GENUS Capital Management Pooled Funds

Q2 2026

April 1st – June 30th

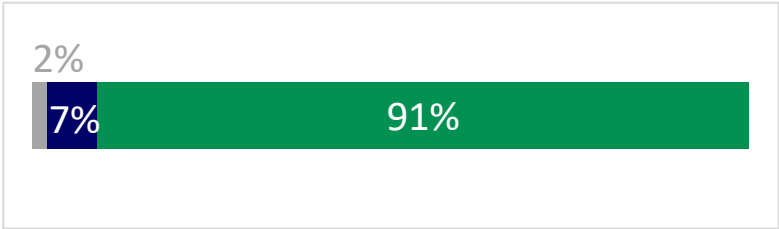
Proxy Voting Report

Proxy Voting Highlights Q2 2026

Meetings

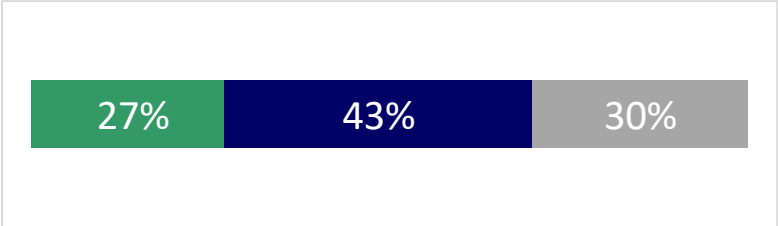
Type

Annual	157
Special	12
Mix	3
Total	172

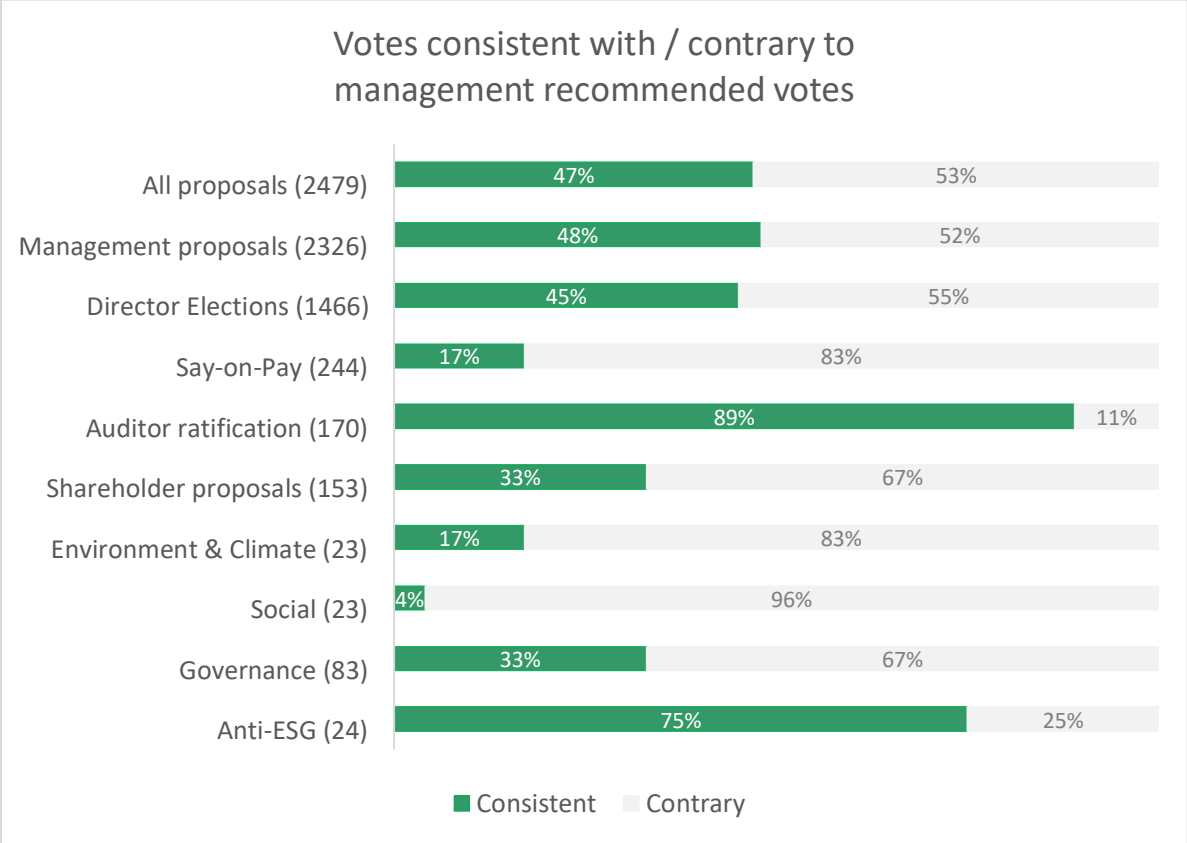


Jurisdiction

Canada	46
United States	75
Other	51
Total	172



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

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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

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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

	BOARD	POLICY
Elect Judy Olian	✓	✗

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

	BOARD	POLICY
Elect Christopher Patusky	✓	✗

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

	BOARD	POLICY
Elect Martine Rothblatt	✓	✗

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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER SCREEN Holdings Co. Ltd (TYO: 7735)	MEETING DATE 2026-06-26 ,
COUNTRY Japan	RECORD DATE 2026-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 349460000

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	12000

ITEM	PROPOSAL	BOARD	POLICY
01	Approve Appropriation of Surplus	✓	✓
02.01	Elect Hiroe, Toshio	✓	✗
02.02	Elect Goto, Masato	✓	✗
02.03	Elect Kondo, Yoichi	✓	✗
02.04	Elect Ishikawa, Yoshihisa	✓	✗
02.05	Elect Okudaira, Hiroko	✓	✓
02.06	Elect Narahara, Seiji	✓	✓
02.07	Elect Sato, Fumikazu	✓	✓
02.08	Elect Kawahashi, Nobuo	✓	✓
03	Appoint a Corporate Auditor Miyagawa, Akihiko	✓	✗
04	Appoint a Substitute Corporate Auditor Ito, Tomoyuki	✓	✓

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 Hiroe, Toshio ✓ ✗

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 Goto, Masato ✓ ✗

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 Kondo, Yoichi ✓ ✗

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 Ishikawa, Yoshihisa	✓	✗

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 Okudaira, Hiroko	✓	✓

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 Narahara, Seiji	✓	✓

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 Sato, Fumikazu	✓	✓

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 Kawahashi, Nobuo	✓	✓

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 Miyagawa, Akihiko	✓	✗

Proposer : Board

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

Vote recorded

ITEM 04	BOARD	POLICY
Appoint a Substitute Corporate Auditor Ito, Tomoyuki	✓	✓

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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

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

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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
000442010	Genus Canglobe Equity fund	23300
000442029	Genus Fossil Free CanGlobe Equity fund	25200

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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER BOC Hong Kong (Holdings) Ltd (2388)	MEETING DATE 2026-06-25 ,
COUNTRY Hong-Kong	RECORD DATE 2026-06-18
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES Y0920U103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	715500

ITEM	PROPOSAL	BOARD	POLICY
01	To receive the audited financial statements and the reports of the directors and of the auditor of the company for the year ended 31 December 2025	✓	✓
02	To declare a final dividend of HKD 1.255 per share for the year ended 31 December 2025	✓	✓
03.01	To re-elect Mr Ge Haijiao as a director of the company	✓	✗
03.02	To re-elect Mr Sun Yu as a director of the company	✓	✗
03.03	To re-elect Mr Cai Zhao as a director of the company	✓	✗
03.04	To re-elect Prof Lee Sunny Wai Kwong as a director of the company	✓	✗
03.05	To re-elect Mr Liao Cheung Kong Martin as a director of the company	✓	✗
04	To re-appoint Ernst and Young as auditor of the company and authorise the board of directors or a duly authorised committee of the board to determine the remuneration of the auditor	✓	✓
05	To grant a general mandate to the board of directors to allot, issue and deal with additional shares in the company, not exceeding 10%	✓	✓
06	To grant a general mandate to the board of directors to buy back shares in the company, not exceeding 10% of the total number of shares of the company in issue (excluding treasury shares, if any) as at the date of passing this resolution	✓	✓
07	To confirm, approve and ratify the continuing connected transactions and the new caps, as defined and described in the circular dated 21 January 2026 to the shareholders of the company	✓	✓

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To receive the audited financial statements and the reports of the directors and of the auditor of the company for the year ended 31 December 2025	✓	✓

Proposer : Board

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

Vote recorded

ITEM 02	BOARD	POLICY
To declare a final dividend of HKD 1.255 per share for the year ended 31 December 2025	✓	✓

Proposer : Board

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

Vote recorded

ITEM 03.01	BOARD	POLICY
To re-elect Mr Ge Haijiao as a director of the company	✓	✗

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 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 03.02	BOARD	POLICY
To re-elect Mr Sun Yu as a director of the company	✓	✗

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 03.03

	BOARD	POLICY
To re-elect Mr Cai Zhao as a director of the company	✓	✗

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 an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 03.04

	BOARD	POLICY
To re-elect Prof Lee Sunny Wai Kwong as a director of the company	✓	✗

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. A vote against the candidate was recorded.

Vote recorded

ITEM 03.05

	BOARD	POLICY
To re-elect Mr Liao Cheung Kong Martin as a director of the company	✓	✗

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. A vote against the candidate was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
To re-appoint Ernst and Young as auditor of the company and authorise the board of directors or a duly authorised committee of the board to determine the remuneration of the auditor	✓	✓

Proposer : Board

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

Vote recorded

ITEM 05	BOARD	POLICY
To grant a general mandate to the board of directors to allot, issue and deal with additional shares in the company, not exceeding 10%	✓	✓

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 06	BOARD	POLICY
To grant a general mandate to the board of directors to buy back shares in the company, not exceeding 10% of the total number of shares of the company in issue (excluding treasury shares, if any) as at the date of passing this resolution	✓	✓

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 share price cannot be reduced by more than 10%. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07	BOARD	POLICY
To confirm, approve and ratify the continuing connected transactions and the new caps, as defined and described in the circular dated 21 January 2026 to the shareholders of the company	✓	✓

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. A vote in favour of the proposal was recorded.

Vote recorded

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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
000442045	Genus Dividend Fund	21500

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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Mitsubishi Electric Corporation (MIELF)	MEETING DATE 2026-06-24 ,
COUNTRY Japan	RECORD DATE 2026-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES J43873116

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442029	Genus Fossil Free CanGlobe Equity fund	81900

ITEM	PROPOSAL	BOARD	POLICY
01	To modify the articles of association and bylaws.	✓	✓
02.01	Elect Tatsuro Kosaka	✓	✗
02.02	Elect Hiroyuki Yanagi	✓	✗
02.03	Elect Masako Egawa	✓	✗
02.04	Elect Haruka Matsuyama	✓	✓
02.05	Elect Kunihito Minakawa	✓	✓
02.06	Elect Peter D. Pedersen	✓	✓
02.07	Elect Mieko Nakabayashi	✓	✓
02.08	Elect Kei Uruma	✓	✗
02.09	Elect Atsuhiro Yabu	✓	✗
02.10	Elect Noriyuki Takazawa	✓	✗
02.11	Elect Kenichiro Fujimoto	✓	✗

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To modify the articles of association and bylaws.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 02.01 BOARD POLICY

Elect Tatsuro Kosaka ✓ ✗

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. 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 02.02 BOARD POLICY

Elect Hiroyuki Yanagi ✓ ✗

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. 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 02.03 BOARD POLICY

Elect Masako Egawa ✓ ✗

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 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 02.04	BOARD	POLICY
Elect Haruka Matsuyama	✓	✓

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 02.05	BOARD	POLICY
Elect Kunihito Minakawa	✓	✓

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 02.06	BOARD	POLICY
Elect Peter D. Pedersen	✓	✓

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 02.07	BOARD	POLICY
Elect Mieko Nakabayashi	✓	✓

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 02.08	BOARD	POLICY
Elect Kei Uruma	✓	✗

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 the Nomination Committee. He is currently the chief executive officer of the firm. 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 02.09	BOARD	POLICY
Elect Atsuhiro Yabu	✓	✗

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 the Audit Committee. He is a former executive of the company. A

vote against the candidate was recorded.

