓	✓

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To approve a plan of arrangement involving the REIT, 17853335 Canada Inc., Premier Acquisition LP, KingSett Real Estate Growth LP No. 8 and Choice Properties Real Estate Investment Trust.	✓	✓

Proposer : Board

On April 16, 2026, Choice Properties Real Estate Investment Trust and KingSett Real Estate Growth LP No. 8 announced the acquisition of First Capital Real Estate Investment Trust. The transaction, valued at approximately CAD 9.4 billion, involves the acquisition of all outstanding units of First Capital REIT and the division of its real estate portfolio between the acquirers. Choice will acquire approximately CAD 5.0 billion of high-quality retail assets, while KingSett will indirectly acquire the remaining asset portfolio, valued at approximately CAD 4.4 billion.Each First Capital unit holder will receive CAD 19.24 in cash, as well as 0.3186 units of Choice Properties. The Board of Trustees unanimously recommends voting in favor of the transaction. In addition, the financial advisors, RBC Dominion Securities Inc. and National Bank Financial Inc., concluded that, from a financial point of view, the transaction is fair to unitholders.The termination fee, payable under certain circumstances, including if unitholders do not approve the transaction or in connection with certain superior proposals, is valued at CAD 187.5 million. The termination fee represents approximately 2.0% of the total transaction value.Following completion of the transaction, the directors and senior executives of the acquirer are expected to remain in place. The transaction was reviewed and recommended by a special committee composed entirely of independent trustees of First Capital REIT.The transaction does not raise any specific issues. A vote in favour of the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Rivian Automotive Inc. (NASDAQ: RIVN)	MEETING DATE 2026-06-22 ,
COUNTRY United States	RECORD DATE 2026-04-23
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 76954A103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	175000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Karen Boone	✓	✓
01.02	Elect Aidan Gomez	✓	✓
02	Appoint auditor : KPMG LLP	✓	✓
03	Say on pay	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Karen Boone	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. 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 Aidan Gomez	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. 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
Appoint auditor : KPMG LLP	✓	✓

Proposer : Board

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

Vote recorded

ITEM 03	BOARD	POLICY
Say on pay	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. Compensation includes a share-based compensation plan that does not meet all of the policy criteria. Stock appreciation rights are included in the plan. This type of grant is akin to phantom stock. Management's interests are not aligned with those of shareholders because the risk of holding shares is not real. A vote against the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Astellas Pharma Inc. (4503)	MEETING DATE 2026-06-19 ,
COUNTRY Japan	RECORD DATE 2026-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES J03393105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	171900

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Yasukawa, Kenji	✓	✗
01.02	Elect Okamura, Naoki	✓	✓
01.03	Elect Sugita, Katsuyoshi	✓	✓
01.04	Elect Miyazaki, Masahiro	✓	✗
01.05	Elect Ono, Yoichi	✓	✗
01.06	Elect Andreas Busch	✓	⏸
01.07	Elect Mark Enyedy	✓	✗
02.01	Elect Hirota, Rika	✓	✗
02.02	Elect Aramaki, Tomoko	✓	✓
02.03	Elect Takahara, Shigeki	✓	✓

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Yasukawa, Kenji	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. We note that the Audit Committee is not exclusively made up of independent members. This nominee is not deemed independent according to the company. He is a former executive of the company. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02

	BOARD	POLICY
Elect Okamura, Naoki	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. We note that the Audit Committee is not 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. 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 Sugita, Katsuyoshi	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. We note that the Audit Committee is not exclusively made up of independent members. This nominee is not deemed independent according to the company. He is currently an executive of the firm. 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 Miyazaki, Masahiro	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. We note that the Audit Committee is not exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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 Ono, Yoichi	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. We note that the Audit Committee is not exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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 Andreas Busch	✓	⏸

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. We note that the Audit Committee is not exclusively made up of independent members. Astellas Pharma has announced that Dr Andreas Busch has tendered his resignation and will therefore no longer stand for election to the Board of Directors, with effect from May 29th, 2026.In the absence of the option against, an abstention for the candidate was recorded.

Vote recorded

ITEM 01.07

	BOARD	POLICY
Elect Mark Enyedy	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. We note that the Audit Committee is not exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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 02.01	BOARD	POLICY
Elect Hirota, Rika	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. We note that the Audit Committee is not exclusively made up of independent members. This nominee, who is considered non-independent by the company, sits on this committee. She is currently an executive of the company. A vote against the candidate was recorded.

Vote recorded

ITEM 02.02	BOARD	POLICY
Elect Aramaki, Tomoko	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. We note that the Audit Committee is not 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 02.03	BOARD	POLICY
Elect Takahara, Shigeki	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. We note that the Audit Committee is not 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

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER	MEETING DATE
Incyte Corporation (NASDAQ:INCY)	2026-06-08 ,
COUNTRY United States	**RECORD DATE** 2026-04-14
MEETING LOCATION	
MEETING TYPE Annual	**SECURITIES** 45337C102

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	14300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Julian C. Baker	✓	✗
01.02	Elect Jean-Jacques Bienaimé	✓	✗
01.03	Elect Otis W. Brawley	✓	✓
01.04	Elect Paul J. Clancy	✓	✗
01.05	Elect Jacqualyn A. Fouse	✓	✗
01.06	Elect Edmund P. Harrigan	✓	✓
01.07	Elect Katherine A. High	✓	✓
01.08	Elect William J. Meury	✓	✗
02	Advisory Vote on Executive Compensation.	✓	✗
03	To approve the appointment of the auditing firm Ernst & Young LLP.	✓	✓

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Julian C. Baker	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee and the Nomination Committee. He has been on the board for over 10 years. This nominee, who is not independent, is also Chairman, which goes against policy. He is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of his position, we consider him to be responsible for this lack of diversity within the board. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02

	BOARD	POLICY
Elect Jean-Jacques Bienaimé	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee and the Nomination Committee. He has been on the board for over 10 years. He is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of his position, we consider him to be responsible for this lack of diversity within the board. The chair of the board is not independent. This situation 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 Otis W. Brawley	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.04

	BOARD	POLICY
Elect Paul J. Clancy	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee and the Compensation Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.05

	BOARD	POLICY
Elect Jacqualyn A. Fouse	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. He is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of his position, we consider him to be responsible for this lack of diversity within the board. She is Chairwoman of another company and sits on more than a total of three boards. The total number of boards on which the nominee serves is too high and could compromise her ability to adequately serve shareholder interests. A vote against the candidate was recorded.

Vote recorded

ITEM 01.06

	BOARD	POLICY
Elect Edmund P. Harrigan	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.07

	BOARD	POLICY
Elect Katherine A. High	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.08	BOARD	POLICY
Elect William J. Meury	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 against the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Advisory Vote on Executive Compensation.	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. The policy is opposed to the use of share-option-based compensation plans for directors. A vote against the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
To approve the appointment of the auditing firm Ernst & Young LLP.	✓	✓

Proposer : Board

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

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Merck & Co. Inc. (MRK)	MEETING DATE 2026-05-26 ,
COUNTRY United States	RECORD DATE 2026-03-27
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 589331107/58933Y105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	35600

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Douglas M. Baker, Jr	✓	✓
01.02	Elect Mary Ellen Coe	✓	✓
01.03	Elect Pamela J. Craig	✓	✗
01.04	Elect Robert M. Davis	✓	✗
01.05	Elect Thomas H. Glocer	✓	✗
01.06	Elect Surendralal L. Karsanbhai	✓	✗
01.07	Elect Risa J. Lavizzo-Mourey, M.D.	✓	✓
01.08	Elect Stephen L. Mayo, Ph.D.	✓	✓
01.09	Elect Paul B. Rothman, M.D	✓	✗
01.10	Elect Patricia F. Russo	✓	✗
01.11	Elect Christine E. Seidman, M.D.	✓	✓
01.12	Elect Inge G. Thulin	✓	✗
01.13	Elect Kathy J. Warden	✓	✗
02	Non-binding advisory vote to approve the compensation of our named executive officers.	✓	✗
03	Ratification of the appointment of the Company's independent registered public accounting firm for 2026.	✓	✓
04	Shareholder proposal asking the company to publish a report assessing the risks associated with recruitment objectives and practices based on race, gender or identity.	✗	✗
05	Shareholder proposal requesting a report on gender-based disparities in compensation and benefits related to gender dysphoria and reproductive care.	✗	✗

06	Shareholder proposal regarding a report on political contributions	✗	✓

PROXY ANALYSIS

ITEM 01.01 | **BOARD** | **POLICY**

	BOARD	POLICY
Elect Douglas M. Baker, Jr	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 Mary Ellen Coe	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. She is CBO of Youtube Inc,. and sits on the Compensation Committee, which goes against the policy. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.03

	BOARD	POLICY
Elect Pamela J. Craig	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee and the Nomination Committee. She has been on the board for over 10 years. The chair of the board is not independent. This situation 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 Robert M. Davis	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 Thomas H. Glocer	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee and the Nomination Committee. He has been on the board for over 10 years. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. This non independent nominee is lead director and the position is not temporary. A vote against the candidate was recorded.

Vote recorded

ITEM 01.06	**BOARD**	**POLICY**
Elect Surendralal L. Karsanbhai	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. He is the CEO of another company and sits on more than one board. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. The chair of the board is not independent. This situation 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 Risa J. Lavizzo-Mourey, M.D.	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.08	BOARD	POLICY
Elect Stephen L. Mayo, Ph.D.	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.09	BOARD	POLICY

	BOARD	POLICY
Elect Paul B. Rothman, M.D	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.10

	BOARD	POLICY
Elect Patricia F. Russo	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee and the Nomination Committee. She has been on the board for over 10 years. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. She is the Chairwoman of another company and sits on a total of more than two boards. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 01.11

	BOARD	POLICY
Elect Christine E. Seidman, M.D.	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.12	BOARD	POLICY
Elect Inge G. Thulin	✓	✗
Proposer : Board		

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 01.13	BOARD	POLICY
Elect Kathy J. Warden	✓	✗
Proposer : Board		

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. She is CEO of Northrop Grumman Corporation and sits on the Compensation Committee, which goes against the policy. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. She is the CEO of another company and sits on more than one board. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Non-binding advisory vote to approve the compensation of our named executive officers.	✓	✗
Proposer : Board		

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. The policy is opposed to the use of share-option-based compensation plans for directors. Severance pay exceeds 2 times the executive's salary. A vote against the proposal was recorded.

Vote recorded

ITEM 03

	BOARD	POLICY
Ratification of the appointment of the Company's independent registered public accounting firm for 2026.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 04

	BOARD	POLICY
Shareholder proposal asking the company to publish a report assessing the risks associated with recruitment objectives and practices based on race, gender or identity.	✗	✗

Proposer : The Bahnsen Family Trust

The issue of diversity, equity, and inclusion is a major social issue. As a result, it is in the best interest of shareholders for companies to disclose information on this matter. However, we have serious doubts as to the real intentions of the proponent who, in this case, is attacking corporate DEI programs. The proponent criticizes the company for failing to clarify whether certain of its current practices—including the incorporation of inclusion criteria into executive compensation, career advancement programs based on racial characteristics, or professional development programs targeting underrepresented ethnic groups—involve criteria that may violate federal civil rights law. It should be remembered that the proponent, The Bahnsen Family Trust, is one of a group of organizations known for their opposition to responsible investment. It also uses the shareholder proposal system to undermine the legitimate efforts of many investors who are committed to advancing public company governance. In this case, its target is a major social issue of the responsible investment movement, which recognizes the multiple social and economic benefits of diversity at all levels of an organization, and the risks associated with discrimination and harassment in the workplace, which have been demonstrated by numerous credible studies. In this context, we do not believe that support for the proposal is appropriate and that the proposal is in the best interests of shareholders. A vote against the proposal was recorded.

Vote recorded

ITEM 05

	BOARD	POLICY
Shareholder proposal requesting a report on gender-based disparities in compensation and benefits related to gender dysphoria and reproductive care.	✗	✗

Proposer : William Cunningham

The issue of pay and benefits equity is a significant social concern, and it is in shareholders' best interest for companies to disclose information on this topic. However, the reasoning behind this proposal raises serious doubts as to the proposer's true intentions, as they appear to be opposed to women's rights and the rights of members of the LGBTQ+ community. It therefore believes that the company engages in politically divisive rhetoric and actions, particularly through its decisions regarding health insurance coverage. It is also concerned that the company's health insurance coverage includes gender-affirming medical care for transgender employees and their dependents. Its argument is based on statements put forward by politico-religious groups and personalities, known for their opposition to responsible investment and their use of anti-ESG shareholder proposals, including the National Center for Public Policy Research and the National Legal and Policy Center. In this context, we do not believe that support for the proposal is appropriate and that the proposal is in the best interests of shareholders. A vote against the proposal was recorded.

Vote recorded

ITEM 06	**BOARD**	**POLICY**
Shareholder proposal regarding a report on political contributions	✗	✓

Proposer : Mercy Investment Services, Inc.

Publishing a report on political contributions would be useful. In addition to creating legal risks related to the complexity of the relevant laws, political contributions create sizeable problems that can have repercussions on the value added. These companies obtain benefits at the expense of more effective strategies, such as investing in research and development. Charitable donations can also promote executives' interests without representing those of the company or its shareholders. The disclosure of political contributions promotes the directors' accountability with regard to how they allot money coming from shareholders. The proposal is deemed reasonable. It is in shareholders' interest and could be produce at a low cost since the report would only be published on the company's website. A vote in favour of the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER GE Vernova Inc (GEV)	MEETING DATE 2026-05-20 ,
COUNTRY United States	RECORD DATE 2026-03-23
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 36828A101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	5300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Election of Class II Director for Three Year Term: Matthew Harris	✓	✓
01.02	Election of Class II Director for Three Year Term: Martina Hund-Mejean	✓	✓
01.03	Election of Class II Director for Three Year Term: Paula Rosput Reynolds	✓	✗
02	Approve the compensation of our named executive officers in an advisory vote	✓	✗
03	Ratify the appointment of Deloitte & Touche LLP as our independent auditor for the fiscal year endingDecember 31, 2026	✓	✓
04	Stockholder proposal requesting report assessing sustainability goals on the basis of net-present-value andreturn-on-investment calculation	✗	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Election of Class II Director for Three Year Term: Matthew Harris	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. 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
Election of Class II Director for Three Year Term: Martina Hund-Mejean	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. 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
Election of Class II Director for Three Year Term: Paula Rosput Reynolds	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. The key committees are all exclusively made up of independent members. This nominee is deemed independent according to the policy. She is the Chairwoman of National Grip PLC and sits on a total of more than two boards. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Approve the compensation of our named executive officers in an advisory vote	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. The CEO was paid more than 200 times the average pay of Americans. Large pay disparities contribute to increasingly unequal societies, which are less sustainable, less inclusive, and less productive. This is not good for the company or its stakeholders in the long term. A vote against the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
Ratify the appointment of Deloitte & Touche LLP as our independent auditor for the fiscal year endingDecember 31, 2026	✓	✓

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
Stockholder proposal requesting report assessing sustainability goals on the basis of net-present-value andreturn-on-investment calculation	✕	✕

Proposer : National Center for Public Policy Research

The proponent criticizes the company for setting its sustainability goals without the financial rigor required by its fiduciary duties. Based on its own reading of GE Veranova's sustainability report, it argues that the company's key sustainability commitments were adopted or renewed without using traditional financial analysis tools—such as net present value or return on investment—which typically guide long-term capital allocation decisions. It points out that several objectives—such as those related to carbon emissions reduction, research and development, investments in wind technology, as well as initiatives concerning human rights, social issues, and corporate culture—are not accompanied by any disclosure regarding anticipated costs, timeframes for achieving profitability, or the expected impact on shareholder value. The proponent, the National Center for Public Policy Research, is recognized as an ideological group that opposes the responsible investment movement. It also uses the shareholder proposal system to undermine the legitimate efforts of many investors who are committed to advancing public company governance. In this case, it is addressing fundamental issues of responsible investment, a trend that recognizes the plurality of social and economic risks facing the world and the reality of which has been established by numerous credible studies. A vote against the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Amgen Inc. (AMGN)	MEETING DATE 2026-05-19 ,
COUNTRY United States	RECORD DATE 2026-03-20
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 31162100

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	8900

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Wanda M. Austin	✓	✓
01.02	Elect Robert A. Bradway	✓	✗
01.03	Elect Michael V. Drake	✓	✗
01.04	Elect Brian J. Druker	✓	✓
01.05	Elect Robert A. Eckert	✓	✗
01.06	Elect Greg C. Garland	✓	✗
01.07	Elect Charles M. Holley Jr.	✓	✗
01.08	Elect S. Omar Ishrak	✓	✓
01.09	Elect Tyler Jacks	✓	✗
01.10	Elect Mary E. Klotman	✓	✗
01.11	Elect Ellen J. Kullman	✓	✗
01.12	Elect Amy E. Miles	✓	✗
02	Advisory Vote on Executive Compensation.	✓	✗
03	To approve the appointment of the auditing firm Ernst & Young.	✓	✓
04	Shareholder proposal that the roles of Board Chair and CEO be made separate.	✗	✓

PROXY ANALYSIS

ITEM 01.01 **BOARD** **POLICY**

	BOARD	POLICY
Elect Wanda M. Austin	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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 Robert A. Bradway	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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. He is chair of the board of this company whose climate disclosure is considered insufficient. A vote against the candidate was recorded.

Vote recorded

ITEM 01.03

	BOARD	POLICY
Elect Michael V. Drake	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. He is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of his position, we consider him to be responsible for this lack of diversity within the board. The chair of the board is not independent. This situation 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 Brian J. Druker	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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 01.05

	BOARD	POLICY
Elect Robert A. Eckert	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on these committees. He has been on the board for over 10 years. This non independent nominee is lead director and the position is not temporary. The chair of the board is not independent. This situation 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 Greg C. Garland	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on these committees. He has been on the board for over 10 years. He is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of his position, we consider him to be responsible for this lack of diversity within the board. The chair of the board is not independent. This situation 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 Charles M. Holley Jr.	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. He is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of his position, we consider him to be responsible for this lack of diversity within the board. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08

	BOARD	POLICY
Elect S. Omar Ishrak	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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 01.09

BOARD POLICY

Elect Tyler Jacks

BOARD	POLICY
✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.10

Elect Mary E. Klotman

BOARD	POLICY
✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. She is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of her position, we consider her to be responsible for this lack of diversity within the board. A vote against the candidate was recorded.

Vote recorded

ITEM 01.11

Elect Ellen J. Kullman

BOARD	POLICY
✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Nomination Committee. She has been on the board for over 10 years. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. She is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of her position, we consider her to be responsible for this lack of diversity within the board. A vote against the candidate was recorded.

Vote recorded

ITEM 01.12	BOARD	POLICY
Elect Amy E. Miles	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. She is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of her position, we consider her to be responsible for this lack of diversity within the board. A vote against the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Advisory Vote on Executive Compensation.	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. The term of the share option plan exceeds the time limit stipulated in the policy, which is 5 years. Stock appreciation rights are included in the plan. This type of grant is akin to phantom stock. Management's interests are not aligned with those of shareholders because the risk of holding shares is not real. A vote against the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
To approve the appointment of the auditing firm Ernst & Young.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 04	**BOARD**	**POLICY**
Shareholder proposal that the roles of Board Chair and CEO be made separate.	✗	✓

Proposer : John Chevedden

The proposal requests that the roles of Chairman and CEO be made separate. The CEO also acts as Chairman. The Chairman's role of supervising management and his or her independence from management are compromised when the Chairman is also the company's CEO. This type of proposal generally receives significant approval rates. Furthermore, this separation is an excellent governance practice. A vote in favour of the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Ipsen SA (EPA:IPN)	MEETING DATE 2026-05-13 ,
COUNTRY France	RECORD DATE 2026-05-05
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES F5362H107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	7000

ITEM	PROPOSAL	BOARD	POLICY
01	Approve financial statements and statutory reports.	✓	✓
02	Approve consolidated financial statements and statutory reports.	✓	✓
03	Approve allocation of income and dividends of EUR 1.60 per share.	✓	✓
04	Approve auditors' special report on related-party transactions mentioning the absence of new transactions.	✓	✓
05	Reelect Anne Beaufour as director.	✓	✗
06	Reelect Pascal Touchon as director.	✓	✗
07	Reelect Piet Wigerinck as director.	✓	✓
08	Ratify appointment of Peter Guenter as director.	✓	✗
09	Approve remuneration policy of directors.	✓	✓
10	Approve remuneration policy of the chairman	✓	✓
11	Approve remuneration policy of CEO and executive corporate officers.	✓	✗
12	Approve compensation report of corporate officers.	✓	✗
13	Approve compensation of Marc de Garidel, Chairman of the Board.	✓	✓
14	Approve compensation of David Loew, CEO.	✓	✓
15	Authorize repurchase of up to 10 percent of issued share capital.	✓	✗
16	Authorize up to 3 percent of issued capital for use in restricted stock plans.	✓	✓
17	Amend Article 10.3 of bylaws regarding shareholding disclosure thresholds.	✓	✓

18	Amend Article 24.3 of bylaws to incorporate legal changes regarding record date.	✓	✓
19	Authorize filing of required documents and other formalities.	✓	✓

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Approve financial statements and statutory 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
Approve consolidated financial statements and statutory 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
Approve allocation of income and dividends of EUR 1.60 per share.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 04	BOARD	POLICY
Approve auditors' special report on related-party transactions mentioning the absence of new transactions.	✓	✓

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. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Reelect Anne Beaufour as director.	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. No key committee is exclusively made up of independent members. This nominee is not deemed independent according to the company. She is a representative of Highrock S.à r.l., a shareholder of the company, on the board of directors. A vote against the candidate was recorded.

Vote recorded

ITEM 06	BOARD	POLICY
Reelect Pascal Touchon as director.	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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 07

	BOARD	POLICY
Reelect Piet Wigerinck as director.	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. No key committee is 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 08

	BOARD	POLICY
Ratify appointment of Peter Guenter as director.	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. No key committee is exclusively made up of independent members. This nominee is not deemed independent according to the company. He has other significant types of economic relationships with a principal shareholder. A vote against the candidate was recorded.

Vote recorded

ITEM 09

	BOARD	POLICY
Approve remuneration policy of directors.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 10	BOARD	POLICY
Approve remuneration policy of the chairman	✓	✓

Proposer : Board

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

Vote recorded

ITEM 11	BOARD	POLICY
Approve remuneration policy of CEO and executive corporate officers.	✓	✗

Proposer : Board

A complete analysis of the compensation policy shows that it does not meet all of the policy criteria. The compensation plan includes the awarding of share options. This practice is not consistent with the policy. The company does not have any recovery provisions to make executives reimburse any sums granted, following a restatement of accounts. A vote against the proposal was recorded.

Vote recorded

ITEM 12	BOARD	POLICY
Approve compensation report of corporate officers.	✓	✗

Proposer : Board

A complete analysis of the compensation report shows that it does not meet all of the policy criteria. The compensation plan includes the awarding of share options. This practice is not consistent with the policy. The company does not have any recovery provisions to make executives reimburse any sums granted, following a restatement of accounts. A vote against the proposal was recorded.

Vote recorded

ITEM 13	BOARD	POLICY
Approve compensation of Marc de Garidel, Chairman of the Board.	✓	✓

Proposer : Board

Vote recorded

ITEM 14	BOARD	POLICY
Approve compensation of David Loew, CEO.	✓	✓

Proposer : Board

Vote recorded

ITEM 15	BOARD	POLICY
Authorize repurchase of up to 10 percent of issued share capital.	✓	✗

Proposer : Board

It is the Board of Directors' responsibility to make recommendations on the buyback of some of its shares or share categories based on an analysis of the company's needs and strategic opportunities. Repurchased shares will not represent more than 10% of outstanding shares. The buyback price premium may exceed 10 %, which goes against the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 16	BOARD	POLICY
Authorize up to 3 percent of issued capital for use in restricted stock plans.	✓	✓

Proposer : Board

It is the Board's responsibility to make recommendations on the issuance of specific shares or categories of shares, based on a needs analysis and strategic opportunities. The share-based compensation plan meets all of the policy criteria. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 17

	BOARD	POLICY
Amend Article 10.3 of bylaws regarding shareholding disclosure thresholds.	✓	✓

Proposer : Board

The proposal aims to make changes to the corporate articles in order to reflect the applicable legislation. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 18

	BOARD	POLICY
Amend Article 24.3 of bylaws to incorporate legal changes regarding record date.	✓	✓

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 19

	BOARD	POLICY
Authorize filing of required documents and other formalities.	✓	✓

Proposer : Board

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

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER American Water Works Company Inc. (AWK)	MEETING DATE 2026-05-13 ,
COUNTRY United States	RECORD DATE 2026-03-17
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 30420103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	22275

ITEM	PROPOSAL	BOARD	POLICY
01.01	Election: Jeffrey N. Edwards	✓	✗
01.02	Election: John C. Griffi th	✓	✓
01.03	Election: Lisa A. Grow	✓	✗
01.04	Election: Laurie P. Havanec	✓	✓
01.05	Election: Julia L. Johnson	✓	✗
01.06	Election: Patricia L. Kampling	✓	✓
01.07	Election: Karl F. Kurz	✓	✗
01.08	Election: Michael L. Marberry	✓	✗
01.09	Election: Stuart M. McGuigan	✓	✓
01.10	Election: Raffiq Nathoo	✓	✓
02	Approval, on an advisory basis, of the compensation of the Company's named executive officers.	✓	✗
03	Ratification of the appointment, by the Audit, Finance and Risk Committee of the Board of Directors, of PricewaterhouseCoopers LLP as the Company's independent registered public accounting fi rm for 2026.	✓	✓
04	Approval of amendments to, and a restatement of, the American Water Works Company, Inc. 2017 OmnibusEquity Compensation Plan	✓	✗
05	Approval of amendments to, and a restatement of, the American Water Works Company, Inc. and its Designated Subsidiaries 2017 Nonqualified Employee Stock Purchase Plan.	✓	✓
06	Approval of an amendment to the American Water Works Company, Inc. Restated Certificate of Incorporation to provide for officer exculpation.	✓	✗

PROXY ANALYSIS

ITEM 01.01 **BOARD** **POLICY**

Election: Jeffrey N. Edwards | ✓ | ✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Election: John C. Griffi th	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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. 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
Election: Lisa A. Grow	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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
Election: Laurie P. Havanec	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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 01.05

	BOARD	POLICY
Election: Julia L. Johnson	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee and the Nomination Committee. She has been on the board for over 10 years. The chair of the board is not independent. This situation 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
Election: Patricia L. Kampling	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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 01.07

	BOARD	POLICY
Election: Karl F. Kurz	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not exclusively made up of independent members. This nominee is not deemed independent according to the policy. He has been on the board for over 10 years. This nominee, who is not independent, is also Chairman, which goes against policy. He is the Chairman of this company and sits on a total of more than two boards. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08

	BOARD	POLICY
Election: Michael L. Marberry	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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
Election: Stuart M. McGuigan	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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
Election: Raffiq Nathoo	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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
Approval, on an advisory basis, of the compensation of the Company's named executive officers.	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. The grant of bonuses linked to performance is at the directors' discretion. A vote against the proposal was recorded.