Vote recorded

ITEM 02.10 BOARD POLICY

Elect Noriyuki Takazawa ✓ ✗

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 an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02.11 BOARD POLICY

Elect Kenichiro Fujimoto ✓ ✗

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

Vote recorded

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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

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

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

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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
000442088	Genus Global Alpha fund	21300
000442100	Genus High Impact Equity Fund	41700
000442029	Genus Fossil Free CanGlobe Equity fund	47500
000442010	Genus Canglobe Equity fund	48200

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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Nomura Holdings Inc. (8604)	MEETING DATE 2026-06-23 ,
COUNTRY Japan	RECORD DATE 2026-03-31
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 65535H208/ J5893B104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	210900

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Elect Nagai, Koji	✓	✗
01.02	Elect Okuda, Kentaro	✓	✗
01.03	Elect Nakajima, Yutaka	✓	✗
01.04	Elect Ogawa, Shoji	✓	✗
01.05	Elect Victor Chu	✓	✗
01.06	Elect Patricia Mosser	✓	✓
01.07	Elect Takahara, Takahisa	✓	✗
01.08	Elect Ishiguro, Miyuki	✓	✓
01.09	Elect Ishizuka, Masahiro	✓	✓
01.10	Elect Oshima, Taku	✓	✗
01.11	Elect Nellie Liang	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Elect Nagai, Koji	✓	✗

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 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 Okuda, Kentaro ✓ ✗

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 01.03 BOARD POLICY

Elect Nakajima, Yutaka ✓ ✗

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 an executive of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 01.04 BOARD POLICY

Elect Ogawa, Shoji ✓ ✗

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 company, sits on this committee. He is currently an executive of the firm. 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 01.05	BOARD	POLICY
Elect Victor Chu	✓	✗

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. 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 01.06	BOARD	POLICY
Elect Patricia Mosser	✓	✓

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 01.07	BOARD	POLICY
Elect Takahara, Takahisa	✓	✗

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. 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. 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 Ishiguro, Miyuki	✓	✓

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 01.09	BOARD	POLICY
Elect Ishizuka, Masahiro	✓	✓

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 01.10	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. 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. 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 **01.11**	BOARD	POLICY
Elect Nellie Liang	✓	✗

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. 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

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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
000442045	Genus Dividend Fund	212400
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

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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
000442045	Genus Dividend Fund	212400
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

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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

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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
000442029	Genus Fossil Free CanGlobe Equity fund	185000
000442045	Genus Dividend Fund	196400

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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Poste Italiane SpA (BIT: PST)	MEETING DATE 2026-06-18 ,
COUNTRY Italy	RECORD DATE 2026-06-09
MEETING LOCATION	
MEETING TYPE Extraordinary	SECURITIES T7S697106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	124800

ITEM	PROPOSAL	BOARD	POLICY
01	Proposal to grant the board of directors, pursuant to Article 2443 of the civil code, the authority, to be exercised by December 31, 2026, to increase the share capital one or more times, in divisible form, with exclusion of pre-emptive rights pursuant to Article 2441, fourth paragraph, first sentence, of the civil code, to be paid up through contribution in kind, in connection with a voluntary public offer by Poste Italiane S.p.A. concerning all the shares of Telecom Italia S.p.A.; consequent amendment of Article 5 of the articles of association; related and consequent resolutions	✓	✓

PROXY ANALYSIS

ITEM **01**	BOARD	POLICY
Proposal to grant the board of directors, pursuant to Article 2443 of the civil code, the authority, to be exercised by December 31, 2026, to increase the share capital one or more times, in divisible form, with exclusion of pre-emptive rights pursuant to Article 2441, fourth paragraph, first sentence, of the civil code, to be paid up through contribution in kind, in connection with a voluntary public offer by Poste Italiane S.p.A. concerning all the shares of Telecom Italia S.p.A.; consequent amendment of Article 5 of the articles of association; related and consequent resolutions	✓	✓

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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Poste Italiane SpA (BIT: PST)	MEETING DATE 2026-06-18 ,
COUNTRY Italy	RECORD DATE 2026-06-09
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES T7S697106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	124800

ITEM	PROPOSAL	BOARD	POLICY
01	Authorization for the purchase and disposal of own shares, subject to the revocation of the authorization granted by the ordinary shareholders' meeting of May 30, 2025, for the part not yet executed. Related and consequent resolutions.	✓	✓

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Authorization for the purchase and disposal of own shares, subject to the revocation of the authorization granted by the ordinary shareholders' meeting of May 30, 2025, for the part not yet executed. Related and consequent resolutions.	✓	✓

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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Tesco PLC (TSCO)	MEETING DATE 2026-06-18 ,
COUNTRY United Kingdom	RECORD DATE 2026-05-26
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES G87621101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	363000

ITEM	PROPOSAL	BOARD	POLICY
01	To receive the report and accounts	✓	✓
02	To approve the directors' remuneration report	✓	✗
03	To declare a final dividend	✓	✓
04	To re-elect Melissa Bethell as a director	✓	✓
05	To re-elect Bertrand Bodson as a director	✓	✓
06	To re-elect Carolyn Fairbairn as a director	✓	✓
07	To re-elect Thierry Garnier as a director	✓	✓
08	To re-elect Stewart Gilliland as a director	✓	✓
09	To re-elect Chris Kennedy as a director	✓	✓
10	To re-elect Gerry Murphy as a director	✓	✓
11	To re-elect Ken Murphy as a director	✓	✓
12	To re-elect Imran Nawaz as a director	✓	✓
13	To re-elect Caroline Silver as a director	✓	✗
14	To re-elect Karen Whitworth as a director	✓	✓
15	To reappoint the auditor	✓	✓
16	To authorise the Audit Committee to set the auditor's remuneration	✓	✓
17	To authorise political donations by the Company and its subsidiaries	✓	✗

18	To authorise the directors to allot shares	✓	✗
19	To authorise the directors to disapply pre-emption rights	✓	✓
20	To authorise the directors to disapply pre-emption rights for acquisitions and other capital investment	✓	✗
21	To authorise the Company to purchase its own shares	✓	✗
22	To authorise a 14-day notice period for general meetings	✓	✗

PROXY ANALYSIS

ITEM 01

	BOARD	POLICY
To receive the report and accounts	✓	✓

Proposer : Board

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

Vote recorded

ITEM 02

	BOARD	POLICY
To approve the directors' 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 21. Thus, executives could receive a bonus simply because of the decrease in the number of shares. A vote against the proposal was recorded.

Vote recorded

ITEM 03 BOARD POLICY

To declare a final 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 04	**BOARD**	**POLICY**
To re-elect Melissa Bethell as a director	✓	✓

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 05	**BOARD**	**POLICY**
To re-elect Bertrand Bodson as a director	✓	✓

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	**BOARD**	**POLICY**

To re-elect Carolyn Fairbairn as a director

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 07 **BOARD** **POLICY**

To re-elect Thierry Garnier as a director

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 08 **BOARD** **POLICY**

To re-elect Stewart Gilliland as a director

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 09 **BOARD** **POLICY**

To re-elect Chris Kennedy as a director	✓	✓

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 10	BOARD	POLICY
To re-elect Gerry Murphy as a director	✓	✓

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 11	BOARD	POLICY
To re-elect Ken Murphy as a director	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members. This nominee is not deemed independent according to the company. He is currently the chief executive officer of the firm. There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 12	BOARD	POLICY

To re-elect Imran Nawaz as a director	✓	✓

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

Vote recorded

ITEM 13	BOARD	POLICY
To re-elect Caroline Silver as a director	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members. This nominee is deemed independent according to the policy. She is the Chair of Barratt Redrow 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 14	BOARD	POLICY
To re-elect Karen Whitworth as a director	✓	✓

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 15	BOARD	POLICY

To reappoint the auditor	✓	✓

Proposer : Board

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

Vote recorded

ITEM 16	BOARD	POLICY
To authorise the Audit Committee to set the auditor's remuneration	✓	✓

Proposer : Board

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

Vote recorded

ITEM 17	BOARD	POLICY
To authorise political donations by the Company and its subsidiaries	✓	✗

Proposer : Board

Charitable donations could promote executive's interest and not those of the company and other stakeholders. Companies should not influence the democratic process through financial contributions. These donations also mean that less funding is available to develop company projects. A vote against the proposal was recorded.

Vote recorded

ITEM 18	BOARD	POLICY
To authorise the directors to allot shares	✓	✗

Proposer : Board

It is the Board's responsibility to make recommendations on the issuance of specific shares or categories of shares, based on a needs analysis and strategic opportunities. This issuance of special-purpose shares is greater than 50% of the shares. A vote against the proposal was recorded.

Vote recorded

ITEM 19	BOARD	POLICY
To authorise the directors to disapply pre-emption rights	✓	✓

Proposer : Board

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

Vote recorded

ITEM 20	BOARD	POLICY
To authorise the directors to disapply pre-emption rights for acquisitions and other capital investment	✓	✗

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 issuance of capital in order to make a private investment is unacceptable, given the fact that the issuance represents more than 20% of the outstanding shares. A vote against the proposal was recorded.

Vote recorded

ITEM 21	BOARD	POLICY
To authorise the Company to purchase its own shares	✓	✗

Proposer : Board

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

Vote recorded

ITEM 22	BOARD	POLICY
To authorise a 14-day notice period for general meetings	✓	✗

Proposer : Board

This proposal requests the authorization to maintain 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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Williams-Sonoma inc. (NYSE: WSM)	MEETING DATE 2026-06-18 ,
COUNTRY United States	RECORD DATE 2026-04-21
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 969904101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442029	Genus Fossil Free CanGlobe Equity fund	7400

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Laura Alber	✓	✓
01.02	Elect Esi Eggleston Bracey	✓	✓
01.03	Elect Andrew Campion	✓	✓
01.04	Elect Scott Dahnke	✓	✓
01.05	Elect Anne Finucane	✓	✓
01.06	Elect Arianna Huffi ngton	✓	✓
01.07	Elect William Ready	✓	✗
01.08	Elect Frits van Paasschen	✓	✓
02	Say on pay	✓	✗
03	Appoint auditor : Deloitte & Touche LLP	✓	✓

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Laura Alber	✓	✓

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. She 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 01.02 BOARD POLICY

Elect Esi Eggleston Bracey ✓ ✓

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 Andrew Campion ✓ ✓

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 Scott Dahnke ✓ ✓

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 01.05 BOARD POLICY

Elect Anne Finucane	✓	✓

Proposer : Board

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

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Arianna Huffi ngton	✓	✓

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 01.07	BOARD	POLICY
Elect William Ready	✓	✗

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 CEO of Pinterest and sits on the Compensation Committee, which goes against 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 Frits van Paasschen	✓	✓

Proposer : Board

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

Vote recorded

ITEM 02	BOARD	POLICY
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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Vertiv Holdings Co (NYSE: VRT)	MEETING DATE 2026-06-17 ,
COUNTRY United States	RECORD DATE 2026-04-20
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 92537N108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442029	Genus Fossil Free CanGlobe Equity fund	17800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect David M. Cote	✓	✗
01.02	Elect Giordano Albertazzi	✓	✓
01.03	Elect Joseph J. DeAngelo	✓	✗
01.04	Elect Joseph van Dokkum	✓	✗
01.05	Elect Roger Fradin	✓	✗
01.06	Elect Jakki L. Haussler	✓	✗
01.07	Elect Jacob Kotzubei	✓	✓
01.08	Elect Matthew Louie	✓	✗
01.09	Elect Krishna Mikkilineni	✓	✓
01.10	Elect Edward L. Monser	✓	✗
01.11	Elect Steven S. Reinemund	✓	✗
02	Say on pay.	✓	✗
03	Appoint auditor : Ernst & Young LLP	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect David M. Cote	✓	✗

Proposer : Board

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

Proposer : Board

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

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 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 Joseph van Dokkum	✓	✗

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 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 01.05	**BOARD**	**POLICY**
Elect Roger Fradin	✓	✗

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 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 01.06	**BOARD**	**POLICY**
Elect Jakki L. Haussler	✓	✗

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 01.07	BOARD	POLICY
Elect Jacob Kotzubei	✓	✓

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 01.08	BOARD	POLICY
Elect Matthew Louie	✓	✗

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 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 Krishna Mikkilineni	✓	✓

Proposer : Board

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

of the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Edward L. Monser	✓	✗

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 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 01.11	BOARD	POLICY
Elect Steven S. Reinemund	✓	✗

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 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. The policy is opposed to the use of share-option-based compensation plans for directors. The CEO was paid more than 200 times the average pay of Americans workers. 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 : Ernst & Young LLP	✓	✗

Proposer : Board

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

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER eBay Inc. (EBAY)	MEETING DATE 2026-06-17 ,
COUNTRY United States	RECORD DATE 2026-04-20
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 278642103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	21400
000442010	Genus Canglobe Equity fund	22300
000442029	Genus Fossil Free CanGlobe Equity fund	23200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Adriane M. Brown	✓	✗
01.02	Elect Aparna Chennapragada	✓	✓
01.03	Elect E. Carol Hayles	✓	✗
01.04	Elect Jamie Iannone	✓	✓
01.05	Elect Shripriya Mahesh	✓	✓
01.06	Elect William D. Nash	✓	✓
01.07	Elect Paul S. Pressler	✓	✗
01.08	Elect Zane C. Rowe	✓	✓
01.09	Elect Brian H. Sharples	✓	✗
01.10	Elect Mohak Shroff	✓	✓
01.11	Elect Perry M. Traquina	✓	✗
02	Ratification of appointment of independent auditors PwC.	✓	✓
03	Advisory vote to approve named executive officer compensation.	✓	✗
04	Special stockholder meeting threshold, if properly presented.	✗	✓

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Adriane M. Brown	✓	✗

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 Audit 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
Elect Aparna Chennapragada	✓	✓

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 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 E. Carol Hayles	✓	✗

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 Audit 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 Jamie Iannone	✓	✓

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 Audit 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 01.05	BOARD	POLICY
Elect Shripriya Mahesh	✓	✓

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 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 William D. Nash	✓	✓

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 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 01.07	BOARD	POLICY

Elect Paul S. Pressler

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 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. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08 BOARD POLICY

Elect Zane C. Rowe

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 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 01.09 BOARD POLICY

Elect Brian H. Sharples

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 Audit Committee are not exclusively made up of independent members. This nominee is deemed independent according to the 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 01.10 BOARD POLICY

Elect Mohak Shroff	✓	✓

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 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 01.11	BOARD	POLICY
Elect Perry M. Traquina	✓	✗

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 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 02	BOARD	POLICY
Ratification of appointment of independent auditors PwC.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 03	BOARD	POLICY