Vote recorded

ITEM 03

	BOARD	POLICY
Ratification of the appointment, by the Audit, Finance and Risk Committee of the Board of Directors, of PricewaterhouseCoopers LLP as the Company's independent registered public accounting fi rm for 2026.	✓	✓

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 amendments to, and a restatement of, the American Water Works Company, Inc. 2017 OmnibusEquity Compensation Plan	✓	✗

Proposer : Board

The proposed share-based compensation plan does not meet all of the policy criteria. There is an omnibus plan and the policy is opposed to this. This type of program includes at least three types of grants. It is therefore difficult to assess the impact of such a program on shareholder interests. A vote against the proposal was recorded.

Vote recorded

ITEM 05

	BOARD	POLICY
Approval of amendments to, and a restatement of, the American Water Works Company, Inc. and its Designated Subsidiaries 2017 Nonqualified Employee Stock Purchase Plan.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 06

	BOARD	POLICY
Approval of an amendment to the American Water Works Company, Inc. Restated Certificate of Incorporation to provide for officer exculpation.	✓	✗

Proposer : Board

The board of directors requests that the by-laws be amended so that directors may be removed with or without cause. This amendment follows the decision of the Delaware Chancery Court of December 2015. Delaware recently amended its corporate law to allow them to discharge certain executives from liability for certain breaches of fiduciary duty. Specifically, the law eliminates liability for pecuniary damages in the event of a breach of duty of care by an executive if they have been put on notice by shareholders. The proposal aims to implement this amendment, which limits the possibility for shareholders to obtain compensation in the event of a breach of fiduciary duty by an executive. A vote against the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Advanced Micro Devices Inc. (AMD)	MEETING DATE 2026-05-13 ,
COUNTRY United States	RECORD DATE 2026-03-19
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 7903107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	18400

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect: Nora M. Denzel	✓	✗
01.02	Elect: Michael P. Gregoire	✓	✓
01.03	Elect: Joseph A. Householder	✓	✗
01.04	Elect: John W. Marren	✓	✓
01.05	Elect: KC McClure	✓	✓
01.06	Elect: Lisa T. Su	✓	✗
01.07	Elect: Abhi Y. Talwalkar	✓	✗
01.08	Elect: Elizabeth W. Vanderslice	✓	✗
02	Ratify the appointment of Ernst & Young LLP as the independent registered public accounting firm for the current fiscal year	✓	✓
03	Approve on a non-binding, advisory basis the compensation of the named executive officers	✓	✗
04	Approve an amendment and restatement of the Advanced Micro Devices, Inc. 2023 Equity Incentive Plan.	✓	✗
05	Stockholder proposal requesting changes to the stockholder right to call a special meeting.	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect: Nora M. Denzel	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Nomination Committee. She has been on the board for over 10 years. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02

	BOARD	POLICY
Elect: Michael P. Gregoire	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not 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: Joseph A. Householder	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee and the Nomination Committee. He has been on the board for over 10 years. The chair of the board is not independent. This situation 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: John W. Marren	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not 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 01.05	BOARD	POLICY
Elect: KC McClure	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not 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: Lisa T. Su	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee is not deemed independent according to the company. This nominee is both CEO and Chairwoman, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect: Abhi Y. Talwalkar	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. He is the Chair of Lam Research Corporation and sits on a total of more than two boards. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08	**BOARD**	**POLICY**
Elect: Elizabeth W. Vanderslice	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee and the Nomination Committee. The chair of the board is not independent. This situation 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**
Ratify the appointment of Ernst & Young LLP as the independent registered public accounting firm for the current fiscal year	✓	✓

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**

	BOARD	POLICY
Approve on a non-binding, advisory basis the compensation of the named executive officers	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. Stock appreciation rights are included in the plan. This type of grant is akin to phantom stock. Management's interests are not aligned with those of shareholders because the risk of holding shares is not real. A vote against the proposal was recorded.

Vote recorded

ITEM 04

	BOARD	POLICY
Approve an amendment and restatement of the Advanced Micro Devices, Inc. 2023 Equity Incentive Plan.	✓	✗

Proposer : Board

The proposed share-based compensation plan does not meet all of the policy criteria. Stock appreciation rights are akin to phantom stock. This type of grant does not align Management's interests those of shareholders because the risk of holding shares is not real. A vote against the proposal was recorded.

Vote recorded

ITEM 05

	BOARD	POLICY
Stockholder proposal requesting changes to the stockholder right to call a special meeting.	✗	✓

Proposer : John Chevedden

This proposal would allow shareholders with a reasonable percentage of share ownership (in relation to company size) of 10% to call special meetings. It is reasonable to allow shareholders to demand a special meeting. A vote in favour of the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER First Solar Inc. (FSLR)	MEETING DATE 2026-05-13 ,
COUNTRY United States	RECORD DATE 2026-03-19
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 336433107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	10000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Michael J. Ahearn	✓	✗
01.02	Elect Anita Marangoly George	✓	✓
01.03	Elect Lisa A. Kro	✓	✗
01.04	Elect Curtis A. Morgan	✓	✓
01.05	Elect William J. Post	✓	✗
01.06	Elect Venkata "Murthy" Renduchintala	✓	✓
01.07	Elect Paul H. Stebbins	✓	✗
01.08	Elect Michael Sweeney	✓	✗
01.09	Elect Mark R. Widmar	✓	✗
01.10	Elect Norman L. Wright	✓	✗
02	Ratification of the appointment of PricewaterhouseCoopers LLP as the Independent Registered Public Accounting Firm for the year ending December 31, 2026	✓	✓
03	Advisory vote to approve the compensation of our named executive officers	✓	✗
04	Stockholder proposal to improve shareholder ability to call for a special shareholder meeting	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Michael J. Ahearn	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is not deemed independent according to the company. He is a former executive of the company. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02

	BOARD	POLICY
Elect Anita Marangoly George	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 Lisa A. Kro	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. She is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of her position, we consider her to be responsible for this lack of diversity within the board. A vote against the candidate was recorded.

Vote recorded

ITEM 01.04

	BOARD	POLICY
Elect Curtis A. Morgan	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.05	BOARD	POLICY
Elect William J. Post	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee and the Nomination Committee. He has been on the board for over 10 years. The chair of the board is not independent. This situation 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 a member of the nominating committee and sits on a board of directors with less than 30% women. Because of his position, we consider him to be responsible for this lack of diversity within the board. A vote against the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Venkata "Murthy" Renduchintala	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.07	BOARD	POLICY

Elect Paul H. Stebbins | ✓ | ✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on all the key committees. He has been on the board for over 10 years. The chair of the board is not independent. This situation 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 a member of the nominating committee and sits on a board of directors with less than 30% women. Because of his position, we consider him to be responsible for this lack of diversity within the board. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08 **BOARD** **POLICY**

Elect Michael Sweeney | ✓ | ✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee and the Nomination Committee. He has been on the board for over 10 years. The chair of the board is not independent. This situation 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 a member of the nominating committee and sits on a board of directors with less than 30% women. Because of his position, we consider him to be responsible for this lack of diversity within the board. A vote against the candidate was recorded.

Vote recorded

ITEM 01.09 **BOARD** **POLICY**

Elect Mark R. Widmar | ✓ | ✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 against the candidate was recorded.

Vote recorded

ITEM 01.10

	BOARD	POLICY
Elect Norman L. Wright	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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 a member of the nominating committee and sits on a board of directors with less than 30% women. Because of his position, we consider him to be responsible for this lack of diversity within the board. A vote against the candidate was recorded.

Vote recorded

ITEM 02

	BOARD	POLICY
Ratification of the appointment of PricewaterhouseCoopers LLP as the Independent Registered Public Accounting Firm for the year ending December 31, 2026	✓	✓

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 to approve the compensation of our named executive officers	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. There is an omnibus plan and the policy is opposed to this. This type of program includes at least three types of grants. It is therefore difficult to assess the impact of such a program on shareholder interests. A vote against the proposal was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
Stockholder proposal to improve shareholder ability to call for a special shareholder meeting	✗	✓

Proposer : Board

This proposal would allow shareholders with a reasonable percentage of share ownership (in relation to company size) of 10% to call special meetings. It is reasonable to allow shareholders to demand a special meeting. A vote in favour of the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Swire Properties Ltd (1972)	MEETING DATE 2026-05-12 ,
COUNTRY Hong-Kong	RECORD DATE 2026-05-06
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES Y83191109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	650000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect CHOI, Tak Kwan Thomas	✓	✗
01.02	Elect LIM, Siang Keat Raymond	✓	✗
01.03	Elect WU, May Yihong	✓	✗
02	Appoint auditor and fix remuneration	✓	✓
03	Share buyback	✓	✓
04	Issue shares	✓	✓
05	Amend articles	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect CHOI, Tak Kwan Thomas	✓	✗

Proposer : Board

Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect LIM, Siang Keat Raymond	✓	✗

Proposer : Board

Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is not deemed independent according to the company. The company currently employs him. A vote against the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect WU, May Yihong	✓	✗

Proposer : Board

Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. She sits on an Audit Committee that approved auditor fees where more than 25% of the fees were for non-auditing-related services. A vote against the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Appoint auditor and fix remuneration	✓	✓

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
Share buyback	✓	✓

Proposer : Board

It is the Board of Directors' responsibility to make recommendations on the buyback of some of its shares or share categories based on an analysis of the company's needs and strategic opportunities. Repurchased shares will not represent more than 10% of outstanding shares. This buyback has a well-structured timeline and the price is reasonably limited. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 04	**BOARD**	**POLICY**
Issue shares	✓	✓

Proposer : Board

It is the Board's responsibility to make recommendations on the issuance of specific shares or categories of shares, based on a needs analysis and strategic opportunities. 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. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05	**BOARD**	**POLICY**
Amend 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

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Colgate-Palmolive Company (CL)	MEETING DATE 2026-05-08 ,
COUNTRY United States	RECORD DATE 2026-03-09
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 194162103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	29700

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect John P. Bilbrey	✓	✗
01.02	Elect Christopher S. Boerner	✓	✗
01.03	Elect John T. Cahill	✓	✗
01.04	Elect Lisa M. Edwards	✓	✓
01.05	Elect C. Martin Harris	✓	✗
01.06	Elect Martina Hund-Mejean	✓	✓
01.07	Elect Kimberly A. Nelson	✓	✗
01.08	Elect Brian O. Newman	✓	✗
01.09	Elect Lorrie M. Norrington	✓	✗
01.10	Elect Noël Wallace	✓	✗
02	Ratify selection of PricewaterhouseCoopers LLP as Colgate's independent registered public accounting firm.	✓	✓
03	Advisory vote on executive compensation.	✓	✗
04	Stockholder proposal entitled "Remove DEI from Board Candidate Considerations."	✗	✗
05	Stockholder proposal entitled "Independent Board Chairman."	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect John P. Bilbrey	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Christopher S. Boerner	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. He is the CEO of another company and sits on more than one board. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect John T. Cahill	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee. He has been on the board for over 10 years. He is the Chairman of another company and sits on a total of more than two boards. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Lisa M. Edwards	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.05

	BOARD	POLICY
Elect C. Martin Harris	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee and the Nomination Committee. He has been on the board for over 10 years. The chair of the board is not independent. This situation 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 chairs the Nominating Committee of this board that has unsufficient competencies to assess and manage climate related risks. A vote against the candidate was recorded.

Vote recorded

ITEM 01.06

	BOARD	POLICY
Elect Martina Hund-Mejean	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.07 BOARD POLICY

Elect Kimberly A. Nelson | ✓ | ✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08 | **BOARD** | **POLICY**

Elect Brian O. Newman | ✓ | ✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. He is CFO of CVS Health Corporation 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 Lorrie M. Norrington | ✓ | ✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee and the Compensation Committee. She has been on the board for over 10 years. The chair of the board is not independent. This situation 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 Noël Wallace	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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. He is chair of the board of this company whose climate disclosure is considered insufficient. A vote against the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Ratify selection of PricewaterhouseCoopers LLP as Colgate's independent registered public accounting firm.	✓	✓

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. The policy is opposed to the use of share-option-based compensation plans for directors. A vote against the proposal was recorded.