Advisory vote to approve named executive officer compensation.	✓	✗

Proposer : Board

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

Vote recorded

ITEM 04	BOARD	POLICY
Special stockholder meeting threshold, if properly presented.	✗	✓

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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Expedia Group Inc. (NASDAQ:EXPE)	MEETING DATE 2026-06-17 ,
COUNTRY United States	RECORD DATE 2026-04-20
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 30212P303

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	8900
000442029	Genus Fossil Free CanGlobe Equity fund	9300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Beverly Anderson	✓	✓
01.02	Elect M. Moina Banerjee	✓	✓
01.03	Elect Chelsea Clinton	✓	✗
01.04	Elect Barry Diller	✓	✗
01.05	Elect Henrique Dubugras	✓	✓
01.06	Elect Ariane Gorin	✓	✗
01.07	Elect Craig Jacobson	✓	✗
01.08	Elect Dara Khosrowshahi	✓	✗
01.09	Elect Patricia Menendez Cambo	✓	✓
01.10	Elect Alex von Furstenberg	✓	✗
01.11	Elect Alexandr Wang	✓	✓
02	Approval, on an advisory basis, of the compensation of Expedia Group's named executive officers.	✓	✗
03	Ratification of appointment of Ernst & Young LLP as Expedia Group's independent registered public accounting firm for the year ending December 31, 2026.	✓	✓

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Beverly Anderson	✓	✓

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 M. Moina Banerjee	✓	✓

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 Chelsea Clinton	✓	✗

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 01.04	BOARD	POLICY
Elect Barry Diller	✓	✗

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 an executive of the firm. This nominee is both CEO and Chairman. However, the financial performance of the company is deemed satisfactory. 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 01.05	BOARD	POLICY
Elect Henrique Dubugras	✓	✓

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
Elect Ariane Gorin	✓	✗

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 currently the chief executive officer of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect Craig Jacobson	✓	✗

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 Dara Khosrowshahi	✓	✗

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 has other significant types of economic relationships with one of the company's clients, suppliers or consultants. 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 **01.09**	BOARD	POLICY
Elect Patricia Menendez Cambo	✓	✓

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 Alex von Furstenberg	✓	✗

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. A vote against the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
Elect Alexandr Wang	✓	✓

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
Approval, on an advisory basis, of the compensation of Expedia Group's named executive officers.	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. In the event of a change of control, the executive's employment contract includes severance pay that is not linked to the loss of his or her position. A vote against the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
Ratification of appointment of Ernst & Young LLP as Expedia Group's 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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Shopify Inc. (TSE:SHOP)	MEETING DATE 2026-06-16 ,
COUNTRY Canada	RECORD DATE 2026-04-20
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 82509L107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	11100

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Tobias Lutke	✓	✗
01.02	Elect Joseph Natale	✓	✗
01.03	Elect Lulu Cheng Meservey	✓	✓
01.04	Elect Jeanne DeWitt Grosser	✓	✓
01.05	Elect David Heinemeier Hansson	✓	✓
01.06	Elect Jeremy Levine	✓	✗
01.07	Elect Prashanth Mahendra-Rajah	✓	✓
01.08	Elect Kevin Scott	✓	✓
01.09	Elect Toby Shannan	✓	✓
01.10	Elect Fidji Simo	✓	✓
02	Auditor Proposal Resolution approving the reappointment of PricewaterhouseCoopers LLP.	✓	✓
03	Non-binding Advisory Vote on Executive Compensation	✓	✗
04	Shareholder proposal requesting that the board of directors adopt a policy regarding the company's responsible use of artificial intelligence (AI) in the course of its business, including a commitment to comply with internationally recognized standards and to respect human rights.	✗	✓

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Tobias Lutke	✓	✗

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 is 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 Joseph Natale	✓	✗

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 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
Elect Lulu Cheng Meservey	✓	✓

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 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 01.04	BOARD	POLICY
Elect Jeanne DeWitt Grosser	✓	✓

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 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 01.05	BOARD	POLICY
Elect David Heinemeier Hansson	✓	✓

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 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
Elect Jeremy Levine	✓	✗

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 is 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. 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 Prashanth Mahendra-Rajah	✓	✓

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 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
Elect Kevin Scott	✓	✓

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 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 01.09

	BOARD	POLICY
Elect Toby Shannan	✓	✓

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 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 01.10

	BOARD	POLICY
Elect Fidji Simo	✓	✓

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 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	BOARD	POLICY
Auditor Proposal Resolution approving the reappointment of 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
Non-binding 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
Shareholder proposal requesting that the board of directors adopt a policy regarding the company's responsible use of artificial intelligence (AI) in the course of its business, including a commitment to comply with internationally recognized standards and to respect human rights.	✗	✓

Proposer : SHARE

Statement of conflict of interest: The GIR advises you that it has a business relationship with the proponent, but that it does not impair its judgment and ability to apply the policy criteria. If you have any questions, please do not hesitate to contact us. Generative AI offers significant benefits, but its advancements also pose major risks, including a disruption of the way work is organized and the labor market, a decline in job quality and worker autonomy, an exacerbation of the problem

of misinformation, the perpetuation of discrimination as well as the facilitation of cybercrime. Leading figures in the AI sector emphasize companies' responsibility for AI safety and stress the urgent need for legislation to ensure that humanity can reap the benefits of today's AI while protecting itself from its dangers. The United Nations has echoed this call, expressing concern for human rights. The European Union adopted a law to frame AI systems, which aims to foster innovation while limiting risks. Elsewhere, regulators are starting to look into the ethical use of AI. In the case of Shopify, the proponent highlights the pervasiveness of AI in its operations and its commitment to investing in the expansion of AI capabilities available in its products, particularly through the ongoing deployment and improvement of existing machine learning and AI technologies. Given the negative impacts that generative AI systems can have on human rights and the risks of misinformation, malicious manipulation, and erroneous automated transactions that interactive AI may perpetuate, the proposer believes it is necessary for Shopify to have a policy on the responsible use of AI, adding that without sufficient safeguards, its deployment could create unforeseen risks for merchants and other stakeholders or exacerbate existing ones, thereby increasing Shopify's exposure to risk. It also notes that responsible AI policies are becoming more widespread in the industry, citing eBay as an example. The board argues that this policy is unnecessary, since Shopify has contracts and terms of service that include clear safeguards regarding AI. However, this statement does not provide shareholders with insight into the company's management of AI-related risks, the principles underlying its deployment, or its governance controls. This does not guarantee them that Shopify uses AI responsibly. The board also states that they have a deep understanding of AI and are developing it responsibly—based on its real-world use, not on a policy document that is disconnected from our practices, but there is nothing to back up this claim, not to mention that the policy is reportedly established by Shopify. The proponent simply requests that it addresses the responsible use of AI and include a commitment to align with internationally recognized standards and respect human rights, which seems reasonable and consistent with best practices in corporate social responsibility. It is important to note that, according to the United Nations Guiding Principles on Business and Human Rights, companies are required to implement a due diligence process to identify, assess, prevent, and effectively mitigate actual and potential adverse impacts on human rights that they may cause or contribute to through their activities, services, and products. However, Shopify does not have a formal human rights policy, and the World Benchmarking Alliance gives it a score of only 12.5 out of 100 for the human rights category in the Social Benchmark, having found no information indicating that it has a due diligence process on this matter. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Shopify Inc. (TSE:SHOP)	MEETING DATE 2026-06-16 ,
COUNTRY Canada	RECORD DATE 2026-04-20
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 82509L107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	11100

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Tobias Lutke	✓	✗
01.02	Elect Joseph Natale	✓	✗
01.03	Elect Lulu Cheng Meservey	✓	✓
01.04	Elect Jeanne DeWitt Grosser	✓	✓
01.05	Elect David Heinemeier Hansson	✓	✓
01.06	Elect Jeremy Levine	✓	✗
01.07	Elect Prashanth Mahendra-Rajah	✓	✓
01.08	Elect Kevin Scott	✓	✓
01.09	Elect Toby Shannan	✓	✓
01.10	Elect Fidji Simo	✓	✓
02	Auditor Proposal Resolution approving the reappointment of PricewaterhouseCoopers LLP.	✓	✓
03	Non-binding Advisory Vote on Executive Compensation	✓	✗
04	Shareholder proposal requesting that the board of directors adopt a policy regarding the company's responsible use of artificial intelligence (AI) in the course of its business, including a commitment to comply with internationally recognized standards and to respect human rights.	✗	✓

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Tobias Lutke	✓	✗

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 is 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 Joseph Natale	✓	✗

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 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
Elect Lulu Cheng Meservey	✓	✓

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 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 01.04	BOARD	POLICY
Elect Jeanne DeWitt Grosser	✓	✓

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 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 01.05	BOARD	POLICY
Elect David Heinemeier Hansson	✓	✓

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 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
Elect Jeremy Levine	✓	✗

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 is 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. 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 Prashanth Mahendra-Rajah	✓	✓

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 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
Elect Kevin Scott	✓	✓

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 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 01.09	BOARD	POLICY
Elect Toby Shannan	✓	✓

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 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 01.10	BOARD	POLICY
Elect Fidji Simo	✓	✓

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 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	BOARD	POLICY
Auditor Proposal Resolution approving the reappointment of 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
Non-binding 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
Shareholder proposal requesting that the board of directors adopt a policy regarding the company's responsible use of artificial intelligence (AI) in the course of its business, including a commitment to comply with internationally recognized standards and to respect human rights.	✗	✓

Proposer : SHARE

Statement of conflict of interest: The GIR advises you that it has a business relationship with the proponent, but that it does not impair its judgment and ability to apply the policy criteria. If you have any questions, please do not hesitate to contact us. Generative AI offers significant benefits, but its advancements also pose major risks, including a disruption of the way work is organized and the labor market, a decline in job quality and worker autonomy, an exacerbation of the problem

of misinformation, the perpetuation of discrimination as well as the facilitation of cybercrime. Leading figures in the AI sector emphasize companies' responsibility for AI safety and stress the urgent need for legislation to ensure that humanity can reap the benefits of today's AI while protecting itself from its dangers. The United Nations has echoed this call, expressing concern for human rights. The European Union adopted a law to frame AI systems, which aims to foster innovation while limiting risks. Elsewhere, regulators are starting to look into the ethical use of AI. In the case of Shopify, the proponent highlights the pervasiveness of AI in its operations and its commitment to investing in the expansion of AI capabilities available in its products, particularly through the ongoing deployment and improvement of existing machine learning and AI technologies. Given the negative impacts that generative AI systems can have on human rights and the risks of misinformation, malicious manipulation, and erroneous automated transactions that interactive AI may perpetuate, the proposer believes it is necessary for Shopify to have a policy on the responsible use of AI, adding that without sufficient safeguards, its deployment could create unforeseen risks for merchants and other stakeholders or exacerbate existing ones, thereby increasing Shopify's exposure to risk. It also notes that responsible AI policies are becoming more widespread in the industry, citing eBay as an example. The board argues that this policy is unnecessary, since Shopify has contracts and terms of service that include clear safeguards regarding AI. However, this statement does not provide shareholders with insight into the company's management of AI-related risks, the principles underlying its deployment, or its governance controls. This does not guarantee them that Shopify uses AI responsibly. The board also states that they have a deep understanding of AI and are developing it responsibly—based on its real-world use, not on a policy document that is disconnected from our practices, but there is nothing to back up this claim, not to mention that the policy is reportedly established by Shopify. The proponent simply requests that it addresses the responsible use of AI and include a commitment to align with internationally recognized standards and respect human rights, which seems reasonable and consistent with best practices in corporate social responsibility. It is important to note that, according to the United Nations Guiding Principles on Business and Human Rights, companies are required to implement a due diligence process to identify, assess, prevent, and effectively mitigate actual and potential adverse impacts on human rights that they may cause or contribute to through their activities, services, and products. However, Shopify does not have a formal human rights policy, and the World Benchmarking Alliance gives it a score of only 12.5 out of 100 for the human rights category in the Social Benchmark, having found no information indicating that it has a due diligence process on this matter. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER CES Energy Solutions Corporation (TSE:CEU)	MEETING DATE 2026-06-15 ,
COUNTRY Canada	RECORD DATE 2026-05-01
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 15713J104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	82800

ITEM	PROPOSAL	BOARD	POLICY
01	To fix the number of Directors at eight (8).	✓	✗
02.01	Elect: Mr. Spencer D. Armour, III	✓	✗
02.02	Elect: Ms. Stella Cosby	✓	✗
02.03	Elect: Mr. Ian D. Hardacre	✓	✗
02.04	Elect: Mr. John M. Hooks	✓	✗
02.05	Elect: Mr. Kyle D. Kitagawa	✓	✗
02.06	Elect: Ms. Theresa Roessel	✓	✓
02.07	Elect: Mr. Edwin (Joseph) Wright	✓	✗
02.08	Elect: Mr. Kenneth E. Zinger	✓	✗
03	To consider, and if thought fit, pass an ordinary resolution approving unallocated restricted share units('RSUs")	✓	✗
04	Appointment of Deloitte LLP as Auditors of the Corporation for the ensuing year and authorizing the directorsto fix their remuneration.	✓	✗

PROXY ANALYSIS

ITEM **01**	BOARD	POLICY
To fix the number of Directors at eight (8).	✓	✗

Proposer : Board

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 02.01	BOARD	POLICY
Elect: Mr. Spencer D. Armour, 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. 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 02.02	BOARD	POLICY
Elect: Ms. Stella Cosby	✓	✗

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 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 02.03	BOARD	POLICY
Elect: Mr. Ian D. Hardacre	✓	✗

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 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 02.04	BOARD	POLICY
Elect: Mr. John M. Hooks	✓	✗

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 02.05	BOARD	POLICY
Elect: Mr. Kyle D. Kitagawa	✓	✗

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. This nominee, who is not independent, is also Chairman, which goes against 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 02.06	BOARD	POLICY

Elect: Ms. Theresa Roessel	✓	✓

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 02.07	**BOARD**	**POLICY**
Elect: Mr. Edwin (Joseph) 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. 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 02.08	**BOARD**	**POLICY**
Elect: Mr. Kenneth E. Zinger	✓	✗

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 03	**BOARD**	**POLICY**

To consider, and if thought fit, pass an ordinary resolution approving unallocated restricted share units('RSUs")

Proposer : Board

The proposed share-based compensation plan does not meet all of the policy criteria. The burning rate is over 2% of outstanding shares. A vote against the proposal was recorded.

Vote recorded

ITEM 04

BOARD	POLICY

Appointment of Deloitte LLP as Auditors of the Corporation for the ensuing year and authorizing the directorsto fix their remuneration.

Proposer : Board

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

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Monolithic Power Systems Inc. (NASDAQ: MPWR)	MEETING DATE 2026-06-11 ,
COUNTRY United States	RECORD DATE 2026-04-15
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 609839105

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	700
000442010	Genus Canglobe Equity fund	1800
000442029	Genus Fossil Free CanGlobe Equity fund	1900

ITEM	PROPOSAL	BOARD	POLICY
01.01	Election of Director: Victor K. Lee	✓	✗
01.02	Election of Director: Jeff Zhou	✓	✗
02	Ratify the appointment of Ernst & Young LLP as our independent registered public accounting firm for the year ending December 31, 2026.	✓	✓
03	Approve, on an advisory basis, the 2025 executive compensation.	✓	✗

PROXY ANALYSIS

ITEM 01.01

	BOARD	POLICY
Election of Director: Victor K. Lee	✓	✗

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. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02

	BOARD	POLICY
Election of Director: Jeff Zhou	✓	✗

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 and 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
Ratify the appointment of Ernst & Young LLP as our 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
Approve, on an advisory basis, the 2025 executive compensation.	✓	✗

Proposer : Board

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

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Dollarama Inc. (DOL)	MEETING DATE 2026-06-11 ,
COUNTRY Canada	RECORD DATE 2026-04-16
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 25675T107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	11300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Horacio (Haio) Barbeito	✓	✓
01.02	Elect Joshua Bekenstein	✓	✗
01.03	Elect Court D. Carruthers	✓	✓
01.04	Elect Elisa Garcia	✓	✗
01.05	Elect Stephen Gunn	✓	✗
01.06	Elect Kristin Mugford	✓	✓
01.07	Elect Neil Rossy	✓	✗
01.08	Elect Samira Sakhia	✓	✗
01.09	Elect Huw Thomas	✓	✗
02	To approve the appointment of the auditing firm PricewaterhouseCoopers LLP.	✓	✓
03	Advisory Vote on Executive Compensation.	✓	✗
04	Shareholder proposal requesting that the board of directors adopt new regulations to protect corporate governance and prevent risks associated with the disengagement of small shareholders.	✗	✓
05	Shareholder proposal requesting that the company adopt a policy to reduce waste in its operations by setting goals and developing an action plan to minimize all forms of waste.	✗	✓
06	Shareholder proposal to ensure the annual meetings are held in person, with virtual meetings acting a supporting format.	✗	✗
07	Shareholder proposal to hold an annual advisory vote on the company's environmental and climate objectives.	✗	⏸

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY

Elect Horacio (Haio) Barbeito	✓	✓

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 01.02	BOARD	POLICY
Elect Joshua Bekenstein	✓	✗

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 01.03	BOARD	POLICY
Elect Court D. Carruthers	✓	✓

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 01.04	BOARD	POLICY

Elect Elisa Garcia

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 01.05 BOARD POLICY

Elect Stephen Gunn

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 chair of the board of this company whose climate disclosure is considered insufficient. A vote against the candidate was recorded.

Vote recorded

ITEM 01.06 BOARD POLICY

Elect Kristin Mugford

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 Neil Rossy ✓ ✗

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 01.08 BOARD POLICY

Elect Samira Sakhia ✓ ✗

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 the CEO of this 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 01.09 BOARD POLICY

Elect Huw Thomas ✓ ✗

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 02	BOARD	POLICY
To approve the appointment of the auditing firm 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
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
Shareholder proposal requesting that the board of directors adopt new regulations to protect corporate governance and prevent risks associated with the disengagement of small shareholders.	✗	✓

Proposer : MÉDAC

The proponent argues that the gradual decline in small shareholders' participation in general meetings undermines the legitimacy and effectiveness of corporate governance in public companies. It highlights the marked difference between the participation of institutional investors and that of individual investors. It warns that this disengagement could lead to concrete problems, such as the lack of a quorum that forced Transat A.T. to postpone its annual meeting until 2024. To remedy this, it suggests a series of measures aimed at simplifying voting, modernizing communications and improving the transparency surrounding the holding of general meetings. The board opposes the proposal, believing that Dollarama already has governance, communication, and shareholder engagement mechanisms in place that comply with regulatory requirements and recognized best practices. We recognize that the participation of all shareholders is a pillar of effective and ethical

governance and that institutional investors continue to have a decisive influence on the outcome of votes at general meetings. After careful consideration, we believe that, although the company provides useful and detailed information and tools, this is still insufficient to maximize attendance at meetings. In fact, even if the 2026 meeting is held in person, there is no guarantee that future meetings will be conducted in the same way. The lack of a firm commitment to an in-person or hybrid format risks undermining shareholders' ability to fully engage in the company's governance. A hybrid format is recommended to give shareholders the option of attending meetings in person or virtually to exercise their rights. It should be noted that legislation is already moving in this direction, as the Bank Act does not currently permit fully virtual meetings in the banking sector, which makes this proposal all the more relevant. Given the potential negative impact that fully virtual meetings can have on shareholder participation, we believe it would be in the shareholders' best interest to support the proposal. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Shareholder proposal requesting that the company adopt a policy to reduce waste in its operations by setting goals and developing an action plan to minimize all forms of waste.	✗	✓

Proposer : MÉDAC

In April 2024, Bill 697 was introduced in the Quebec National Assembly to address food waste, a phenomenon affecting more than one-third of global food production, generating annual losses exceeding US$1 trillion, and contributing to 8 to 10% of global greenhouse gas emissions (https://bit.ly/4jzWF7D). In particular, it proposes to cut food waste in half by 2030, requires the donation of unsold edible food, and prohibits the rendering of unsold products unfit for consumption. This is the context of this proposal. In its most recent ESG report, Dollarama states that it is incorporating waste reduction into its practices, including by reusing cardboard boxes, optimizing packaging, and training its employees to repair damaged packaging. The company also works with about 30 local organizations to redistribute unsellable but still usable products. However, the proponent points out that Dollarama, a leader in discount retail, operates on a high-volume model with complex logistics and thousands of retail locations. Some employees have reported that they are frequently assigned the task of destroying damaged merchandise and that their requests to donate items destined for disposal have been denied by managers (https://tinyurl.com/4pmpbshc). The board opposes the proposal, arguing that waste reduction is already built into the operating model—notably through the compensation structure for managers and the analytical tools implemented in 2026—and that a formal policy would be overly prescriptive and limit operational flexibility. However, according to the proposer, waste-related losses can account for 1 to 5% of revenue in some chains, and waste reduction measures often lead to a direct improvement in profit margins. Similar retailers such as Walmart, Metro, Target, and Carrefour have implemented merchandise loss reduction programs, sustainable packaging policies, and logistics optimization practices to reduce losses in warehouses and during transit. For example, Metro achieved a waste diversion rate of 78.5% in its stores in 2025 and has set a new goal of increasing the proportion of food salvaged by 30% by 2030, demonstrating that proactive waste management is not only achievable but has now become standard practice in the industry. Given the public's emphasis on corporate social responsibility, it is in shareholders' best interest for Dollarama to adopt more transparent disclosure regarding its waste management practices in order to better assess operational, legal, and reputational risks. This proposal received a 20% approval rating at the 2025 general meeting. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 06	BOARD	POLICY

Shareholder proposal to ensure the annual meetings are held in person, with virtual meetings acting a supporting format.

Proposer : MÉDAC

For companies with many shareholders, as well as for small ones, annual meetings represent one of the very few opportunities for shareholders to get involved in the management of the company. According to the Shareholder Association for Research & Education (SHARE), "Participation in shareholder meetings is a fundamental right of shareholders [...] All shareholders must have sufficient time to consider and vote on issues". In the context of the COVID-19 pandemic, companies have adopted a virtual format for their annual meetings. Proof of their growing popularity, companies have even begun to inquire about the possibility of continuing virtual meetings in the future. Note that the governments of Ontario and Canada have recently introduced or proposed legislative changes that would make the virtual annual general meeting of shareholders a permanent option. In its proposal, MÉDAC expresses concern about this trend. It states that "virtual meetings have certain advantages that we readily acknowledge, but they should not replace face-to-face meetings". In fact, the benefits of this practice are not to be underestimated. According to Broadridge, holding these virtual meetings reduces the costs of face-to-face annual meetings, which are generally poorly attended. However, the proponent, citing a study by Miriam Schwartz-Ziv of the Hebrew University of Jerusalem, argues that fully virtual meetings shorten the duration of discussions, reduce the number of questions asked, and allow less time for leaders to respond, whereas in-person attendance fosters more genuine accountability. In addition, the proponent raises concerns about transparency regarding purely virtual meetings, particularly the risk of questions being filtered and the lack of genuine debate. Finally, it notes that maintaining an in-person component does not entail significant costs. For its part, the board notes that the 2026 annual general meeting will be held in person in Montreal, and therefore considers that the concern raised by the proposal has already been addressed for the upcoming meeting. He noted, however, that he was unable to confirm the format that would be used in subsequent years, reserving the right to determine the most appropriate approach based on the circumstances at the time. Finally, the board notes that management has begun meeting with investors and that a more structured engagement process has been put in place for them. Nevertheless, we believe it would be beneficial to adopt the proposal for shareholders. It only asks the Board not to replace in-person meetings with virtual meetings, and to retain the latter as a complementary measure, while offering shareholders the opportunity to attend in-person meetings. This measure strengthens shareholders' rights by allowing them to be heard in the context of their choice, and by avoiding a situation where the person who controls the technology controls the experience. In addition, the lack of interaction between shareholders has been identified as a shortcoming of virtual meetings. This is why organizations such as the Canadian Coalition for Good Governance support the proposal to hold meetings in person. Given the potential negative impact of virtual meetings on shareholders' rights, we believe it would be in the shareholder's best interest to have the option of attending both in-person and virtual meetings. A vote against the proposal was recorded.

Vote recorded

ITEM 07 **BOARD** **POLICY**

Shareholder proposal to hold an annual advisory vote on the company's environmental and climate objectives.

Proposer : MÉDAC

The proponent requests an annual advisory vote on the company's climate policies and strategies. We agree that the company's consideration and disclosure of climate issues could be improved. However, we fear that the adoption of an annual consultative vote on climate issues will become a formality, as is sometimes the

case with executive compensation. We prefer a binding vote, as some companies have already introduced, which would not be carried out on an annual basis. The proposal is in the shareholders' interest. The proposal is not in the shareholders’ interest. An abstention was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Caterpillar Inc. (CAT)	MEETING DATE 2026-06-10 ,
COUNTRY United States	RECORD DATE 2026-04-13
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 149123101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	3800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Joseph E. Creed	✓	✗
01.02	Elect James C. Fish, Jr	✓	✗
01.03	Elect Lynn J. Good	✓	✓
01.04	Elect Gerald Johnson	✓	✓
01.05	Elect Nazzic S. Keene	✓	✗
01.06	Elect David W. MacLennan	✓	✓
01.07	Elect Judith F. Marks	✓	✓
01.08	Elect Debra L. Reed-Klages	✓	✗
01.09	Elect Susan C. Schwab	✓	✗
01.10	Elect Rayford Wilkins, Jr.	✓	✗
02	Appoint auditor : PricewaterhouseCoopers LLP	✓	✓
03	Say on pay	✓	✗
04	Shareholder Proposal - Shareholder Right to Act by Written Consent	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Joseph E. Creed	✓	✗

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 is 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 James C. Fish, Jr	✓	✗

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 is 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 01.03	BOARD	POLICY
Elect Lynn J. Good	✓	✓

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 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 01.04	BOARD	POLICY
Elect Gerald 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 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 01.05	BOARD	POLICY
Elect Nazzic S. Keene	✓	✗

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 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 David W. MacLennan	✓	✓

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 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 01.07	BOARD	POLICY
Elect Judith F. Marks	✓	✓

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 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
Elect Debra L. Reed-Klages	✓	✗

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 is not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on this committee. She has been on the board for over 10 years. This non independent nominee is lead director and the position is not temporary. She chairs the Nominating Committee of this board that has not sufficient competencies to assess and manage climate related risks. A vote against the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Susan C. Schwab	✓	✗

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 is not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on this 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 Rayford Wilkins, Jr.	✓	✗

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 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
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. The proposal is not consistent with the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 04	BOARD	POLICY