Vote recorded

ITEM 04	BOARD	POLICY

Stockholder proposal entitled "Remove DEI from Board Candidate Considerations."	✗	✗

Proposer : National Legal and Policy Center

The proponent expresses concerns regarding the criteria used to select members of Colgate's board of directors, which explicitly take into account race, ethnicity, gender, sexual orientation, and gender identity. In its view, these are inconsistent with the principles of non-discrimination enshrined in the Civil Rights Act of 1964, which protects all workers regardless of whether they belong to a minority or majority group. It is based on a recent decision by the U.S. Court of Appeals for the Fifth Circuit that struck down a Nasdaq rule requiring the disclosure of demographic data on directors. The proponent argues that the board's policies set the tone for the entire organization and that, in the interest of consistency, the criteria for selecting its members should exclude any identity-based characteristics unrelated to professional qualifications or fiduciary duties. The proponent, the National Legal and Policy Center, is recognized as an ideological group that opposes the responsible investment movement. It also uses the shareholder proposal system to undermine the legitimate efforts of many investors who are committed to advancing public company governance. In this case, it is concerned about corporate DEI initiatives and their "discriminatory" impact on white people. In fact, its target is a major social issue of the responsible investment movement, which recognizes the multiple social and economic benefits of diversity at all levels of an organization, and the risks associated with discrimination and harassment in the workplace, which have been demonstrated by numerous credible studies. In addition, many institutional investors continue to expect or require the disclosure of diversity-related information, which encourages companies to continue making voluntary disclosures. A vote against the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Stockholder proposal entitled "Independent Board Chairman."	✗	✓

Proposer : John Chevedden

The proposal requests that the roles of Chairman and CEO be made separate. The CEO also acts as Chairman. The Chairman's role of supervising management and his or her independence from management are compromised when the Chairman is also the company's CEO. This type of proposal generally receives significant approval rates. Furthermore, this separation is an excellent governance practice. A vote in favour of the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Ecolab Inc. (ECL)	MEETING DATE 2026-05-07 ,
COUNTRY United States	RECORD DATE 2026-03-10
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 278865100

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	7600

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Judson B. Althoff	✓	✓
01.02	Elect Shari L. Ballard	✓	✓
01.03	Elect Christophe Beck	✓	✗
01.04	Elect Michel D. Doukeris	✓	✗
01.05	Elect Eric M. Green	✓	✗
01.06	Elect Marion K. Gross	✓	✓
01.07	Elect Michael Larson	✓	✗
01.08	Elect David W. MacLennan	✓	✗
01.09	Elect Tracy B. McKibben	✓	✗
01.10	Elect Lionel L. Nowell III	✓	✓
01.11	Elect Suzanne M. Vautrinot	✓	✗
01.12	Elect Julie P. Whalen	✓	✓
01.13	Elect John J. Zillmer	✓	✗
02	Advisory Vote on Executive Compensation.	✓	✗
03	To approve the appointment of the auditing firm PricewaterhouseCoopers.	✓	✓
04	To approve that the roles of Board Chair and CEO be made separate.	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Judson B. Althoff	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 Shari L. Ballard	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 Christophe Beck	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.04	BOARD	POLICY

Elect Michel D. Doukeris | ✓ | ✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. He is the CEO of another company and sits on more than one board. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Eric M. Green	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. He is the CEO of another company and sits on more than one board. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. The chair of the board is not independent. This situation 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 Marion K. Gross	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.07

	BOARD	POLICY
Elect Michael Larson	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is not deemed independent according to the policy. He has been on the board for over 10 years. He is the CIO of another company and sits on more than one board. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08

	BOARD	POLICY
Elect David W. MacLennan	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee and the Nomination Committee. He has been on the board for over 10 years. This non independent nominee is lead director and the position is not temporary. The chair of the board is not independent. This situation 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 Tracy B. McKibben	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee and the Nomination Committee. She has been on the board for over 10 years. The chair of the board is not independent. This situation 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 Lionel L. Nowell III	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.11

	BOARD	POLICY
Elect Suzanne M. Vautrinot	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee. She has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.12

	BOARD	POLICY
Elect Julie P. Whalen	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.13	BOARD	POLICY
Elect John J. Zillmer	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Advisory Vote on Executive Compensation.	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. The policy is opposed to the use of share-option-based compensation plans for directors. The CEO is paid more than 3 times the compensation of another named executive and the CEO to median employee pay ratio is higher than 170:1. A vote against the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
To approve the appointment of the auditing firm PricewaterhouseCoopers.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 04	BOARD	POLICY
To approve that the roles of Board Chair and CEO be made separate.	✗	✓

Proposer : John Chevedden

The proposal requests that the roles of Chairman and CEO be made separate. We note that the positions of Chairman and CEO are held by the same person. Furthermore, the Board has not demonstrated any intention of changing this practice. This type of proposal generally receives significant approval rates. Furthermore, this separation is an excellent governance practice. A vote in favour of the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER ACS / Actividades de Construccion y Servicios SA (ACS)	MEETING DATE 2026-05-07 ,
COUNTRY Spain	RECORD DATE 2026-04-30
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES E7813W163

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	42224

ITEM	PROPOSAL	BOARD	POLICY
01.01	Approval of the Financial Statements and Directors' Reports for 2025, both for the Company and its consolidated Group	✓	✗
01.02	Approval of the proposed appropriation of profit/allocation of loss for 2025.	✓	✗
01.03	Approval of the Consolidated Statement of Non-Financial Information and Sustainability Information for 2025.	✓	✗
01.04	Approval of the Board's performance in 2025.	✓	✓
02	Re-appointment of the auditor for the Company and its consolidated group	✓	✗
03.01	Re-election of Juan Santamaría Cases as an executive director	✓	✗
03.02	Re-election of María José García Beato as an independent director	✓	✗
03.03	Setting of the number of Board members at 14	✓	✗
04	Advisory vote on the 2025 Annual Directors' Remuneration Report	✓	✗
05	Authorisation for the Board to establish a scheme for the award of bonus shares and share options	✓	✗
06	Capital increase charged fully to reserves and authorisation of a capital reduction to retire treasury shares.	✓	✓
07	Authorization to buy back treasury shares and for a capital reduction to retire treasury shares.	✓	✓
08	Delegation of powers to execute and formalise resolutions	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Approval of the Financial Statements and Directors' Reports for 2025, both for the Company and its consolidated Group	✓	✗

Proposer : Board

We observe that less than 75% of the fees paid to the auditing firm that prepared the financial statements were for auditing services. The auditing firm that reviewed them is not independent. A vote against the proposal was recorded.

Vote recorded

ITEM 01.02

	BOARD	POLICY
Approval of the proposed appropriation of profit/allocation of loss for 2025.	✓	✗

Proposer : Board

We observe that less than 75% of the fees paid to the auditing firm that prepared the financial statements were for auditing services. The auditing firm that reviewed them is not independent. A vote against the proposal was recorded.

Vote recorded

ITEM 01.03

	BOARD	POLICY
Approval of the Consolidated Statement of Non-Financial Information and Sustainability Information for 2025.	✓	✗

Proposer : Board

Under Spanish law, large companies are required to present a non-financial report at their annual general meeting, which addresses issues such as the environment, social matters, and anti-corruption, and includes specific details about the company. ACS conducted a comprehensive analysis of the various aspects required by law, and its report was validated by external auditors. On the environmental front, ACS has committed to achieving carbon neutrality by 2045 for all its emissions, including all three scopes, on an absolute basis. In the medium term, the company aims to reduce its Scope 1 emissions by at least 35% and its Scope 2 emissions by 60% by 2030 compared to 2019. These objectives are part of a structured climate transition plan and a path toward gradual decarbonization; however, although Scope 3 emissions are included in the long-term goal, the company does not present quantified interim targets, which limits visibility into their reduction trajectory. Furthermore, these objectives are not validated by the Science Based Targets initiative (SBTi). Regarding disclosure, ACS publishes information on its emissions across all three scopes, including intensity indicators, and aligns with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). However, absolute data for Scopes 1 and 2 remain incomplete and poorly centralized, which limits the clarity of its performance. Regarding biodiversity, ACS has a dedicated policy and aligns with the recommendations of the Task Force on Nature-related Financial Disclosures (TNFD). On the social front, ACS has signed the United Nations Global Compact and states that it has implemented policies compliant with International Labour Organization standards. The company relies on a structured human rights due diligence framework covering its operations and value chain, aimed at preventing risks—particularly regarding forced labor and child labor—and based on several key policies, including a code of conduct for partners. However, this approach is not subject to verification by an independent third party, which limits visibility into its implementation. ACS recognizes freedom of association and the right to collective bargaining, with coverage of approximately 70.9% of its employees. The company also provides an ethics hotline accessible to employees and workers in the value chain, managed by an independent third party. Regarding human capital, women's representation in leadership positions remains limited, at 21.8% in 2025, and is accompanied by significant pay gaps. The report does not provide information on ethnic diversity. Finally, issues related to human rights and due diligence are governed by a framework approved by the board of directors, with no details on regular operational monitoring or the role of a dedicated committee, which limits visibility into their effective oversight. Despite satisfactory compliance with Spanish law, ACS's practices have environmental and social shortcomings that are likely to generate significant risks. We therefore recommend that shareholders not support this proposal in order to encourage the adoption of measures to mitigate these risks. A vote against the proposal was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Approval of the Board's performance in 2025.	✓	✓

Proposer : Board

It goes against the principle of accountability to approve the actions of the Directors of the Board and thereby exempt them from any liability. This release of liability is the equivalent of shareholders discharging the Board of any responsibility for its management during the fiscal period, which would prevent shareholders from obtaining any compensation for damages. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Re-appointment of the auditor for the Company and its consolidated group	✓	✗

Proposer : Board

More than 25% of the fees paid to the firm were for services other than financial auditing. A vote against the proposal was recorded.

Vote recorded

ITEM 03.01	BOARD	POLICY
Re-election of Juan Santamaría Cases as an executive director	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. No key committee is exclusively made up of independent members. This nominee is not deemed independent according to the policy. He is currently the chief executive officer of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 03.02

	BOARD	POLICY
Re-election of María José García Beato as an independent director	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 03.03

	BOARD	POLICY
Setting of the number of Board members at 14	✓	✗

Proposer : Board

The proposed size, which is within the range of 5 to 17 board members stipulated in the policy, will allow the board to be effective. This proposal asks that the number of directors be fixed, while the two-thirds of the board are not made up of independent directors. A vote against the proposal was recorded.

Vote recorded

ITEM 04

	BOARD	POLICY
Advisory vote on the 2025 Annual Directors' Remuneration Report	✓	✗

Proposer : Board

A complete analysis of the compensation report shows that it does not meet all of the policy criteria. Compensation includes share-based compensation plan that do not meet policy criteria. The share-based compensation plan does not include a minimum holding period, or this period is less than 3 years. A vote against the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Authorisation for the Board to establish a scheme for the award of bonus shares and share options	✓	✗

Proposer : Board

A complete analysis of the executives' share-option plan shows that it does not meet all of the policy criteria. The plan provides for the grant of rights to receive free shares, which goes against the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 06	BOARD	POLICY
Capital increase charged fully to reserves and authorisation of a capital reduction to retire treasury shares.	✓	✓

Proposer : Board

It is the Board's responsibility to make recommendations on the increase of capital shares based on a needs analysis and strategic opportunities. This general authorization is routinely requested at each annual assembly. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07	BOARD	POLICY
Authorization to buy back treasury shares and for a capital reduction to retire treasury shares.	✓	✓

Proposer : Board

It is the Board's responsibility to make recommendations on the cancellation of some shares or categories of shares, based on a needs analysis and strategic opportunities. The cancellation of repurchased shares results in a share-capital reduction.This is a way of restoring assets to shareholders when liquidities are greater than investment needs. The pre-emptive rights give shareholders priority to sell part of their shares for repurchase by the company. Shareholders exercising their pre-emptive rights can therefore maintain their participation in the company. Repurchased and not cancelled shares will not represent more than 10% of outstanding shares. All voting rights related to these shares are suspended and no dividend distribution is allowed. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 08	**BOARD**	**POLICY**
Delegation of powers to execute and formalise resolutions	✓	✓

Proposer : Board

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

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Gilead Sciences Inc. (GILD)	MEETING DATE 2026-04-30 ,
COUNTRY United States	RECORD DATE 2026-03-06
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 375558103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	32300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Jacqueline K. Barton		✓
01.02	Elect Jeffrey A. Bluestone		✓
01.03	Elect Sandra J. Horning		✗
01.04	Elect Kelly A. Kramer		✗
01.05	Elect Ted W. Love		✓
01.06	Elect Harish Manwani		✗
01.07	Elect Daniel P. O'Day		✗
01.08	Elect Javier J. Rodriguez		✗
01.09	Elect Anthony Welters		✗
02	To approve the appointment of the auditing firm Ernst & Young LLP.		✓
03	Advisory Vote on Executive Compensation.		✗
04	To approve the equity incentive plan.		✗
05	Stockholder proposal requesting an independent Board Chair policy.	✗	✓
06	Stockholder proposal requesting a report on the impact of extended patent exclusivities on patient access.	✗	✓
07	Stockholder proposal requesting a report on the risks of ESG and DEI executive compensation metrics.	✗	✗

PROXY ANALYSIS

ITEM 01.01 **BOARD** **POLICY**

Elect Jacqueline K. Barton ✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Audit Committee and the Compensation Committee are not 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 Jeffrey A. Bluestone		✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Audit Committee and the Compensation Committee are not 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 Sandra J. Horning		✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Audit Committee and the Compensation Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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 Kelly A. Kramer ✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Audit Committee and the Compensation Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on these committees. She has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Ted W. Love		✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Audit Committee and the Compensation Committee are not 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 Harish Manwani		✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Audit Committee and the Compensation Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Daniel P. O'Day		✕

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Audit Committee and the Compensation Committee are not 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. He is chair of the board of this company whose climate disclosure is considered insufficient. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Javier J. Rodriguez		✕

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Audit Committee and the Compensation Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. He is the CEO of DaVita and sits on more than one board. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Anthony Welters		✕

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Audit Committee and the Compensation Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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
To approve the appointment of the auditing firm Ernst & Young LLP.		✓

Proposer : Board

More than 75% of the fees paid to the firm were for financial auditing services. The 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. Stock appreciation rights are included in the plan. This type of grant is akin to phantom stock. Management's interests are not aligned with those of shareholders because the risk of holding shares is not real. The policy is opposed to the use of share-option-based compensation plans for directors. A vote against the proposal was recorded.

Vote recorded

ITEM 04

	BOARD	POLICY
To approve the equity incentive plan.		✕

Proposer : Board

The proposed share-based compensation plan does not meet all of the policy criteria. Stock appreciation rights are akin to phantom stock. This type of grant does not align Management's interests those of shareholders because the risk of holding shares is not real. A vote against the proposal was recorded.

Vote recorded

ITEM 05

BOARD POLICY

Stockholder proposal requesting an independent Board Chair policy.	✗	✓

Proposer : John Chevedden

The CEO also acts as Chairman. The Chairman's role of supervising management and his or her independence from management are compromised when the Chairman is also the company's CEO. This type of proposal generally receives significant approval rates. Furthermore, this separation is an excellent governance practice. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 06	BOARD	POLICY
Stockholder proposal requesting a report on the impact of extended patent exclusivities on patient access.	✗	✓

Proposer : AIDS Healthcare Foundation (“AHF”)

Access to medicines is a major issue in the United States, where their cost remains significantly higher than in other developed countries. In addition to the burden these exorbitant prices place on public finances, they have adverse effects on many patients. In April 2026, KFF reported that 43% of Americans taking a prescription medicine said they did not use it as prescribed due to its cost, with many choosing to reduce or skip doses. However, certain patenting practices could be contributing to the maintenance of these high prices, without any benefit to patients or innovation. Of course, patents play a crucial role in the industry by protecting the intellectual property of new medicines, encouraging innovation and enabling the recovery of substantial research and development costs. However, whilst recognising the legitimacy of using a patent to protect the rights of the manufacturer of an innovative medicine, many criticise the abuse of the patent system to delay the introduction of generic medicines onto the market, through means such as patent extensions, which would allow pharmaceutical companies to raise the price of existing medicines and deprive patients of cheaper or more effective versions. Among the controversial practices are perpetual renewal, which involves making a minor improvement to a product to extend its patent and continue to benefit from its monopoly, and the patent thicket, which refers to a set of secondary patents granted after the main drug patent has been awarded, covering formulations, dosage, or methods of use, administration or manufacture of the drug. This practice can unduly extend the period of exclusivity for a drug and keep its price high, without any real benefit to patients or innovation. It should be noted that these practices are also a concern for legislators and that the House of Representatives is considering a bill aimed at eliminating patent thickets. Furthermore, according to observers, the Inflation Reduction Act passed in 2022 introduced changes to the price negotiation of certain medicines that could lead to patent reform by making the extension of patent exclusivity less advantageous. As for Gilead, we note that the company has faced significant criticism for employing these controversial practices in relation to hepatitis C treatments (Sovaldi and Harvoni) and antiretrovirals. In the case of the latter, reports indicate that it delayed the launch of Descovy to maximise profits from Truvada. A 2023 New York Times investigation also revealed internal memos detailing its plan to extend Truvada’s patent. This affair resulted in legal costs linked to a multitude of lawsuits and out-of-court settlements (in which Gilead admitted neither fault nor liability), damage to its reputation, not to mention the impact on patients. For example, thousands of them sued the company, accusing it of delaying the development and launch of a safer, less toxic version of Truvada, which can cause kidney and bone damage. A $40 million settlement was reached in 2024 to resolve approximately 2,600 claims in federal courts, whilst those filed in California by more than 20,000 patients are ongoing. Given the legal, financial, regulatory and reputational risks associated with practices aimed at extending patent exclusivity, it seems justified and prudent for Gilead to carry out the requested review and provide further information on their impact on access to more effective or affordable care. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07	BOARD	POLICY
Stockholder proposal requesting a report on the risks of ESG and DEI executive compensation metrics.	✕	✕

Proposer : Bowyer Research, Inc. on behalf of the Bahnsen Family Trust

The issue of pay equity is a significant social concern, and it is in shareholders' interests for companies to disclose information on this matter. The proponent argues that executive remuneration should be linked exclusively to measurable financial indicators rather than to ESG and diversity criteria, which he considers to be subjective, ideologically driven and strategically ambiguous. He notes that Gilead links part of its cash remuneration to inclusion initiatives, the definition and concrete results of which, in his view, are not clearly explained in the 2025 circular. He draws on studies suggesting that the integration of ESG criteria into remuneration creates a dual mandate that blurs strategic priorities, and that diversity targets are more easily achieved than financial objectives, raising questions about their actual contribution to the company's performance. It should be noted that the reasoning accompanying the proposal gives us serious cause to doubt the proponent's true intentions, which may in fact be aimed at undermining the social practices adopted by the company, rather than improving them. Moreover, their argument is based on statements made by political and religious groups and figures known for their opposition to responsible investment and their use of anti-ESG shareholder proposals, including the National Center for Public Policy Research and the National Legal and Policy Center. In this context, we do not believe that supporting the proposal is justified or that it is in the shareholders' best interests. A vote against the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Hochtief AG (SWX:HOT)	MEETING DATE 2026-04-29 ,
COUNTRY Germany	RECORD DATE 2026-04-07
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES D33134103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	8400

ITEM	PROPOSAL	BOARD	POLICY
02	Approve allocation of income and dividends of EUR 6.60 per share	✓	✓
03	Approve discharge of Management Board for fiscal year 2025	✓	✗
04	Approve discharge of Supervisory Board for fiscal year 2025	✓	✗
05	Ratify Deloitte Gmbh as auditors for fiscal year 2026	✓	✓
06	Approve remuneration report	✓	✓
07.01	Reelect: Pedro Jimenez	✓	✗
07.02	Reelect: Cristina Gonzalez De Durana	✓	✓
07.03	Reelect: Beate Bell	✓	✗
07.04	Reelect: Jose Perez	✓	✗
07.05	Reelect: Angel Altozano	✓	✗
07.06	Reelect: Francisco Sanz	✓	✗
07.07	Reelect: Mirja Steinkamp	✓	✓
07.08	Reelect: Christine Wolff	✓	✗
08.01	Approve domination agreement with Hochtief Lithium Holding Gmbh	✓	✓
08.02	Approve profit transfer agreement with Hochtief Lithium Holding Gmbh	✓	✓

PROXY ANALYSIS

ITEM 02 BOARD POLICY

	BOARD	POLICY
Approve allocation of income and dividends of EUR 6.60 per share	✓	✓

Proposer : Board

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

Vote recorded

ITEM 03	BOARD	POLICY
Approve discharge of Management Board for fiscal year 2025	✓	✗

Proposer : Board

It goes against the principle of accountability to approve the actions of the Executive Committee and thereby exempt them from any liability. A vote against the proposal was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
Approve discharge of Supervisory Board for fiscal year 2025	✓	✗

Proposer : Board

It goes against the principle of accountability to approve the actions of the Supervisory Board and thereby exempt it from any liability. A vote against the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Ratify Deloitte Gmbh as auditors for fiscal year 2026	✓	✓

Proposer : Board

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

Vote recorded

ITEM 06	BOARD	POLICY
Approve remuneration report	✓	✓

Proposer : Board

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

Vote recorded

ITEM 07.01	BOARD	POLICY
Reelect: Pedro Jimenez	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Nomination Committee. He has been on the board for over 10 years. This nominee, who is not independent, is also Chairman, which goes against policy. He is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of his position, we consider him to be responsible for this lack of diversity within the board. A vote against the candidate was recorded.

Vote recorded

ITEM 07.02	BOARD	POLICY
Reelect: Cristina Gonzalez De Durana	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 07.03

	BOARD	POLICY
Reelect: Beate Bell	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Nomination Committee. She has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 07.04

	BOARD	POLICY
Reelect: Jose Perez	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on all the key committees. He has been on the board for over 10 years. He is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of his position, we consider him to be responsible for this lack of diversity within the board. The chair of the board is not independent. This situation 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 07.05

	BOARD	POLICY
Reelect: Angel Altozano	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 07.06	BOARD	POLICY
Reelect: Francisco Sanz	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 07.07	BOARD	POLICY
Reelect: Mirja Steinkamp	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 07.08	BOARD	POLICY
Reelect: Christine Wolff	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee and the Nomination Committee. She has been on the board for over 10 years. The chair of the board is not independent. This situation 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 08.01	BOARD	POLICY
Approve domination agreement with Hochtief Lithium Holding Gmbh	✓	✓

Proposer : Board

This proposal asks shareholders to authorize the company to deal with related stakeholders, with whom conflicts of interest are possible. The company should disclose the details of these transactions in a future report. This proposal does not have a detrimental impact on shareholder interests. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 08.02	BOARD	POLICY
Approve profit transfer agreement with Hochtief Lithium Holding Gmbh	✓	✓

Proposer : Board

This proposal asks shareholders to authorize the company to deal with related stakeholders, with whom conflicts of interest are possible. The company should disclose the details of these transactions in a future report. This proposal does not have a detrimental impact on shareholder interests. A vote in favour of the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER BorgWarner Inc. (BWA)	MEETING DATE 2026-04-29 ,
COUNTRY United States	RECORD DATE 2026-03-03
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 99724106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	85700

ITEM	PROPOSAL	BOARD	POLICY
01.01	Election: Joseph F. Fadool	✓	✗
01.02	Election: Sara A. Greenstein	✓	✗
01.03	Election: Michael S. Hanley	✓	✗
01.04	Election: Shaun E. McAlmont	✓	✗
01.05	Election: Deborah D. McWhinney	✓	✓
01.06	Election: Alexis P. Michas	✓	✗
01.07	Election: Sailaja K. Shankar	✓	✓
01.08	Election: Hau N. Thai-Tang	✓	✗
02	Approve, on an advisory basis, the compensation of our named executive officers	✓	✗
03	Ratify the selection of PricewaterhouseCoopers LLP as the independent registered public accounting firm for the Company for 2026.	✓	✓
04	Approve the Amended and Restated BorgWarner Inc. 2023 Stock Incentive Plan	✓	✗
05	Vote on stockholder proposal regarding action by written consent	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Election: Joseph F. Fadool	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Audit Committee is not 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 against the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Election: Sara A. Greenstein	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Audit Committee is not exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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
Election: Michael S. Hanley	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Audit Committee is not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee.He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Election: Shaun E. McAlmont	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Audit Committee is not exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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
Election: Deborah D. McWhinney	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Audit Committee is not 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
Election: Alexis P. Michas	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Audit Committee is not exclusively made up of independent members. This nominee is not deemed independent according to the policy. He has been on the board for over 10 years. This nominee, who is not independent, is also Chairman, which goes against policy. He is the Chairman of another company and sits on a total of more than two boards. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Election: Sailaja K. Shankar	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Audit Committee is not 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 01.08	**BOARD**	**POLICY**
Election: Hau N. Thai-Tang	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Audit Committee is not exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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**
Approve, on an advisory basis, the compensation of our named executive officers	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. Compensation includes a share-option plan that does not meet all of the policy criteria. The policy is opposed to the use of share-option-based compensation plans for directors. A vote against the proposal was recorded.

Vote recorded

ITEM 03	**BOARD**	**POLICY**
Ratify the selection of PricewaterhouseCoopers LLP as the independent registered public accounting firm for the Company for 2026.	✓	✓

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
Approve the Amended and Restated BorgWarner Inc. 2023 Stock Incentive Plan	✓	✗

Proposer : Board

The proposed share-based compensation plan does not meet all of the policy criteria. Stock appreciation rights are akin to phantom stock. This type of grant does not align Management's interests those of shareholders because the risk of holding shares is not real. A vote against the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Vote on stockholder proposal regarding action by written consent	✗	✓

Proposer : John Chevedden

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

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER ProLogis (PLD)	MEETING DATE 2026-04-28 ,
COUNTRY United States	RECORD DATE 2026-03-06
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 743410102

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	15200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Cristina G. Bita	✓	✓
01.02	Elect James B. Connor	✓	✓
01.03	Elect George L. Fotiades	✓	✗
01.04	Elect Lydia H. Kennard	✓	✗
01.05	Elect Daniel S. Letter	✓	✗
01.06	Elect Guy A. Metcalfe	✓	✗
01.07	Elect Avid Modjtabai	✓	✓
01.08	Elect Hamid R. Moghadam	✓	✗
01.09	Elect David P. O'Connor	✓	✗
01.10	Elect Olivier Piani	✓	✓
01.11	Elect Sarah A. Slusser	✓	✗
02	Advisory Vote to Approve the Company's Executive Compensation for 2025.	✓	✗
03	Ratification of the Appointment of KPMG LLP as the Company's Independent Registered Public Accounting Firm for the Year 2026.	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Cristina G. Bita	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 James B. Connor	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 George L. Fotiades	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Lydia H. Kennard	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Nomination Committee. She has been on the board for over 10 years. The chair of the board is not independent. This situation 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 Daniel S. Letter	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 against the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Guy A. Metcalfe	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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 Avid Modjtabai	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.08	BOARD	POLICY
Elect Hamid R. Moghadam	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is not deemed independent according to the company. He is a former executive of the company. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect David P. O'Connor	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee and the Compensation Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Olivier Piani	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.11	BOARD	POLICY
Elect Sarah A. Slusser	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Advisory Vote to Approve the Company's Executive Compensation for 2025.	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. The policy is opposed to the use of share-option-based compensation plans for directors. A vote against the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
Ratification of the Appointment of KPMG LLP as the Company's Independent Registered Public Accounting Firm for the Year 2026.	✓	✓

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

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER	MEETING DATE
International Business Machines Corporation (IBM)	2026-04-28 ,
COUNTRY	**RECORD DATE**
United States	2026-02-27
MEETING LOCATION	
MEETING TYPE	**SECURITIES**
Annual	459200101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	9500

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Marianne C. Brown	✓	✗
01.02	Elect Thomas Buberl	✓	✗
01.03	Elect David N. Farr	✓	✗
01.04	Elect Alex Gorsky	✓	✗
01.05	Elect Michelle J. Howard	✓	✓
01.06	Elect Arvind Krishna	✓	✗
01.07	Elect Ramon Laguarta	✓	✗
01.08	Elect Andrew N. Liveris	✓	✗
01.09	Elect F. William McNabb III	✓	✓
01.10	Elect Michael Miebach	✓	✗
01.11	Elect Martha E. Pollack	✓	✓
01.12	Elect Peter R. Voser	✓	✗
01.13	Elect Alfred W. Zollar	✓	✗
02	Ratification of Appointment of Independent Registered Public Accounting Firm	✓	✓
03	Advisory Vote on Executive Compensation	✓	✗
04	Approval of 2026 Long-Term Performance Plan	✓	✗
05	Stockholder Proposal Requesting a Change to IBM's Outside Director Stock Ownership Guidelines	✗	✗

06	Stockholder Proposal Requesting a Right to Act by Written Consent	✗	✓
07	Stockholder Proposal Requesting a Report on AI Bias	✗	✗
08	Stockholder Proposal Requesting a Report on Discrimination in Charitable Support	✗	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Marianne C. Brown	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. She is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of her position, we consider her to be responsible for this lack of diversity within the board. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Thomas Buberl	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. He is CEO of AXA S.A. and sits on the Compensation Committee, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY

Elect David N. Farr | ✓ | ✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Alex Gorsky	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee is not deemed independent according to the policy. He has been on the board for over 10 years. This non independent nominee is lead director and the position is not temporary. A vote against the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Michelle J. Howard	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not 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

	BOARD	POLICY
Elect Arvind Krishna	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not 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 01.07

	BOARD	POLICY
Elect Ramon Laguarta	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. He is the CEO of another company and sits on more than one board. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08

	BOARD	POLICY
Elect Andrew N. Liveris	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Nomination Committee. He has been on the board for over 10 years. He is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of his position, we consider him to be responsible for this lack of diversity within the board. The chair of the board is not independent. This situation 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 F. William McNabb III	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not 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 Michael Miebach	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. He is the CEO of another company and sits on more than one board. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. He is CEO of Mastercard Incorporated and sits on the Compensation Committee, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.11

	BOARD	POLICY
Elect Martha E. Pollack	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not 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 01.12

	BOARD	POLICY
Elect Peter R. Voser	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.13

	BOARD	POLICY
Elect Alfred W. Zollar	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. We note that the Nomination Committee and the Audit Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. He is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of his position, we consider him to be responsible for this lack of diversity within the board. The chair of the board is not independent. This situation 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 Appointment of Independent Registered Public Accounting Firm	✓	✓

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

Advisory Vote on Executive Compensation	BOARD	POLICY
	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. Stock appreciation rights are included in the plan. This type of grant is akin to phantom stock. Management's interests are not aligned with those of shareholders because the risk of holding shares is not real. The share option plan does not exclude consultants and other suppliers. A vote against the proposal was recorded.