Shareholder Proposal - Shareholder 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. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Target Corporation (TGT)	MEETING DATE 2026-06-10 ,
COUNTRY United States	RECORD DATE 2026-04-13
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 87612E106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	18100
000442045	Genus Dividend Fund	35600

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect David P. Abney	✓	✓
01.02	Elect George S. Barrett	✓	✗
01.03	Elect Gail K. Boudreaux	✓	✗
01.04	Elect Stephen B. Bratspies	✓	✓
01.05	Elect Brian C. Cornell	✓	✗
01.06	Elect Robert L. Edwards	✓	✗
01.07	Elect Michael J. Fiddelke	✓	✗
01.08	Elect John R. Hoke III	✓	✓
01.09	Elect Christine A. Leahy	✓	✗
01.10	Elect Monica C. Lozano	✓	✗
01.11	Elect Derica W. Rice	✓	✓
01.12	Elect Dmitri L. Stockton	✓	✗
02	Company proposal to ratify the appointment of Ernst & Young LLP as our independent registered public accounting firm.	✓	✓
03	Company proposal to approve, on an advisory basis, our executive compensation (Say on Pay).	✓	✗
04	Company proposal to approve the Target Corporation Amended & Restated 2020 Long-Term Incentive Plan.	✓	✗
05	Shareholder proposal requesting policy requiring the Board Chair to be an independent director.	✗	✓
06	Shareholder proposal requesting that the board of directors publish a report on the presence of pesticides in the company's private-label products and on the efforts made to quantify and reduce them.	✗	✓

07	Shareholder proposal asking the company to publish a report assessing whether opportunities to reduce microfiber pollution from its clothing can enhance long-term value and mitigate significant new risks.	✗	✓

PROXY ANALYSIS

ITEM 01.01 — BOARD: ✓ — POLICY: ✓

Elect David P. Abney

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 George S. Barrett

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 Gail K. Boudreaux

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 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 01.04	**BOARD**	**POLICY**
Elect Stephen B. Bratspies	✓	✓

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 01.05	**BOARD**	**POLICY**
Elect Brian C. Cornell	✓	✗

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 the Executive Chair of the Board. This nominee is both CEO and Chairman, which goes against the policy. Three institutional investors—Mercy Investment Services, SOC Investment Group, and Trillium Asset Management—which collectively manage $150.5 billion in assets, are calling on Target shareholders to vote against the reelection of Brian Cornell as CEO and Christine Leahy as lead independent director at the June 10, 2026, meeting. They criticize the board for keeping Mr. Cornell in a position of influence despite years of poor stock market and operational performance marked by strategic errors, erosion of the brand's reputation, and massive share buybacks at the expense of operational investment. According to them, appointing the former CEO as chairman and CEO undermines the independence of the new CEO, Michael Fiddelke, and perpetuates the status quo at precisely the moment when the company needs a clean break from its past. After careful review, we believe that Target's underperformance stems primarily from the loss of a competitive advantage that had built its reputation for a distinctive product offering, while controversial decisions on social issues—including the scaling back of diversity initiatives—have fueled boycotts and caused lasting damage to its reputation among key customer segments. Added to this are persistent operational shortcomings in stores that have undermined the customer experience. From a governance perspective, retaining the former CEO as chairman and CEO

raises legitimate concerns about the clarity of the chain of command and the new CEO's ability to exercise truly independent judgment, thereby risking the perpetuation of the strategic directions that led to the underperformance. Consequently, we believe that the shareholder coalition's initiative serves the interests of shareholders and deserves the support of investors. A vote against the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Robert L. 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, 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 01.07	BOARD	POLICY
Elect Michael J. Fiddelke	✓	✗

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 01.08	BOARD	POLICY
Elect John R. Hoke 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 first-time nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect Christine A. Leahy	✓	✗

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 other significant types of economic relationships with one of the company's clients, suppliers or consultants. 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. Three institutional investors—Mercy Investment Services, SOC Investment Group, and Trillium Asset Management—which collectively manage $150.5 billion in assets, are calling on Target shareholders to vote against the reelection of Brian Cornell as CEO and Christine Leahy as lead independent director at the June 10, 2026, meeting. They criticize the board for keeping Mr. Cornell in a position of influence despite years of poor stock market and operational performance marked by strategic errors, erosion of the brand's reputation, and massive share buybacks at the expense of operational investment. According to them, appointing the former CEO as chairman and CEO undermines the independence of the new CEO, Michael Fiddelke, and perpetuates the status quo at precisely the moment when the company needs a clean break from its past. After careful review, we believe that Target's underperformance stems primarily from the loss of a competitive advantage that had built its reputation for a distinctive product offering, while controversial decisions on social issues—including the scaling back of diversity initiatives—have fueled boycotts and caused lasting damage to its reputation among key customer segments. Added to this are persistent operational shortcomings in stores that have undermined the customer experience. From a governance perspective, retaining the former CEO as chairman and CEO raises legitimate concerns about the clarity of the chain of command and the new CEO's ability to exercise truly independent judgment, thereby risking the perpetuation of the strategic directions that led to the underperformance. Consequently, we believe that the shareholder coalition's initiative serves the interests of shareholders and deserves the support of investors. A vote against the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Monica C. Lozano	✓	✗

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 01.11	BOARD	POLICY
Elect Derica W. Rice	✓	✓

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 Dmitri L. Stockton	✓	✗

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
Company proposal to ratify 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 03	BOARD	POLICY
Company proposal to approve, on an advisory basis, our executive compensation (Say on Pay).	✓	✗

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

Vote recorded

ITEM 04	BOARD	POLICY
Company proposal to approve the Target Corporation Amended & Restated 2020 Long-Term 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
Shareholder proposal requesting policy requiring the Board Chair to be an independent director.	✗	✓

Proposer : The Accountability Board

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

ITEM 06	BOARD	POLICY
Shareholder proposal requesting that the board of directors publish a report on the presence of pesticides in the company's private-label products and on the efforts made to quantify and reduce them.	✗	✓

Proposer : Trillium ESG Global Equity Fund

As the World Health Organization (WHO) points out, pesticides play a major role in food production, helping to maintain or increase yields and allowing for more crop cycles per year on the same land; however, they are potentially toxic to humans and can have both chronic and acute health effects, depending on the level and route of exposure. Their use therefore poses significant risks to human health and the environment. For example, among farm workers, exposure to these substances has been linked to serious illnesses such as cancer, birth defects, and cognitive impairments. Pesticides also harm pollinators, which are essential to much of the world's agricultural production, and contribute to soil, air, and water pollution. In addition, a study published in 2021 reports approximately 11,000 deaths per year attributable to acute pesticide poisoning, highlighting the scale of the associated health risks. In this context, the WHO recommends, among other things, banning the pesticides that are most toxic to humans and those that persist the longest in the environment; setting maximum residue limits for pesticides in food and water to protect public health; and limiting the amount of pesticides used to the minimum necessary to protect crops. In the case of Target, the proponent believes that the use of pesticides in its supply chain exposes the company to financial, legal, and regulatory risks, as well as reputational risks. It points out that in 2021, Target implemented a policy encouraging its suppliers to reduce their workforce, but that this policy is not accompanied by specific, measurable targets, which makes it impossible to assess the effectiveness of the company's actions and the oversight exercised by the board. In fact, Target appears to be lagging behind peers such as Walmart and Kroger, which have made measurable commitments with specific deadlines regarding pesticides. The proponent also cites a 2025 study by Friends of the Earth that found 29 pesticides in Target-brand baby food, up from 21 in 2024, noting that 16 of them are classified as extremely hazardous to the environment or human health, 9 are banned in the European Union, and 1 is banned in the United States. It also points out that regulatory pressure is mounting, as 19 states have considered or passed bills on pesticide regulation in 2024. It concludes that assessing and communicating pesticide-related risks in Target's operations and supply chain could help the company develop strategies and implement effective risk mitigation measures—as its competitors are currently doing—and enable shareholders to understand its progress. The board argues that policies on the responsible use of pesticides, oversight of chemical-related issues, and the company's current practices are sufficient to adequately manage pesticide-related risks. After careful consideration, we believe that implementing this proposal would provide essential information on the concrete measures the company has taken to manage and mitigate regulatory, legislative, and reputational risks associated with the use of pesticides in its supply chains, which could reassure all of its stakeholders regarding its handling of this issue. It is important for Target to improve its disclosure, as investors are currently unable to assess the effectiveness of its measures, its progress, or its exposure to risks related to this issue. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07	BOARD	POLICY

Shareholder proposal asking the company to publish a report assessing whether opportunities to reduce microfiber pollution from its clothing can enhance long-term value and mitigate significant new risks.

Proposer : As You Sow

Plastic pollution is one of the most pressing environmental crises of our time. According to the United Nations Environment Programme (UNEP), the annual flow of plastic into the oceans could nearly triple by 2040 if ambitious measures are not taken (https://bit.ly/4fOIqfV). Textiles are one of the largest sources of this pollution: accounting for 14% of global plastic production, the textile industry releases 500,000 metric tons of plastic microfibers into the oceans each year (https://bit.ly/4uGGURL). These microfibers, which are found even in the human brain, have been linked to cardiovascular disease, cancer, Parkinson's disease, and dementia, thereby elevating microplastic pollution from an environmental issue to a significant business risk for the apparel industry. This is the context of this proposal. The proponent notes that the European Union's action plan toward zero pollution in the air, water, and soil aims to reduce microplastic pollution by 30% by 2030, adding that upcoming regulations are expected to require companies to measure and mitigate microfiber pollution throughout their supply chains. As a major retailer with significant exposure to synthetic fibers, Target faces a growing transition risk, including compliance costs and a potential loss of market access if it is not prepared for upcoming regulatory changes. That is why the proponent is asking for a report on the potential impact of reducing microfiber pollution on its long-term value and on any new risks. The board opposes the proposal, arguing that this field remains in its early stages, characterized by inconsistent measurement methodologies and a lack of established standards, which would make the report unreliable for shareholders. It emphasizes that Target is focusing its efforts on chemical risk management through the ZDHC program, an area where results can be measured. However, the proponent notes that Target's competitors are already taking action: Under Armour has committed to ensuring that 75% of its fabrics have low microfiber emissions by 2030, making this issue a key differentiator in the industry. Asset managers are also increasingly scrutinizing the risks associated with plastic and their implications for brand value and operational resilience. Target faces significant competitive and regulatory risks in the absence of clear commitments regarding plastic microfibers. After reviewing the matter, we believe that this lack of transparency puts the company in a vulnerable position. To protect the interests of shareholders, it is necessary to publish the requested report. A vote in favour of the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER OceanaGold Corporation (OGC)	MEETING DATE 2026-06-09 ,
COUNTRY Australia	RECORD DATE 2026-04-23
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 675222103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	26900

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect: Paul Benson	✓	✓
01.02	Elect: Ian M. Reid	✓	✓
01.03	Elect: Craig J. Nelsen	✓	✓
01.04	Elect: Sandra M. Dodds	✓	✓
01.05	Elect: Alan N. Pangbourne	✓	✓
01.06	Elect: Linda M. Broughton	✓	✓
01.07	Elect: Stefanie E. Loader	✓	✓
01.08	Elect: Gerard M. Bond	✓	✓
02	Re-appointment of PricewaterhouseCoopers LLP	✓	✓
03	Approve a non-binding advisory resolution on the Company'sapproach to executive compensation	✓	✗
04	To consider and, if deemed advisable, approve a resolution to hold the Company's next annual generalmeeting of shareholders exclusively in a virtual-only format	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect: Paul Benson	✓	✓

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: Ian M. Reid	✓	✓

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: Craig J. Nelsen	✓	✓

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: Sandra M. Dodds	✓	✓

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 01.05	BOARD	POLICY
Elect: Alan N. Pangbourne	✓	✓

Proposer : Board

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

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect: Linda M. Broughton	✓	✓

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 01.07	BOARD	POLICY
Elect: Stefanie E. Loader	✓	✓

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 01.08	BOARD	POLICY
Elect: Gerard M. Bond	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members. This nominee is not deemed independent according to the company. He is currently the chief executive officer of the firm. 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
Re-appointment of 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
Approve a non-binding advisory resolution on the Company'sapproach to executive compensation	✓	✗

Proposer : Board

A complete analysis of the compensation plan 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 has proceeded with a buyback of shares in 2025. 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 04	BOARD	POLICY
To consider and, if deemed advisable, approve a resolution to hold the Company's next annual generalmeeting of shareholders exclusively in a virtual-only format	✓	✗

Proposer : Board

It is preferable to hold hybrid meetings, i.e. both in person and online, as shareholders' rights may not always be respected in exclusively virtual meetings.A vote against the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Hydro One Ltd (TSE:H)	MEETING DATE 2026-06-09 ,
COUNTRY Canada	RECORD DATE 2024-04-27
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 448811208

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	12300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Election of Directors Election of Director: Perrin Beatty	✓	✓
01.02	Election of Director: David Hay	✓	✓
01.03	Election of Director: Debbie Hutton	✓	✓
01.04	Election of Director: Stacey Mowbray	✓	✓
01.05	Election of Director: Mark Podlasly	✓	✓
01.06	Election of Director: Michael Rencheck	✓	✓
01.07	Election of Director: Melissa Sonberg	✓	✗
01.08	Election of Director: Brian Vaasjo	✓	✓
01.09	Election of Director: Susan Wolburgh Jenah	✓	✓
01.10	Election of Director: Megan Telford	✓	✓
02	Appointment of External Auditors Appointment of KPMG LLP as the external auditors for the ensuing year and authorize the directors to fix their remuneration.	✓	✓
03	Say on Pay Advisory resolution on Hydro One Limited's approach to executive compensation.	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Election of Directors Election of Director: Perrin Beatty	✓	✓