Vote recorded

ITEM 04

Approval of 2026 Long-Term Performance Plan	BOARD	POLICY
	✓	✗

Proposer : Board

The proposed share-based compensation plan does not meet all of the policy criteria. The plan makes provisions for share grants to company consultants, suppliers, or contractual employees. Stock appreciation rights are akin to phantom stock. This type of grant does not align Management's interests those of shareholders because the risk of holding shares is not real. A vote against the proposal was recorded.

Vote recorded

ITEM 05

Stockholder Proposal Requesting a Change to IBM's Outside Director Stock Ownership Guidelines	BOARD	POLICY
	✗	✗

Proposer : Theron Marshall Hoyt

The proponent notes that the current shareholding guidelines allow outside directors to meet their obligations solely through deferred shares automatically vested as part of their compensation, which cannot be transferred until they leave the board and do not confer any voting rights. It finds it concerning that some directors hold no IBM shares in their personal capacity from one year to the next, which, in his view, reflects a lack of alignment with shareholders' interests and a lack of confidence in the company. It argues that requiring a minimum personal shareholding (a practice already adopted by other companies) would strengthen this alignment and address what he considers to be a gap in the current rules. The board believes that its current shareholding guidelines already largely address the concerns raised by the proposal. It notes that each outside director is required to hold IBM shares with a value equal to eight times the equity portion of their annual compensation within five years of their appointment, which represents one of the highest requirements among comparable companies—amounting to approximately $1.8 million in IBM common stock by the end of that period. Furthermore, it emphasizes that at least 64% of external directors' compensation must take the form of deferred stock awards that cannot be sold until the director leaves the board, are indexed to IBM's stock price, and accrue dividend equivalents, thereby ensuring alignment with shareholders' long-term interests. The board maintains that these deferred shares are economically equivalent to common shares and that excluding them from the holding requirements, as proposed by the shareholder, would be based on a misunderstanding of their nature. After careful consideration, we believe that, although the current policy regarding external directors' shareholdings is not without its shortcomings, it remains adequate in light of market practices and meets the proposer's objective of aligning the interests of directors with those of shareholders. The proposal is not in the shareholders' interest. A vote against the proposal was recorded.

Vote recorded

ITEM 06	BOARD	POLICY
Stockholder Proposal Requesting a Right to Act by Written Consent	✗	✓

Proposer : John Chevedden

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

Vote recorded

ITEM 07	BOARD	POLICY
Stockholder Proposal Requesting a Report on AI Bias	✗	✗

Proposer : National Center for Public Policy Research

The proponent is concerned about IBM's commitment to inclusive representation in its AI models and the risk that adjustments made to correct disparities in results could compromise the accuracy of those models. In particular, it draws on research by Stanford scholars who identified a noticeable political bias in several major language models, as well as on a White House executive order calling for truth and accuracy not to be subordinated to ideological agendas. The proponent therefore believes that an assessment of the risks associated with overcorrection of biases is necessary to preserve the reliability and credibility of the company's models among its stakeholders. We recognize the significance of the risks of bias inherent in AI and believe it is essential for companies to demonstrate greater accountability and transparency in this area. However, in this case, we have serious doubts about the real intentions of the proponent. Indeed, the National Center for Public Policy Research is recognized as an ideological group that opposes the responsible investment movement. It also uses the shareholder proposal system to undermine the legitimate efforts of many investors who are committed to advancing public company governance. Their shareholder proposals often have the appearance of proposals from responsible investors who request information or actions to improve the social or environmental performance of companies, but after examination, we find that these could be aimed at thwarting the company's actions in these areas. Accordingly, we do not believe that support for the proposal is appropriate and that the proposal is in the best interests of shareholders. A vote against the proposal was recorded.

Vote recorded

ITEM 08	BOARD	POLICY
Stockholder Proposal Requesting a Report on Discrimination in Charitable Support	✕	✕

Proposer : The Heritage Foundation

The issue of diversity, equity, and inclusion is a major social issue. As a result, it is in the best interest of shareholders for companies to disclose information on this matter. The proponent accuses the company of supporting organizations that, in his view, undermine religious freedom and freedom of expression. Let's point out that the argumentation that supports the proposal raises serious doubts about the true intentions of the proponent, which may in fact be aimed at thwarting the social practices adopted by the company, rather than improving them. Its argument is, moreover, based on statements on the culture of ification and freedom of expression put forward by politico-religious groups and personalities, known for their opposition to responsible investment and their use of anti-ESG shareholder proposals, including the National Center for Public Policy Research and the National Legal and Policy Center. In this context, we do not believe that support for the proposal is appropriate and that the proposal is in the best interests of shareholders. A vote against the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Grenergy Renovables SA (GRE)	MEETING DATE 2026-04-28 ,
COUNTRY Spain	RECORD DATE 2026-04-23
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES E5R20V102

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	9700

ITEM	PROPOSAL	BOARD	POLICY
01.01	Approve financials statements.	✓	✓
01.02	Approve consolidated financial statements.	✓	✓
02	Approve non financial information statement.	✓	✗
03	Approve allocation of income	✓	✓
04	Approve discharge of the board	✓	✗
05	Appoint auditor : Ernst & Young	✓	✓
06	Approve director's remuneration	✓	✓
07	Authorize company to call EGM with 15 days notice	✓	✗
08	Renewal of the provisions in the articles of association regarding the additional double vote for loyalty.	✓	✗
09	Add article 28 Bis : Sustainability committee.	✓	✓
10.01	Amend articles : Composition and legal regime of directors.	✓	✓
10.02	Amend articles : Delegation of power.	✓	✓
10.03	Amend articles : Appointments, remuneration and sustainability committee.	✓	✓
11	Authorizze board to ratify and execute approved resolutions	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Approve financials statements.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 01.02	**BOARD**	**POLICY**
Approve consolidated financial statements.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 02	**BOARD**	**POLICY**
Approve non financial information statement.	✓	✗

Proposer : Board

Under Spanish law, large companies must present a non-financial report at their annual general meeting, which addresses aspects such as the environment, social issues and the fight against corruption and which includes specific details about the company. Grenergy has carried out a comprehensive analysis of the various aspects required by law, but its report has been partially validated by external auditors. From an environmental perspective, Grenergy has set goals to reduce its carbon footprint, including a 60% reduction in its Scope 1 and 2 emissions by 2030 compared to 2021, on an absolute basis. The company also aims to achieve carbon neutrality by 2040 for all of its emissions—including those across all three scopes—as part of a decarbonization plan integrated into its strategy. This plan calls for a reduction of approximately 90% in emissions, with the remainder offset by the use of carbon credits, which may limit its robustness. It should be noted that the company acknowledges that its plan is not aligned with a pathway to limit global warming to 1.5 °C, and although it has strengthened and expanded upon the plan, there is no explicit mention of any update regarding validation or alignment with the Science Based Targets initiative (SBTi). This omission, combined with the fact that the SBTi's data differs from the company's stated targets, makes its climate strategy difficult to understand. With regard to disclosure, the company publishes its emissions data for the three categories, which are verified by an independent third party, and states that it aligns with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). It also has a formal biodiversity policy and states that it follows the recommendations of the Task Force on Nature-related Financial Disclosures (TNFD). On the social front, Grenergy has been a signatory to the United Nations Global Compact since 2021 and states that it aligns its practices with the United Nations Guiding Principles on Business and Human Rights as well as with the core conventions of the International Labour

Organization. The company implements a due diligence framework covering its operations and value chain, aimed at identifying, preventing, and mitigating negative impacts, particularly in the areas of human rights and corruption. This system relies on an independent compliance function reporting to the audit committee, but it is not subject to independent audit, which undermines its credibility. Grenergy recognizes the freedom of association and the right to collective bargaining, noting that 100% of its employees in Spain and Italy are covered by collective bargaining agreements, while in other countries it complies with local regulatory frameworks. An ethics reporting system is also in place, allowing for anonymous reporting and follow-up by the governing bodies. In terms of human capital, Grenergy highlights its talent and diversity initiatives, with a turnkey project engineering team that is 31% female, as well as a gender pay gap of 6.9% in 2025, an improvement, but still significant. In addition, the board has achieved gender parity. However, the report does not provide any information on ethnic diversity. Finally, although the board exercises overall oversight of governance and compliance issues, there is no explicit mention of specific oversight of human capital. Although the company complies with Spanish law and has made some efforts, its environmental and social ambitions, performance, and disclosures remain insufficient. We therefore recommend not supporting this proposal in order to encourage improvements in these practices. A vote against the proposal was recorded.

Vote recorded

ITEM 03	**BOARD**	**POLICY**
Approve allocation of income	✓	✓

Proposer : Board

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

Vote recorded

ITEM 04	**BOARD**	**POLICY**
Approve discharge of the board	✓	✗

Proposer : Board

It goes against the principle of accountability to approve the actions of the Board, and thereby exempt them from any liability. This release of liability is the equivalent of shareholders discharging the Board of any responsibility for its management during the fiscal period, which would prevent shareholders from obtaining any compensation for damages. A vote against the proposal was recorded.

Vote recorded

ITEM 05	**BOARD**	**POLICY**

Appoint auditor : Ernst & Young	✓	✓

Proposer : Board

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

Vote recorded

ITEM 06	BOARD	POLICY
Approve director’s remuneration	✓	✓

Proposer : Board

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

Vote recorded

ITEM 07	BOARD	POLICY
Authorize company to call EGM with 15 days notice	✓	✗

Proposer : Board

This proposal requests the authorization to shorten the delay in calling special meetings from 21 to 15 days, which limits the time available to shareholders to prepare for the meeting. A vote against the proposal was recorded.

Vote recorded

ITEM 08	BOARD	POLICY
Renewal of the provisions in the articles of association regarding the additional double vote for loyalty.	✓	✗

Proposer : Board

The proposal aims to make changes to the corporate articles in order to reflect the applicable legislation. Shares with double voting rights are intended to encourage long-term investment by giving loyal shareholders greater influence. However, many investors oppose them, arguing that such mechanisms create inequalities among shareholders. The proposal is not in the shareholders' interest. A vote against the proposal was recorded.

Vote recorded

ITEM 09	BOARD	POLICY
Add article 28 Bis : Sustainability committee.	✓	✓

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 10.01	BOARD	POLICY
Amend articles : Composition and legal regime of directors.	✓	✓

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 10.02	BOARD	POLICY
Amend articles : Delegation of power.	✓	✓

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 10.03	BOARD	POLICY

	BOARD	POLICY
Amend articles : Appointments, remuneration and sustainability committee.	✓	✓

Proposer : Board

The proposal aims to make changes to the corporate articles in order to reflect the applicable legislation. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 11

	BOARD	POLICY
Authorizze board to ratify and execute approved resolutions	✓	✓

Proposer : Board

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

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Topbuild Corporation (NYSE: BLD)	MEETING DATE 2026-04-27 ,
COUNTRY United States	RECORD DATE 2026-02-26
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 89055F103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	10600

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Alec C. Covington	✓	✗
01.02	Elect Ernesto Bautista III	✓	✗
01.03	Elect Robert M. Buck	✓	✗
01.04	Elect Joseph S. Cantie	✓	✗
01.05	Elect Tina M. Donikowski	✓	✗
01.06	Elect Deirdre C. Drake	✓	✗
01.07	Elect Mark A. Petrarca	✓	✗
01.08	Elect Nancy M. Taylor	✓	✗
02	To approve the appointment of the auditing firm PricewaterhouseCoopers.	✓	✓
03	Advisory Vote on Executive Compensation.	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Alec C. Covington	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on all the key committees. He has been on the board for over 10 years. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Ernesto Bautista III	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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 Robert M. Buck	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 against the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Joseph S. Cantie	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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

Elect Tina M. Donikowski	BOARD	POLICY
	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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

Elect Deirdre C. Drake	BOARD	POLICY
	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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

Elect Mark A. Petrarca	BOARD	POLICY
	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on all the key committees. He has been on the board for over 10 years. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders.

The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Elect Nancy M. Taylor	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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
To approve the appointment of the auditing firm PricewaterhouseCoopers.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 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. Severance pay exceeds 2 times the executive's salary. A vote against the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Sherwin-Williams Company (The) (SHW)	MEETING DATE 2026-04-22 ,
COUNTRY United States	RECORD DATE 2026-02-25
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 824348106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	7400

ITEM	PROPOSAL	BOARD	POLICY
01.01	Election of Director: Kerrii B. Anderson	✓	✓
01.02	Election of Director: Jeff M. Fettig	✓	✓
01.03	Election of Director: Robert J. Gamgort	✓	✓
01.04	Election of Director: Heidi G. Petz	✓	✗
01.05	Election of Director: Aaron M. Powell	✓	✗
01.06	Election of Director: Marta R. Stewart	✓	✓
01.07	Election of Director: Michael H. Thaman	✓	✓
01.08	Election of Director: Matthew Thornton III	✓	✗
01.09	Election of Director: Thomas L. Williams	✓	✓
02	Advisory Approval of the Compensation of the Named Executive Officers	✓	✗
03	Ratification of the Appointment of Ernst & Young LLP as Our Independent Registered Public Accounting Firm	✓	✓
04	Advisory Approval of Management Proposal to Amend Shareholders' Ability to Call a Special Meeting to a 25% Ownership Threshold	✓	✗
05	Shareholder Proposal Regarding Shareholder Ability to Call a Special Meeting	✗	✓

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Election of Director: Kerrii B. Anderson	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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
Election of Director: Jeff M. Fettig	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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
Election of Director: Robert J. Gamgort	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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 01.04	BOARD	POLICY
Election of Director: Heidi G. Petz	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not exclusively made up of independent members. This nominee is not deemed independent according to the company. This nominee is both CEO and Chairwoman, which goes against the policy. She is chair of the board of this company whose climate disclosure is considered insufficient. A vote against the candidate was recorded.

Vote recorded

ITEM 01.05

	BOARD	POLICY
Election of Director: Aaron M. Powell	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. He is CEO of Pizza Hut Division YUM BRANDS and sits on the Compensation Committee, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.06

	BOARD	POLICY
Election of Director: Marta R. Stewart	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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 01.07

	BOARD	POLICY
Election of Director: Michael H. Thaman	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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 01.08	**BOARD**	**POLICY**
Election of Director: Matthew Thornton III	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on these committees. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.09	**BOARD**	**POLICY**
Election of Director: Thomas L. Williams	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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 Approval of the Compensation of the Named Executive Officers	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. The share-dilution rate is over 5%. Severance pay exceeds 2 times the executive's salary. The CEO is paid more than 3 times the compensation of another named executive and the CEO to median employee pay ratio is higher than 170:1. A vote against the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
Ratification of the Appointment of Ernst & Young LLP as Our Independent Registered Public Accounting Firm	✓	✓

Proposer : Board

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

Vote recorded

ITEM 04	BOARD	POLICY
Advisory Approval of Management Proposal to Amend Shareholders' Ability to Call a Special Meeting to a 25% Ownership Threshold	✓	✗

Proposer : Board

Shareholders are asked to approve an amendment to the Articles of Association to allow shareholders holding 25% of the shares to call an extraordinary general meeting. Current regulations grant shareholders holding at least 50% of all outstanding shares eligible to vote at an extraordinary general meeting the right to call such a meeting, provided that the request is made in accordance with the proper procedures. It should be noted that a competing shareholder proposal (Proposal 05) suggests lowering this threshold to 10%, which appears more appropriate to ensure a reasonable right for shareholders while preventing abusive calls for meetings. The proposal is not in the shareholders’ interest. A vote against the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Shareholder Proposal Regarding Shareholder Ability to Call a Special Meeting	✗	✓

Proposer : Board

This proposal would allow shareholders with a reasonable percentage of share ownership (in relation to company size) of 10% to call special meetings. It is reasonable to allow shareholders to demand a special meeting. A vote in favour of the proposal was recorded.

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Texas Instruments Inc. (TXN)	MEETING DATE 2026-04-16 ,
COUNTRY United States	RECORD DATE 2026-02-23
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 882508104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	21000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Election: Mark Blinn	✓	✗
01.02	Election: Todd Bluedorn	✓	✗
01.03	Election: Janet Clark	✓	✗
01.04	Election: Carrie Cox	✓	✓
01.05	Election: Martin Craighead	✓	✓
01.06	Election: Reginald DesRoches	✓	✓
01.07	Election: Curtis Farmer	✓	✓
01.08	Election: Jean Hobby	✓	✗
01.09	Election: Haviv Ilan	✓	✗
01.10	Election: Ronald Kirk	✓	✗
01.11	Election: Pamela Patsley	✓	✗
01.12	Election: Robert Sanchez	✓	✗
02	Board proposal regarding advisory approval of the Company's executive compensation	✓	✗
03	Board proposal to ratify the appointment of Ernst & Young LLP as the Company's independent registeredpublic accounting fi rm for 2026.	✓	✓
04	Stockholder proposal to permit stockholders to act by written consent.	✗	✓

PROXY ANALYSIS

ITEM 01.01 **BOARD** **POLICY**

	BOARD	POLICY
Election: Mark Blinn	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02

	BOARD	POLICY
Election: Todd Bluedorn	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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
Election: Janet Clark	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee. She has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.04 BOARD POLICY

	BOARD	POLICY
Election: Carrie Cox	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee. She has been on the board for over 10 years. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Election: Martin Craighead	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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
Election: Reginald DesRoches	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.07 **BOARD** **POLICY**

Election: Curtis Farmer | ✓ | ✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.08	BOARD	POLICY
Election: Jean Hobby	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Nomination Committee. She has been on the board for over 10 years. The chair of the board is not independent. This situation 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
Election: Haviv Ilan	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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. He is chair of the board of this company whose climate disclosure is considered insufficient.A vote against the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY

	BOARD	POLICY
Election: Ronald Kirk	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.11

	BOARD	POLICY
Election: Pamela Patsley	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Nomination Committee. She has been on the board for over 10 years. The chair of the board is not independent. This situation creates potential conflicts of interest that are not in the best interests of the company or its shareholders. The nominating committee is responsible for the board's governance, including who will serve as chair. We have voted against the members of the nominating committee for this reason. A vote against the candidate was recorded.

Vote recorded

ITEM 01.12

	BOARD	POLICY
Election: Robert Sanchez	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 02

	BOARD	POLICY
Board proposal regarding advisory approval of the Company's executive compensation	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. The policy is opposed to the use of share-option-based compensation plans for directors. A vote against the candidate was recorded.

Vote recorded

ITEM 03

	BOARD	POLICY
Board proposal to ratify the appointment of Ernst & Young LLP as the Company's independent registeredpublic accounting fi rm for 2026.	✓	✓

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
Stockholder proposal to permit stockholders to act by written consent.	✗	✓

Proposer : John Chevedden

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

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER First Capital REIT (TSE: FCR.UN)	MEETING DATE 2026-04-14 ,
COUNTRY Canada	RECORD DATE 2026-03-10
MEETING LOCATION	
MEETING TYPE Annual and extraordinary	SECURITIES 31890B103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	187900

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Paul C. Douglas	✓	✓
01.02	Elect Adam E. Paul	✓	✓
01.03	Elect Vivian Abdelmessih	✓	✓
01.04	Elect Leonard Abramsky	✓	✓
01.05	Elect Ian Clarke	✓	✓
01.06	Elect Dayna Gibbs	✓	✓
01.07	Elect Ira Gluskin	✓	✓
01.08	Elect Annalisa King	✓	✗
01.09	Elect Al Mawani	✓	✓
01.10	Elect Gary Whitelaw	✓	✓
02	To approve the appointment of the auditing firm Ernst & Young.	✓	✓
03	Advisory Vote on Executive Compensation.	✓	✗
04	To renew the shareholder rights plan.	✓	✓
05	Amendments to the REIT's Restricted Trust Unit Plan.	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Paul C. Douglas	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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 Adam E. Paul	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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. 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 Vivian Abdelmessih	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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 01.04	BOARD	POLICY
Elect Leonard Abramsky	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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 01.05	**BOARD**	**POLICY**
Elect Ian Clarke	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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 Dayna Gibbs	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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 01.07	**BOARD**	**POLICY**
Elect Ira Gluskin	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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 01.08	BOARD	POLICY
Elect Annalisa King	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee and the Nomination Committee.She has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Al Mawani	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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 Gary Whitelaw	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. We note that the Nomination Committee and the Compensation Committee are not 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
To approve the appointment of the auditing firm Ernst & Young.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 03

	BOARD	POLICY
Advisory Vote on Executive Compensation.	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. The share-dilution rate is over 5%. A vote against the proposal was recorded.

Vote recorded

ITEM 04

	BOARD	POLICY
To renew the shareholder rights plan.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 05	BOARD	POLICY
Amendments to the REIT's Restricted Trust Unit Plan.	✓	✗

Proposer : Board

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

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Ferrovial SA (BME:FER)	MEETING DATE 2026-04-09 ,
COUNTRY Spain	RECORD DATE 2026-03-12
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES E49512119

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	21586

ITEM	PROPOSAL	BOARD	POLICY
02.03	Remuneration report	✓	✗
02.04	To approve financial statements	✓	✓
03	Approve Sustainability Report	✓	✗
04	Approve discharge of the board members	✓	✗
05.01	Elect Mr. Ignacio Madridejos Fernández	✓	✗
05.02	Elect Mr. Philip Bowman	✓	✗
05.03	Elect Mr. Juan Manuel Hoyos Martínez	✓	✓
05.04	Elect Mr. Gonzalo Pedro Urquijo Fernández De Araoz	✓	✗
05.05	Elect Ms. Elisenda Bou-Balust	✓	✓
06	Performance shares plan for executive directors	✓	✗
07	Conversion from SE to N.V. and amendment of the articles of association	✓	✓
08.01	Issue ordinary shares for general purposes	✓	✓
08.02	Issue ordinary shares for purposes of scrip dividend	✓	✓
09.01	Authorization of the board to limit or to exclude pre-emptive rights for ordinary shares for general purposes	✓	✓
09.02	Authorization of the board to limit or to exclude pre-emptive rights for ordinary shares for purposes of scrip dividend	✓	✓
10	Authorization of the board to acquire ordinary shares	✓	✗
11	Cancellation of ordinary shares	✓	✓

PROXY ANALYSIS

ITEM 02.03	BOARD	POLICY
Remuneration report	✓	✗

Proposer : Board

A complete analysis of the compensation report shows that it does not meet all of the policy criteria. This company uses total shareholder return (TSR) as a measure of executive performance in its incentive compensation plans. TSR is readily increased by repurchasing shares. The board asks for the authorization to buyback shares through proposal 10. Thus, executives could receive a bonus simply because of the decrease in the number of shares. A vote against the proposal was recorded.

Vote recorded

ITEM 02.04	BOARD	POLICY
To approve financial statements	✓	✓

Proposer : Board

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

Vote recorded

ITEM 03	BOARD	POLICY
Approve Sustainability Report	✓	✗

Proposer : Board

The purpose of the proposal is to approve, in an advisory capacity, the company's 2024 climate strategy report. This document, drawn up in compliance with Dutch and Spanish law, meets the non-financial disclosure requirements of international ESRS standards, which standardize sustainability reporting to ensure transparency and consistency in the communication of environmental, social and governance impacts. Recognizing that climate change presents business risks and opportunities, Ferrovial has been committed since 2022 to the “Say on Climate” initiative, which involves presenting the annual report on its climate strategy to the Annual General Meeting of Shareholders for a consultative vote, and affirms that it continually aims to align itself with recognized and unifying initiatives. In 2024, Ferrovial set out to obtain new targets validated by the Science Based Targets (SBTi) initiative that are aligned with the trajectory aimed at limiting warming to 1.5°C. In the short term, the company is committed to reducing its absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 42% by 2030, compared with 2020, as well as reducing its Scope 3 emissions—covering purchased goods and services, fuel- and energy-related activities, upstream transport and waste generated by operations, over the same timeframe. In the long term, Ferrovial aims to reduce its emissions across all three scopes by 90% by 2050, with the ultimate goal of achieving carbon neutrality across its entire value chain. It should be noted that the scope of these targets includes emissions and removals related to land use and bioenergy. However, at this stage, these long-term targets have not yet been certified by the SBTi. With regard to reporting, the company publishes its total absolute emissions annually, as verified by an independent third party. It also follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Furthermore, Ferrovial has adopted policies relating to biodiversity and ecosystems and is one of the first companies to adhere to the recommendations of the Task Force on Nature-related Financial Disclosures (TNFD). Although Ferrovial has achieved a reduction in its indirect emissions that exceeds the target set for 2025, the most recent trend is cause for concern. These emissions did indeed rise between 2024 and 2025, driven by a sharp increase in purchases of materials, particularly steel. If this trend continues, achieving the reduction target set for 2030 cannot be taken for granted. Despite the progress made, Ferrovial's energy consumption remains overwhelmingly dominated by fossil fuels, which will still account for over 80% of its energy mix in 2025, illustrating just how far we still have to go towards achieving deep decarbonisation. Finally, the spectacular drop in direct emissions must be put into perspective, as a significant proportion of this improvement is attributable to the reduction in waste management activities in the UK by its subsidiary Thalia, rather than to structural decarbonisation efforts across the group. After examination, we find that the Ferrovial's strategy has a number of deficiencies, including a lack of ambition and credibility. These weaknesses can expose the company and its shareholders to considerable risk. We therefore recommend not supporting this proposal, in order to encourage the company to improve its strategy. A vote against the proposal was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
Approve discharge of the board members	✓	✗

Proposer : Board

It goes against the principle of accountability to approve the actions of the Board and thereby exempt them from any liability. This release of liability is the equivalent of shareholders discharging the Board of any responsibility for its management during the fiscal period, which would prevent shareholders from obtaining any compensation for damages. A vote against the proposal was recorded.

Vote recorded

ITEM 05.01	BOARD	POLICY
Elect Mr. Ignacio Madridejos Fernández	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. No key committee is 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 against the candidate was recorded.