Proposer : Board

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

Vote recorded

ITEM 01.02	BOARD	POLICY
Election of Director: David Hay	✓	✓

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
Election of Director: Debbie Hutton	✓	✓

Proposer : Board

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

Vote recorded

ITEM 01.04	BOARD	POLICY
Election of Director: Stacey Mowbray	✓	✓

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 01.05	BOARD	POLICY
Election of Director: Mark Podlasly	✓	✓

Proposer : Board

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

Vote recorded

ITEM 01.06	BOARD	POLICY
Election of Director: Michael Rencheck	✓	✓

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 01.07	BOARD	POLICY
Election of Director: Melissa Sonberg	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that the two-thirds of them are independent. The key committees are all exclusively made up of independent members. This nominee is deemed independent according to the policy. She is 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
Election of Director: Brian Vaasjo	✓	✓

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 **01.09**	BOARD	POLICY
Election of Director: Susan Wolburgh Jenah	✓	✓

Proposer : Board

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

Vote recorded

ITEM **01.10**	BOARD	POLICY
Election of Director: Megan Telford	✓	✓

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. She 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 02	BOARD	POLICY
Appointment of External Auditors Appointment of KPMG LLP as the external auditors for the ensuing year and authorize the directors to fix their 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
Say on Pay Advisory resolution on Hydro One Limited's approach to 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. A vote against the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Ulta Beauty Inc. (NASDAQ:ULTA)	MEETING DATE 2026-06-09 ,
COUNTRY United States	RECORD DATE 2026-04-13
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 90384S303

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	3800
000442029	Genus Fossil Free CanGlobe Equity fund	6500

ITEM	PROPOSAL	BOARD	POLICY
01.01	Election of Director: Martin Brok	✓	✓
01.02	Election of Director: Kelly E. Garcia	✓	✗
01.03	Election of Director: Catherine A. Halligan	✓	✗
01.04	Election of Director: Stephenie Landry	✓	✓
01.05	Election of Director: Patricia A. Little	✓	✓
01.06	Election of Director: George R. Mrkonic	✓	✗
01.07	Election of Director: Lorna E. Nagler	✓	✗
01.08	Election of Director: Gisel Ruiz	✓	✓
01.09	Election of Director: Michael C. Smith	✓	✗
01.10	Election of Director: Kecia L. Steelman	✓	✗
02	To approve an amendment to our Certificate of Incorporation, as amended, to limit officer liability as permitted by Delaware law.	✓	✗
03	To approve an amendment to our Certificate of Incorporation, as amended, to add specified forum selection provisions.	✓	✗
04	To ratify the appointment of Ernst & Young LLP as our independent registered public accounting firm for our fiscal year 2026, ending January 30, 2027.	✓	✓
05	Advisory resolution to approve the Company's executive compensation.	✓	✗
06	To approve the Ulta Beauty, Inc. 2026 Incentive Award Plan.	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY

Election of Director: Martin Brok

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

Election of Director: Kelly E. Garcia

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.A vote against the candidate was recorded.

Vote recorded

ITEM 01.03 BOARD POLICY

Election of Director: Catherine A. Halligan

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 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
Election of Director: Stephenie Landry	✓	✓

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
Election of Director: Patricia A. Little	✓	✓

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 01.06	BOARD	POLICY
Election of Director: George R. Mrkonic	✓	✗

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 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 01.07	BOARD	POLICY
Election of Director: Lorna E. Nagler	✓	✗

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 policy. She has been on the board for over 10 years. This nominee, who is not independent, is also the Chairwoman, 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
Election of Director: Gisel Ruiz	✓	✓

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
Election of Director: Michael C. Smith	✓	✗

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.A vote against the candidate was recorded.

Vote recorded

ITEM 01.10	BOARD	POLICY
Election of Director: Kecia L. Steelman	✓	✗

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. She is currently the chief executive officer of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
To approve an amendment to our Certificate of Incorporation, as amended, to limit officer liability as permitted by Delaware law.	✓	✗

Proposer : Board

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

ITEM 03	BOARD	POLICY
To approve an amendment to our Certificate of Incorporation, as amended, to add specified forum selection provisions.	✓	✗

Proposer : Board

The proposal is to add an article to the Articles of Incorporation and Bylaws appointing the federal district courts as the sole and exclusive forum for any lawsuits arising under the Federal Securities Act of 1993. This amendment is intended to avoid subjecting the company to multiple lawsuits in several jurisdictions on issues relating to federal corporate law. However, the company has not demonstrated that it has ever suffered significant harm because of multiple combinations of class actions filed in different jurisdictions concerning the same matter. The company wishes all proceedings to be brought before a federal court but includes in its amendment the possibility of waiving this requirement if the company authorizes it. It should be noted that the company has adopted an amendment to restrict all legal actions against them in Delaware courts. The proposal is not in the shareholders' interest. A vote against the proposal was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
To ratify the appointment of Ernst & Young LLP as our independent registered public accounting firm for our fiscal year 2026, ending January 30, 2027.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 05	BOARD	POLICY
Advisory resolution to approve 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. 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 06	BOARD	POLICY

To approve the Ulta Beauty, Inc. 2026 Incentive Award 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%. 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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER TJX Companies Inc. (The) (TJX)	MEETING DATE 2026-06-09 ,
COUNTRY United States	RECORD DATE 2026-04-15
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 872540109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	9800
000442010	Genus Canglobe Equity fund	11100

ITEM	PROPOSAL	BOARD	POLICY
01.01	Election of Director: José B. Alvarez	✓	✗
01.02	Election of Director: Alan M. Bennett	✓	✗
01.03	Election of Director: Rosemary T. Berkery	✓	✓
01.04	Election of Director: David T. Ching	✓	✗
01.05	Election of Director: C. Kim Goodwin	✓	✓
01.06	Election of Director: Ernie Herrman	✓	✗
01.07	Election of Director: Amy B. Lane	✓	✗
01.08	Election of Director: Carol Meyrowitz	✓	✗
01.09	Election of Director: Jackwyn L. Nemerov	✓	✗
01.10	Election of Director: Charles F. Wagner, Jr.	✓	✓
02	Ratification of appointment of PricewaterhouseCoopers as TJX's independent registered public accounting firm for fiscal 2027	✓	✓
03	Advisory approval of TJX's executive compensation (the say-on-pay vote)	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Election of Director: José B. Alvarez	✓	✗

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 01.02	BOARD	POLICY
Election of Director: Alan M. Bennett	✓	✗

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 01.03	BOARD	POLICY
Election of Director: Rosemary T. Berkery	✓	✓

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

Election of Director: David T. Ching

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 01.05 BOARD POLICY

Election of Director: C. Kim Goodwin

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 of Director: Ernie Herrman

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 01.07 BOARD POLICY

Election of Director: Amy B. 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, 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 BOARD POLICY

Election of Director: Carol Meyrowitz

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 the Executive Chair of the Board. A vote against the candidate was recorded.

Vote recorded

ITEM 01.09 BOARD POLICY

Election of Director: Jackwyn L. Nemerov

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
Election of Director: Charles F. Wagner, 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 02

	BOARD	POLICY
Ratification of appointment of PricewaterhouseCoopers as TJX's independent registered public accounting firm for fiscal 2027	✓	✓

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 approval of TJX's executive compensation (the say-on-pay 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 workers. Large pay disparities contribute to increasingly unequal societies, which are less sustainable, less inclusive, and less productive. This is not good for the company or its stakeholders in the long term. The 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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Incyte Corporation (NASDAQ:INCY)	MEETING DATE 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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Alphabet Inc. (NASDAQ:GOOG)	MEETING DATE 2026-06-05 ,
COUNTRY United States	RECORD DATE 2026-04-06
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 02079K305

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	15000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Larry Page	✓	✗
01.02	Elect Sergey Brin	✓	✗
01.03	Elect Sundar Pichai	✓	✗
01.04	Elect John L. Hennessy	✓	✗
01.05	Elect Frances H. Arnold	✓	✗
01.06	Elect R. Martin "Marty" Chávez	✓	✗
01.07	Elect L. John Doerr	✓	✗
01.08	Elect Roger W. Ferguson Jr.	✓	✗
01.09	Elect K. Ram Shriram	✓	✗
01.10	Elect Robin L. Washington	✓	✗
02	Appoint auditor : Ernst & Young LLP	✓	✗
03	Approval of the amendment and restatement of Alphabet's Amended and Restated 2021 Stock Plan	✓	✗
04	Say on pay	✓	✗
05	Shareholder proposal asking the company to publish a report explaining how it intends to meet its commitments to reduce greenhouse gas (GHG) emissions, given the growing energy demand associated with artificial intelligence (AI) and the data centers it plans to build.	✗	✓
06	Shareholder proposal requesting that Alphabet publish a report or make public an existing analysis examining the extent to which its water consumption policies and practices align with its fiduciary duty to maximize long-term shareholder value, especially in connection with its brand development and the rollout of its artificial intelligence (AI) initiatives.	✗	⏸
07	Shareholder proposal requesting that the board of directors take all possible measures at its disposal to initiate and adopt a recapitalization plan that assigns one vote to each outstanding share.	✗	✓

08	Shareholder proposal requesting that the board of directors publish a report analyzing the risks to the company associated with a lack of diversity of perspectives within its governing bodies and board of directors.	✗	✗
09	Shareholder proposal requesting that the company conduct an assessment and publish a report analyzing the benefits and costs associated with the use of diagnostic tools developed by politically aligned corporate partners.	✗	✗
10	Shareholder proposal requesting that the board of directors publish a report on the impact of U.S. immigration policy and its enforcement on the company's operations.	✗	✓
11	Shareholder proposal requesting that the Board of Directors publish a report assessing the operational, reputational, regulatory, and legal risks faced by Alphabet due to deficiencies in its policies, controls, and oversight systems regarding customer and user data processed by Google Services and Google Cloud. This report should analyze how these gaps could enable Google's cloud computing products, infrastructure, or services to facilitate surveillance, censorship, profiling, and targeting in the context of government abuse of power, and recommend risk mitigation measures.	✗	✓
12	Shareholder proposal requesting that the Board of Directors revise the Audit Committee Charter to ensure formal oversight of the responsible development and deployment of artificial intelligence (AI) and the associated risks that may impact the human rights of users and other stakeholders, including by reviewing and discussing with the full board issues deemed important by the committee regarding the company's AI strategies, policies, and initiatives; public policy issues and regulatory risks related to AI; and the implementation of company policies governing the development and deployment of AI.	✗	✓
13	Shareholder proposal requesting that the board of directors commission an external assessment of additional measures the company could take to limit the spread of misinformation on its platforms, and that it publish a report for shareholders summarizing the findings of that assessment.	✗	✓
14	Shareholder proposal requesting that the board of directors amend the audit committee charter to include formal oversight of the responsible development and deployment of artificial intelligence (AI).	✗	⏸

PROXY ANALYSIS

ITEM 01.01	**BOARD**	**POLICY**
Elect Larry Page	✓	✗

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. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02	**BOARD**	**POLICY**

Elect Sergey Brin

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. A vote against the candidate was recorded.

Vote recorded

ITEM 01.03 BOARD POLICY

Elect Sundar Pichai

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 John L. Hennessy

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 01.05 BOARD POLICY

Elect Frances H. Arnold

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 01.06 BOARD POLICY

Elect R. Martin "Marty" Chávez

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 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 01.07 BOARD POLICY

Elect L. John Doerr

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 01.08

	BOARD	POLICY
Elect Roger W. Ferguson 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, who is considered non-independent by the policy, sits on the Audit Committee. He has been on the board for over 10 years. 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 01.09

	BOARD	POLICY
Elect K. Ram Shriram	✓	✗

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 01.10

	BOARD	POLICY
Elect Robin L. Washington	✓	✗

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 sits on an Audit Committee that approved auditor fees where more than 25% of the fees were for non-auditing-related services. She is the CFO 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
Appoint auditor : Ernst & Young LLP	✓	✗

Proposer : Board

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

Vote recorded

ITEM 03	BOARD	POLICY
Approval of the amendment and restatement of Alphabet's Amended and Restated 2021 Stock 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. 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 04	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. 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 05	BOARD	POLICY

Shareholder proposal asking the company to publish a report explaining how it intends to meet its commitments to reduce greenhouse gas (GHG) emissions, given the growing energy demand associated with artificial intelligence (AI) and the data centers it plans to build.

Proposer : Trillium ESG Global Equity Fund

The materiality of the issue of climate change is not to be demonstrated. Its devastating human, social, environmental and economic consequences are already being felt and are only a foretaste of a world where the rise in the Earth's average temperature would exceed 1.5°C compared to the pre-industrial era. The Glasgow Compact, adopted at the end of the COP26 in November 2021, reconfirmed the need to reduce global carbon dioxide emissions by 45% by 2030 in order to keep warming below 1.5°C. The contribution of companies to climate change mitigation is essential. This is the context of this proposal. The proponent's main concern is the rapid expansion of Alphabet's data centers, whose high energy demand has an impact on communities, power grids, and the climate. Despite AI's potential to drive unprecedented efficiency gains and innovation, the data centers that power it consume a great deal of energy. According to the U.S. Energy Information Administration (EIA), 60% of the country's electricity comes from high-emission sources, which means that the expansion of this infrastructure is accelerating carbon pollution and greenhouse gas emissions. According to the U.S. Department of Energy, data centers will account for between 6.7% and 12% of the nation's electricity consumption by 2028, and projections for their energy demand continue to rise. In December 2025, BloombergNEF also revised its forecast for U.S. data center energy demand upward by 36%, from 78 to 106 GW—a revision made just seven months after the previous one. According to the proponent, Alphabet acknowledges that it faces challenges and complexities in meeting its climate commitments. In fact, although the company has set two major goals for 2030—namely, to meet all of its electricity demand with carbon-free energy and to cut its GHG emissions in half compared to 2019— its carbon footprint is growing rapidly, with total emissions having risen by 51% in 2024 compared to 2019, due in particular to the growing demand for its digital services, which is putting pressure on its energy consumption. This finding is supported by the World Benchmarking Alliance's assessment, which gives Alphabet a D grade, indicating that its investments in low-carbon solutions and its emissions trajectory are incompatible with a scenario that limits global warming to 1.5 °C. By way of comparison, Ball Corporation publishes contingency plans with scenario analyses, a stress test of its strategies for achieving its climate goals, and projected emissions trajectories compared to the Intergovernmental Panel on Climate Change's 1.5°C warming limitation scenarios, illustrating the level of transparency that investors might expect from Alphabet. The board opposes the proposal, considering that the climate objectives are already clearly and transparently set out in the annual report. Although the company continues to demonstrate leadership in the development of clean energy, the proposer notes that by providing greater transparency regarding its decarbonization plans, Alphabet could reassure investors about its ability to meet its climate targets, thereby mitigating climate risks and preserving its reputation as a climate leader. Furthermore, the Jevons' paradox suggests that more efficient AI models could, paradoxically, increase overall energy demand. Given this lack of clarity, it is essential that shareholders support this proposal to encourage greater transparency and a credible environmental strategy. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 06 | **BOARD** | **POLICY**

Shareholder proposal requesting that Alphabet publish a report or make public an existing analysis examining the extent to which its water consumption policies and practices align with its fiduciary duty to maximize long-term shareholder value, especially in connection with its brand development and the rollout of its artificial intelligence (AI) initiatives.

Proposer : Inspire Investing, LLC

The proponent argues that water management is a major fiduciary issue for Alphabet, whose data centers—which power its AI and cloud computing operations—depend on reliable access to water resources. It notes that in 2024, 72% of Alphabet's water withdrawals came from sources with a low risk of scarcity, but believes that increasing water scarcity poses a significant risk to the company's infrastructure and reputation. In this regard, it calls for greater transparency regarding the quantification of financial exposure to water-related risks, the evaluation of water-efficient technologies for AI-related infrastructure, and the analysis of regional constraints that could hinder the expansion of data centers. The proponent emphasizes that this initiative is based on a strictly fiduciary approach, distinct from activist environmental initiatives, and is aimed solely at protecting long-term shareholder value. Water management and the environmental impact of data centers are key issues in responsible investing. It is essential for shareholders that the company commit to mitigating its environmental impact and disclosing its practices. However, we have serious doubts about the real intentions of the proposer, who seems to be part of the anti-ESG movement. Inspire Investing is a Christian faith-based financial services provider focused on "biblical investing," offering Christian advisors who help their clients "glorify God in their financial lives." Inspire Investing is the author of many anti-ESG proposals filed in 2025. It also uses the shareholder proposal system to undermine the legitimate efforts of many investors who are committed to advancing public company governance. As we do not wish to support this organization's proposals, nor to vote against proposals that could improve corporate transparency on crucial ESG issues, we recommend an abstention on this proposal. The proposal is not in the shareholders' interest. An abstention was recorded.

Vote recorded

ITEM 07	BOARD	POLICY
Shareholder proposal requesting that the board of directors take all possible measures at its disposal to initiate and adopt a recapitalization plan that assigns one vote to each outstanding share.	✗	✓

Proposer : The NorthStar Asset Management, Inc.

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

Vote recorded

ITEM 08	BOARD	POLICY
Shareholder proposal requesting that the board of directors publish a report analyzing the risks to the company associated with a lack of diversity of perspectives within its governing bodies and board of directors.	✗	✗

Proposer : National Center for Public Policy Research

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 raises concerns about the lack of diversity in the perspectives represented at the highest levels of the company. In particular, it blames the company's executives for adopting a hostile stance toward Donald Trump and for expressing views that are at odds with those of the U.S. government. It also criticizes the company for scoring just 6% on the Alliance Defending Freedom's Diversity of Perspectives Index, while simultaneously earning a perfect score on the

Human Rights Campaign's Corporate Equality Index, an organization that protects the rights of members of the LGBTQ+ community. It should be noted that the proponent's argument is based on statements about cancel culture and freedom of expression made by political and religious groups and figures. Indeed, the National Center for Public Policy Research (NCPPR) 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 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 09	BOARD	POLICY
Shareholder proposal requesting that the company conduct an assessment and publish a report analyzing the benefits and costs associated with the use of diagnostic tools developed by politically aligned corporate partners.	✗	✗

Proposer : Bowyer Research, Inc.

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 has raised concerns about Alphabet's use of the Southern Poverty Law Center (SPLC) as a tool for selecting charities eligible for its matched-giving programme. It argues that the SPLC, although historically recognised for its legal victories against hate groups, now classifies conservative and traditional Christian organisations as 'hate groups'. It argues that this association exposes Alphabet to significant reputational risks, which could damage its brand value and, by extension, its market capitalisation. 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 based, in particular, on references to the 2012 shooting at the Family Research Council and the murder of Charlie Kirk, founder of Turning Point USA, whose perpetrators are said to have explicitly cited the SPLC's rhetoric as a motivating factor. The proponent also regrets that the SPLC has refused to remove the 'hate group' label from these organisations, which are known for their opposition to environmental, social and governance (ESG) practices, just as the National Center for Public Policy Research and the National Legal and Policy Center are known for submitting anti-ESG shareholder proposals. 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 10	BOARD	POLICY
Shareholder proposal requesting that the board of directors publish a report on the impact of U.S. immigration policy and its enforcement on the company's operations.	✗	✓

Proposer : The SOC Investment Group

In 2025, U.S. immigration policy underwent significant changes. In 2025, U.S. immigration policy underwent significant changes. For example, an executive order raised the cost of H-1B visas for skilled foreign workers from $215 to $100,000, while changes to student visa policies contributed to a 17% drop in the number of new international students enrolled for the fall 2025 semester. However, these changes could have a major impact on the talent pool of technology companies. In fact, these companies are among the top employers of H-1B visa holders. In addition, international students account for approximately 80% of full-time graduate

students in computer science and information science at U.S. universities, according to data from the National Foundation for American Policy. The proponent is therefore concerned about the impact of the tightening of immigration policy on Alphabet's operations, as the company was the fifth-largest sponsor of H-1B visas for fiscal year 2025, with more than 5,500 approved visa holders, and has consistently ranked among the top 10 employers of H-1B visa holders since 2018, and for good reason. In 2020, the CATO Institute wrote that studies show that the presence of holders of this visa in a company stimulates innovation, patent filings, and productivity. The proponent also notes that recruiting talent from abroad has played a crucial role in the success of artificial intelligence (AI) development at Alphabet. In a letter to the U.S. Department of Labor in 2024, Google stated that immigration policies were limiting its ability to recruit the world's top AI talent and that it anticipated a sharp increase in demand for AI positions. The board counters that the proposal would undermine its ability to manage its day-to-day business operations, adding that it already publishes comprehensive information on its human capital management and that the requested report could disclose sensitive data regarding strategic planning. However, the proponent assures that the proposal is not intended to prescribe a course of action or a level of detail that could result in competitive harm, but rather to obtain a report explaining how recent changes to immigration policies will affect society. It notes that in its latest annual report, the company acknowledges that changes in immigration policy and regulations, as well as the uncertainty surrounding them, may also hinder their ability to recruit, engage, or retain some of their international talent, repeating almost word for word a phrase used in previous years, even though the immigration landscape has changed significantly by 2025. It points out that the risk of tighter immigration policies has materialized, but that Alphabet has not adjusted its messaging accordingly. After careful consideration, we believe that the requested report would help shareholders better understand the financial, operational, competitive, and reputational impacts and risks associated with immigration policy on Alphabet, as well as the company's management of these risks. It should be noted that it has already disclosed such information. In 2017, Google and other tech giants criticized the executive order banning entry into the United States for nationals of seven predominantly Muslim countries, arguing that American innovation and economic growth are closely tied to immigration and that the order would harm their competitiveness and make it more difficult and costly to recruit, hiring, and retaining some of the world's best employees. Then, in 2019, they opposed the presidential executive order targeting Dreamers—immigrants who entered the United States illegally as minors. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 11	BOARD	POLICY
Shareholder proposal requesting that the Board of Directors publish a report assessing the operational, reputational, regulatory, and legal risks faced by Alphabet due to deficiencies in its policies, controls, and oversight systems regarding customer and user data processed by Google Services and Google Cloud. This report should analyze how these gaps could enable Google's cloud computing products, infrastructure, or services to facilitate surveillance, censorship, profiling, and targeting in the context of government abuse of power, and recommend risk mitigation measures.	✗	✓

Proposer : Zevin Asset Management

The proponent is seeking information on the effectiveness of governance systems related to the deployment of data processing products in high-risk contexts, in order to determine whether Alphabet is adequately mitigating the major risks associated with its customers' use of its products and the associated data processing. It notes that some of the company's clients are high-risk entities that deploy his cloud computing, artificial intelligence (AI), and data processing services in sensitive contexts (military, security, and border surveillance), including U.S. Immigration and Customs Enforcement (ICE), the U.S. Department of Defense (Project Maven), and the Israeli government (Project Nimbus), adding that Alphabet is expanding its operations into other high-risk territories, such as Saudi Arabia. It points out that in these high-risk contexts, these technologies serve as the infrastructure for data-driven targeting, surveillance, and intelligence systems that could facilitate serious human rights violations. However, Google is already facing lawsuits related to privacy. For example, in 2023, it reached a settlement to resolve a lawsuit accusing it of collecting personal information from users browsing in incognito mode on Chrome, a U.S. federal jury ordered it to pay $425 million in damages for violating the privacy rights of approximately 100 million users, and the French data protection authority fined it €50 million for lack of transparency, insufficient

information, and the absence of valid consent for personalized advertising. Google employees are also concerned about the use of its products by clients such as ICE and the Pentagon. In the case of the latter, they believe that its products could “cause irreparable harm to Google’s reputation, business, and global role” if used for military purposes. Alphabet has also been singled out by the United Nations Special Rapporteur on the situation of human rights in the Palestinian territories occupied since 1967, who stated that, along with Amazon, Microsoft, and IBM, it is “at the heart of Israel’s surveillance apparatus and the destruction of the Gaza Strip.” Finally, the author notes that in 2025, Alphabet abandoned its commitment not to develop AI tools capable of causing widespread harm, including technologies related to surveillance and weaponry. The board counters that Alphabet has policies and technical safeguards that effectively mitigate the risks mentioned, that it invests in the development of products that are secure by default, that it publishes detailed information on government access to data, and that it closely monitors legal, regulatory risks, and reputational risks associated with data governance, with the assistance of its Risk and Compliance Committee. However, the proponent notes with regret that these disclosures do not address the downstream risks associated with the deployment of Google Cloud at customer sites, nor do they address scenarios in which government access requirements or specific contractual provisions could significantly increase those risks. After careful consideration, we believe that Alphabet should increase its transparency so that investors can determine whether it has sufficient control, contractual authority, and oversight mechanisms to manage the risks associated with its customers’ use of its technologies and data in sensitive applications. It should be noted that, with a privacy score of 49 out of 100 from the World Benchmarking Alliance, Alphabet still has room to improve its performance in this area. The proposal is in the shareholders’ interest. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 12	BOARD	POLICY
Shareholder proposal requesting that the Board of Directors revise the Audit Committee Charter to ensure formal oversight of the responsible development and deployment of artificial intelligence (AI) and the associated risks that may impact the human rights of users and other stakeholders, including by reviewing and discussing with the full board issues deemed important by the committee regarding the company’s AI strategies, policies, and initiatives; public policy issues and regulatory risks related to AI; and the implementation of company policies governing the development and deployment of AI.	✗	✓