Vote recorded

ITEM 05.02	BOARD	POLICY
Elect Mr. Philip Bowman	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee. He has been on the board for over 10 years. He is the Chairman of another company and sits on a total of more than two boards. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 05.03	BOARD	POLICY
Elect Mr. Juan Manuel Hoyos Martínez	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. No key committee is 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 05.04	BOARD	POLICY
Elect Mr. Gonzalo Pedro Urquijo Fernández De Araoz	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. He is a member of the nominating committee and sits on a board of directors with less than 30% women. Because of his position, we consider him to be responsible for this lack of diversity within the board. The chair of the board is not independent. This situation 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 05.05	BOARD	POLICY
Elect Ms. Elisenda Bou-Balust	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. Because board elections are staggered, this does not allow shareholders to express their opinion on each board member in a yearly vote. No key committee is 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 06	BOARD	POLICY
Performance shares plan for executive directors	✓	✗

Proposer : Board

The proposed share-based compensation plan does not meet all of the policy criteria. This company uses total shareholder return (TSR) as a measure of executive performance in its incentive compensation plans. TSR is readily increased by repurchasing shares. The board asks for the authorization to buyback shares through proposal 10. Thus, executives could receive a bonus simply because of the decrease in the number of shares. A vote against the proposal was recorded.

Vote recorded

ITEM 07	BOARD	POLICY

Conversion from SE to N.V. and amendment of the articles of association	✓	✓

Proposer : Board

The amendments generally clarify the current articles or bylaws and are administrative. The Board of Directors proposes to approve the conversion of Ferrovial's legal form from a Societas Europaea (SE) to a Dutch public limited liability company. This conversion requires an amendment to the company's Articles of Association. However, the changes have been limited to the strict minimum and only reflect the modification of the legal name and the reference to the company's legal form.This proposal does not have a detrimental impact on shareholder interests. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 08.01	BOARD	POLICY
Issue ordinary shares for general purposes	✓	✓

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. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 08.02	BOARD	POLICY
Issue ordinary shares for purposes of scrip dividend	✓	✓

Proposer : Board

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

Vote recorded

ITEM 09.01	BOARD	POLICY

Authorization of the board to limit or to exclude pre-emptive rights for ordinary shares for general purposes	✓	✓

Proposer : Board

It is the Board’s responsibility to make recommendations on the issuance of specific shares or categories of shares, based on a needs analysis and strategic opportunities. The capital issue is acceptable given that it doesn't represent more than 20% of outstanding shares and has a specific timeframe. Please note! Because shareholder won't have pre-emptive rights, their rights will be diluted. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09.02	**BOARD**	**POLICY**
Authorization of the board to limit or to exclude pre-emptive rights for ordinary shares for purposes of scrip dividend	✓	✓

Proposer : Board

It is the Board’s responsibility to make recommendations on the issuance of specific shares or categories of shares, based on a needs analysis and strategic opportunities. The capital issue is acceptable given that it doesn't represent more than 20% of outstanding shares and has a specific timeframe. Please note! Because shareholder won't have pre-emptive rights, their rights will be diluted. This issuance is justified by adequately disclosed business reasons. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 10	**BOARD**	**POLICY**
Authorization of the board to acquire ordinary shares	✓	✗

Proposer : Board

It is the Board of Directors’ responsibility to make recommendations on the buyback of some of its shares or share categories based on an analysis of the company’s needs and strategic opportunities. This company uses total shareholder return (TSR) as a measure of executive performance in its incentive compensation plans. TSR is readily increased by repurchasing shares. Thus, this authorization could artificially inflate the company's total shareholder return and give executives an unearned bonus. A vote against the proposal was recorded.

Vote recorded

ITEM 11	**BOARD**	**POLICY**

Cancellation of ordinary shares | ✓ | ✓

Proposer : Board

It is the Board of Directors' responsibility to make recommendations on the buyback of some of its shares or share categories based on an analysis of the company's needs and strategic opportunities. When a share buyback is associated with a cancellation of those shares, this results in a reduction of the share capital. 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

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Vestas Wind Systems A/S (CPH:VWS)	MEETING DATE 2026-04-08 ,
COUNTRY Denmark	RECORD DATE 2026-04-01
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES K9773J128

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	56300

ITEM	PROPOSAL	BOARD	POLICY
02	Presentation and adoption of annual report	✓	✗
03	Allocation of income	✓	✓
04	Remuneration report	✓	✗
05	Approve directors' remuneration	✓	✓
06.01	Elect Anders Erik Runevad	✓	✗
06.02	Elect Bruno Stéphane Emmanuel Bensasson	✓	✓
06.03	Elect Claudio Facchin	✓	✓
06.04	Elect Eva Merete Soefelde Berneke	✓	✗
06.05	Elect Helle Thorning Schmidt	✓	✓
06.06	Elect Henriette Hallberg Thygesen	✓	✗
06.07	Elect Karl Henrik Sundstrom	✓	✗
06.08	Elect Lena Marie Olving	✓	✓
06.09	Elect Anders Boyersoegaard	✓	✓
07.01	Appoint an auditor	✓	✗
08.01	Reduction of the company's share capital	✓	✓
08.02	Amendment of the name of the region in which the general meeting may be conducted.	✓	✓
08.03	Renewal of the authorisation to acquire treasury share	✓	✓

09	Authorize the chair of the general meeting to register	✓	✓

PROXY ANALYSIS

ITEM 02 | BOARD | POLICY

Presentation and adoption of annual report	✓	✗

Proposer : Board

We observe that less than 75% of the fees paid to the auditing firm that prepared the financial statements were for auditing services. The auditing firm that reviewed them is not independent. A vote against the proposal was recorded.

Vote recorded

ITEM 03 | BOARD | POLICY

Allocation of income	✓	✓

Proposer : Board

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

Vote recorded

ITEM 04 | BOARD | POLICY

Remuneration report	✓	✗

Proposer : Board

A complete analysis of the compensation report shows that it does not meet all of the policy criteria. This company uses earnings per share (EPS) as a measure of executive performance in its incentive compensation plans. EPS is readily increased by repurchasing shares. The board asks for the authorization to buyback shares through proposal 08.03. Thus, executives could receive a bonus simply because of the decrease in the number of shares. The proposal is consistent with the policy. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05

	BOARD	POLICY
Approve directors’ remuneration	✓	✓

Proposer : Board

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

Vote recorded

ITEM 06.01

	BOARD	POLICY
Elect Anders Erik Runevad	✓	✗

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. He is the Chairman of this company and sits on a total of more than two boards. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 06.02

	BOARD	POLICY
Elect Bruno Stéphane Emmanuel Bensasson	✓	✓

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 06.03 BOARD POLICY

Elect Claudio Facchin ✓ ✓

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 06.04 BOARD POLICY

Elect Eva Merete Soefelde Berneke ✓ ✗

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 sits on an Audit Committee that approved auditor fees where more than 25% of the fees were for non-auditing-related services. A vote against the candidate was recorded.

Vote recorded

ITEM 06.05 BOARD POLICY

Elect Helle Thorning Schmidt ✓ ✓

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 06.06 BOARD POLICY

	BOARD	POLICY
Elect Henriette Hallberg Thygesen	✓	✗

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 sits on an Audit Committee that approved auditor fees where more than 25% of the fees were for non-auditing-related services. A vote against the candidate was recorded.

Vote recorded

ITEM 06.07

	BOARD	POLICY
Elect Karl Henrik Sundstrom	✓	✗

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. He sits on an Audit Committee that approved payment to the auditors of an excessive amount (over 25%) of fees not related to auditing. A vote against the candidate was recorded.

Vote recorded

ITEM 06.08

	BOARD	POLICY
Elect Lena Marie Olving	✓	✓

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 06.09 BOARD POLICY

	BOARD	POLICY
Elect Anders Boyersoegaard	✓	✓

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 07.01

	BOARD	POLICY
Appoint an auditor	✓	✗

Proposer : Board

More than 25% of the fees paid to the firm were for services other than financial auditing. The proposal is not consistent with the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 08.01

	BOARD	POLICY
Reduction of the company's share capital	✓	✓

Proposer : Board

It is the Board of Directors' responsibility to make recommendations on the buyback of some of its shares or share categories based on an analysis of the company's needs and strategic opportunities. When a share buyback is associated with a cancellation of those shares, this results in a reduction of the share capital. This is a way of restoring assets to shareholders, when liquidities are greater than investment needs. The pre-emptive rights give shareholders priority to sell part of their shares for repurchase by the company. Shareholders exercising their pre-emptive rights can therefore maintain their participation in the company. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 08.02 BOARD POLICY

	BOARD	POLICY
Amendment of the name of the region in which the general meeting may be conducted.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 08.03

	BOARD	POLICY
Renewal of the authorisation to acquire treasury share	✓	✓

Proposer : Board

It is the Board of Directors' responsibility to make recommendations on the buyback of some of its shares or share categories based on an analysis of the company's needs and strategic opportunities. Repurchased shares will not represent more than 10% of outstanding shares. This buyback has a well-structured timeline and the price is reasonably limited. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09

	BOARD	POLICY
Authorize the chair of the general meeting to register	✓	✓

Proposer : Board

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

Vote recorded

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Hewlett Packard Enterprise Company (NYSE:HPE)	MEETING DATE 2026-04-01 ,
COUNTRY United States	RECORD DATE 2026-02-02
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 42824C109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442100	Genus High Impact Equity Fund	97000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Election: Robert M. Calderoni	✓	✓
01.02	Election: Pamela L. Carter	✓	✗
01.03	Election: Frank A. D'Amelio	✓	✓
01.04	Election: Regina E. Dugan	✓	✓
01.05	Election: Jean M. Hobby	✓	✓
01.06	Election: Raymond J. Lane	✓	✗
01.07	Election: Ann M. Livermore	✓	✗
01.08	Election: Bethany J. Mayer	✓	✓
01.09	Election: Antonio F. Neri	✓	✗
01.10	Election: Charles H. Noski	✓	✗
01.11	Election: Gary M. Reiner	✓	✗
01.12	Election: Patricia F. Russo	✓	✗
02	Ratification of the appointment of Ernst & Young LLP as the independent registered public accounting firm	✓	✓
03	Approval of Amendment No. 5 to the Hewlett Packard Enterprise Company 2021 Stock Incentive Plan toincrease the plan's shares available for issuance	✓	✗
04	Advisory vote to approve the Hewlett Packard Enterprise Company's executive compensation	✓	✗
05	Stockholder proposal entitled: "Report on Discrimination in Charitable Support"	✗	✗

PROXY ANALYSIS

ITEM 01.01

	BOARD	POLICY
Election: Robert M. Calderoni	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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
Election: Pamela L. Carter	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Audit Committee and the Compensation Committee. She has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.03

	BOARD	POLICY
Election: Frank A. D'Amelio	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.04 BOARD POLICY

	BOARD	POLICY
Election: Regina E. Dugan	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.05	BOARD	POLICY
Election: Jean M. Hobby	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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
Election: Raymond J. Lane	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is not deemed independent according to the policy. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY

Election: Ann M. Livermore	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Nomination Committee. She has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08	BOARD	POLICY
Election: Bethany J. Mayer	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 01.09	BOARD	POLICY
Election: Antonio F. Neri	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is 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 against the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY

Election: Charles H. Noski ✓ ✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the policy. The chair of the board is not independent. This situation 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**

Election: Gary M. Reiner ✓ ✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Nomination Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.12 **BOARD** **POLICY**

Election: Patricia F. Russo ✓ ✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. No key committee is exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on the Compensation Committee and the Nomination Committee. She has been on the board for over 10 years. She is the Chairwoman of this company and sits on a total of more than two boards. The number of boards on which he sits is too high and could compromise his ability to adequately serve shareholder interest. A vote against the candidate was recorded.

Vote recorded

ITEM 02 **BOARD** **POLICY**

	BOARD	POLICY
Ratification of the appointment of Ernst & Young LLP as the independent registered public accounting firm	✓	✓

Proposer : Board

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

Vote recorded

ITEM 03

	BOARD	POLICY
Approval of Amendment No. 5 to the Hewlett Packard Enterprise Company 2021 Stock Incentive Plan toincrease the plan's shares available for issuance	✓	✗

Proposer : Board

It is the Board's responsibility to make recommendations on the issuance of specific shares or categories of shares, based on a needs analysis and strategic opportunities. The option plan is intended for directors, among others. A vote against the proposal was recorded.

Vote recorded

ITEM 04

	BOARD	POLICY
Advisory vote to approve the Hewlett Packard Enterprise Company's executive compensation	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. The CEO was paid more than 200 times the average pay of Americans. Large pay disparities contribute to increasingly unequal societies, which are less sustainable, less inclusive, and less productive. This is not good for the company or its stakeholders in the long term. In the event of a change of control, the directors' employment contrat includes accelerated vesting of awards which goes against the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 05 BOARD POLICY

Stockholder proposal entitled: "Report on Discrimination in Charitable Support"

Proposer : Kenneth W Nimmons Rev Trust & Juliette I Nimmons Rev Trust

The issue of diversity, equity, and inclusion is a major social issue. As a result, it is in the best interest of shareholders for companies to disclose information on this matter. The proponent accuses the company of supporting organizations that, according to its view, infringe on freedoms of religion and expression, including the Human Rights Campaign, an organization protecting the rights of members of the LGBTQ+ community. Let's point out that the argumentation that supports the proposal raises serious doubts about the true intentions of the proponent, which may in fact be aimed at thwarting the social practices adopted by the company, rather than improving them. Its argument is, moreover, based on statements on the culture of ification and freedom of expression put forward by politico-religious groups and personalities, known for their opposition to responsible investment and their use of anti-ESG shareholder proposals, including the National Center for Public Policy Research and the National Legal and Policy Center. In this context, we do not believe that support for the proposal is appropriate and that the proposal is in the best interests of shareholders. A vote against the proposal was recorded.

Vote recorded