Proposer : Shareholder Association for Research & Education

Conflict of interest statement: The GIR advises you that it has a business relationship with the proponent, but that it does not impair its judgment and ability to apply the policy criteria. If you have any questions, please do not hesitate to contact us. Generative AI offers significant benefits, but its advancements also pose major risks, including a disruption of the way work is organized and the labor market, a decline in job quality and worker autonomy, an exacerbation of the problem of misinformation, the perpetuation of discrimination—and even its intensification—mass surveillance and manipulation, as well as the facilitation of cybercrime. Leading figures in the AI industry have rang the alarm bells, highlighting the responsibility of companies for AI safety and insisting on the urgent need for legislation to ensure that humanity enjoys the benefits of today's AI and protects itself against its dangers. The United Nations has echoed this call, expressing concern for human rights and democratic values. In 2024, the European Union adopted a law to frame AI systems, which aims to foster innovation while limiting risks. Elsewhere, regulators are starting to look into the ethical use of AI. In the case of Alphabet, the proponent notes that in 2025, the company withdrew the supervision of civil rights and human rights from the charter of the audit committee and the risk and compliance committee, even though it is planning massive investments in AI. It believes that this setback creates a gap in accountability regarding responsible AI governance, noting that its development and deployment could give rise to unforeseen risks to human rights or exacerbate existing risks, thereby increasing Alphabet’s exposure to such risks. Furthermore, the company acknowledges that it could face legal, regulatory, and competitive risks associated with the implementation of AI systems. The proponent believes that assigning oversight of AI to the audit committee would provide the board with the specialized expertise and attention needed to assess the risks, opportunities, and compliance obligations specific to the AI systems developed and deployed by Alphabet. This practice is becoming increasingly common in the industry, with companies such as Microsoft, eBay, Cisco, and Comcast having assigned oversight of AI, responsible AI, or AI-related risks to at least one board committee. Finally,

the proponent criticizes Alphabet's lack of transparency regarding risk assessment, post-deployment oversight mechanisms, and board supervision. The board responds that it is responsible for overseeing risks, including those related to human rights issues associated with AI, that his committees provide targeted, multi-level oversight of risks, and that he possesses exceptional technical and scientific expertise that enables him to grasp the complexity of AI without the need for overly restrictive guidelines. After careful consideration, we believe that, given the growing importance of AI in Alphabet's operations, its rapid development, and the significant risks associated with it, as well as the constantly evolving regulatory landscape in this area, it is in the best interests of shareholders to formalize oversight of AI and related risks that may impact human rights. Including this responsibility in the audit committee's charter could enable better oversight of these risks. Finally, with a score of 6.3 out of 100 for human rights from the World Benchmarking Alliance, we believe Alphabet needs to improve its performance in this area, including its due diligence process. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 13	BOARD	POLICY
Shareholder proposal requesting that the board of directors commission an external assessment of additional measures the company could take to limit the spread of misinformation on its platforms, and that it publish a report for shareholders summarizing the findings of that assessment.	✗	✓

Proposer : Vancity Investment Management

Although artificial intelligence (AI) offers immense possibilities, its development without safeguards poses major risks.Although artificial intelligence (AI) offers immense possibilities, its development without safeguards poses major risks. One of them is that it exacerbates the issue of misinformation. Thanks to generative AI and deepfakes, it is easy, quick and inexpensive to create fake content—or even disinformation websites that look like credible news outlets. As of May 29, 2026, NewsGuard, which assesses the credibility of news websites, had identified 3,006 news and information sites worldwide that were part of AI-generated content farms. On May 12, 2026, the Cyberjustice Laboratory also reported that, according to a NETendances survey, one in three people in the province of Quebec is exposed to misinformation every day. Leading figures in the AI industry ring the alarm bells, highlighting the responsibility of companies for AI safety and insisting on the urgent need for legislation to ensure that humanity enjoys the benefits of today's AI and protects itself against its dangers. The United Nations, which is concerned about human rights and democratic values, has echoed this call. The European Union (EU) has enacted legislation to regulate AI systems, with the aim, among other things, of preventing the manipulation of public opinion, while other countries are considering similar bills. Agreements have also been reached to better regulate AI, one of the most significant being the Council of Europe's Framework Convention on AI and Human Rights, Democracy, and the Rule of Law, which has been ratified by the EU and signed by some 20 countries, including Canada and the United States. This is the first legally binding international instrument in this area. This is the context of the proposal. Alphabet publishes information on its responsible use of AI, has adopted ethical principles regarding AI—although these were weakened in 2025 (see Proposal 11)—and has taken steps to combat misinformation. It has also signed an agreement with 15 AI giants at the AI summit in Seoul, committing to transparency and accountability to ensure the development of safe AI. For its part, the board of directors states that Alphabet is committed to mitigating the risks of misinformation associated with generative AI through its multi-layered governance framework, which is based on its core AI principles, robust policies and procedures, and comprehensive technical disclosures. Nevertheless, the numerous controversies surrounding disinformation that have affected it cast doubt on the effectiveness of its mitigation measures. For example, Google is facing lawsuits in several U.S. states and in Brazil over alleged harm caused by false information spread by its generative AI, and it removed its Gemma model from the AI Studio platform after a U.S. senator accused it of fabricating a false allegation of rape. Google has acknowledged that hallucinations in AI models are a major challenge for the industry, while asserting that Gemma had been misused. A Guardian investigation published in 2026 also revealed that Google's AI-powered health summaries were spreading false health information that put users at risk. Finally, according to NewsGuard, its AI products and services have high rates of factual inaccuracies, with Gemini spreading misinformation in nearly 17% of cases, while Nano Banana Pro is reportedly a "super-spreader" of disinformation. It therefore appears necessary and in the best interests of shareholders for Alphabet to seek

external advice on additional measures it could take to limit its contribution to the spread of misinformation and mitigate the financial, legal, regulatory, operational, and reputational risks associated with this issue. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 14	BOARD	POLICY
Shareholder proposal requesting that the board of directors amend the audit committee charter to include formal oversight of the responsible development and deployment of artificial intelligence (AI).	✕	⏸

Proposer : The National Legal and Policy Center

The proponent rises several major concerns regarding Alphabet's AI practices, particularly with regard to risks that could infringe upon the rights of users and other stakeholders. It criticizes the company for having eliminated the guidelines on civil and human rights, which, in his view, has created a gap in accountability regarding AI governance in the face of the risks associated with it. In particular, it laments the lack of clarity regarding whether the board of directors formally oversees AI-related risks and the implementation of the company's responsible AI policies. Oversight of AI and its impact on civil and human rights is a fundamental issue in responsible investing, and it is essential that companies commit to mitigating these risks and demonstrating transparency regarding their practices in this area. However, we have serious doubts about the real intentions of the proponent. Indeed, the National Legal and Policy Center is recognized as an ideological group opposed to 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. As we do not wish to support this organization's proposals, nor to vote against proposals that could improve corporate transparency on crucial social issues, we recommend an abstention on this proposal. The proposal is not in the shareholders' interest. An abstention was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Walmart Inc. (NYSE: WMT)	MEETING DATE 2026-06-04 ,
COUNTRY United States	RECORD DATE 2026-04-10
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 931142103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	14700
000442010	Genus Canglobe Equity fund	25700

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Cesar Conde	✓	✓
01.02	Elect Sarah J. Friar	✓	✓
01.03	Elect John R. Furner	✓	✗
01.04	Elect Carla A. Harris	✓	✗
01.05	Elect Thomas W. Horton	✓	✗
01.06	Elect Marissa A. Mayer	✓	✗
01.07	Elect Shishir Mehrotra	✓	✓
01.08	Elect Robert E. Moritz, Jr.	✓	✓
01.09	Elect Gregory B. Penner	✓	✗
01.10	Elect Randall L. Stephenson	✓	✗
01.11	Elect Steuart L. Walton	✓	✗
02	Appoint auditor : Ernst & Young LLP	✓	✓
03	Say on pay.	✓	✗
04	Approval of an Amendment to our Restated Certificate of Incorporation to limit the liability of certain offi cersas permitted by Delaware law	✓	✗
05	Shareholder proposal requesting Cumulative Voting for Board Elections	✗	⏸
06	Shareholder proposal requesting that the board of directors prepare a report for shareholders on the governance measures the company has implemented since 2020 to more effectively monitor and manage human rights risks related to occupational health and safety.	✗	✓
07	Shareholder proposal requesting that the board of directors publish a report on the impact of U.S. immigration policy and its enforcement on the company's operations.	✗	✓

08	Shareholder proposal requesting the publication of a report on the principles by which the company intends to address and measure the social implications for its employees of the growing adoption of cutting-edge technologies, including artificial intelligence (AI) and automation.	✗	✓

PROXY ANALYSIS

ITEM 01.01 — BOARD: ✓ POLICY: ✓

Elect Cesar Conde

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 Sarah J. Friar

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 John R. Furner

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 Carla A. 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 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 01.05 | **BOARD** | **POLICY**

Elect Thomas W. Horton | ✓ | ✗

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. 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 01.06 | **BOARD** | **POLICY**

Elect Marissa A. 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, 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 01.07 BOARD POLICY

Elect Shishir Mehrotra ✓ ✓

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 01.08 BOARD POLICY

Elect Robert E. Moritz, 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 01.09 BOARD POLICY

Elect Gregory B. Penner

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 01.10 BOARD POLICY

Elect Randall L. Stephenson

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 chairs the Nominating Committee of this board that has unsufficient competencies to assess and manage climate related risks. 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

Elect Steuart L. Walton

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 02 BOARD POLICY

Appoint auditor : 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

Say on pay.

Proposer : Board

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

Vote recorded

ITEM 04 BOARD POLICY

Approval of an Amendment to our Restated Certificate of Incorporation to limit the liability of certain offi cersas permitted by Delaware law

Proposer : Board

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

ITEM 05 BOARD POLICY

Shareholder proposal requesting Cumulative Voting for Board Elections

Proposer : National Legal and Policy Center

Cumulative voting promotes the representation of minority shareholders. However, we have serious doubts about the proponent's true intentions. Indeed, the National Legal and Policy Center is known as an ideological group that opposes the responsible investment movement. Furthermore, it uses the shareholder proposal system to undermine the legitimate efforts of many investors who are committed to advancing corporate governance in publicly traded companies. Since we do not wish to support this organization's proposals nor vote against proposals that could improve corporate governance, we recommend abstaining from voting on this proposal. The proposal is not in the shareholders' interest. An abstention was recorded.

Vote recorded

ITEM 06 **BOARD** **POLICY**

Shareholder proposal requesting that the board of directors prepare a report for shareholders on the governance measures the company has implemented since 2020 to more effectively monitor and manage human rights risks related to occupational health and safety.

Proposer : Oxfam America, Inc.

The risks and opportunities associated with human capital management are significant. Companies that do not offer appropriate working conditions are exposed to regulatory, legal and reputational risks. Poor treatment of the workforce can also negatively affect employee morale and productivity, and lead to problems with staff recruitment and retention. What's more, the discovery of serious human and labour rights abuses in a company's operations can expose it to serious legal risks, exploitation, reputational damage, boycotts and divestment. However, Walmart has a worrying health and safety record in the United States. In fact, the company is on the 2024 "Dirty Dozen employers" list of the nonprofit National Council for Occupational Safety and Health, which points out that 1,100 shootings have occurred in its stores since 2014, resulting in 300 deaths. According to a study of U.S. Federal Occupational Safety and Health Agency (OSHA) data from 29 States, Walmart had the second-highest rate of serious workplace injuries among U.S. employers between 2015 and 2022, with 571 serious injuries. In addition, in May 2025, the Daily Dot published a journalistic analysis of 244 OSHA reports documenting alleged hazards at Walmart stores since January 2023, including a lack of safety equipment, gun violence, and exposure to heat, carbon monoxide, and hazardous chemicals. These reports, which detail serious injuries, amputations, and deaths, show, according to the Daily Dot, that "Walmart employees nationwide continue to face hazardous working conditions." Another example, an Oxfam report published in April 2024, also revealed how Walmart and Amazon use surveillance technologies to monitor their warehouse workers that would seriously undermine their rights and health. The study shows that these systems impose inhuman productivity standards: some 74% of employees feel constant pressure to work faster, and more than half say that production quotas make it difficult to use the toilet. These practices disproportionately affect women and people of color. Following a shareholder proposal on occupational health and safety submitted in 2023, Walmart has increased transparency on its policies and practices, as well as on their effectiveness, notably by sharing accident rates and information on the severity of workplace accidents. This gesture must be emphasized. Nevertheless, its health and safety performance remains a cause for concern, as do the mass shootings in its stores, several of which were perpetrated by employees. The persistence of these problems over the years raises serious doubts as to whether management has taken them into account, or whether the measures taken to resolve them have been effective. We therefore believe that it is in the shareholders' interest to support the proposal, which could encourage Walmart to improve its policies and practices and reduce the risks associated with occupational health and safety issues. The requested report should give them a better understanding of how the

board oversees policies that may have an impact on the workplace accident rate, such as production quotas, attendance or clocking-in policies that may have an effect on employee health and safety, and other relevant measures. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07	BOARD	POLICY
Shareholder proposal requesting that the board of directors publish a report on the impact of U.S. immigration policy and its enforcement on the company's operations.	✗	✓

Proposer : SOC Investment Group

In 2025, immigration policy underwent major changes, and the proponent is concerned about their impact on Walmart's operations. A presidential decree raised the cost of H-1B visas for skilled foreign workers from $215 to $100,000. Walmart is among the top 10 employers of H-1B visa holders for fiscal year 2025, with more than 2,300 approved visas. According to the International Business Times UK, the company employs thousands of professionals in the fields of data science, software engineering, supply chain management, and logistics, noting that many of these positions are held by highly skilled foreign workers with H-1B visas. The skyrocketing cost could therefore reduce the talent pool in these fields. In response to the executive order, Walmart suspended job offers to holders of this visa, without explaining how it planned to address this issue in the long term. The proponent also notes that the cancellation of a program allowing more than half a million immigrants to work while their immigration applications are being processed could lead to staff shortages at Walmart, particularly in Florida and Texas, which have had a significant impact on customers and employees. The proponent further believes that the suspension of work visas for heavy-duty truck drivers, the imposition of restrictions on certain immigrants regarding the operation of heavy vehicles, and pressure from the federal government on states to revoke heavy-duty truck driver's licenses issued "irregularly" to non-U.S. residents could drive up transportation costs for Walmart, especially since the trucking industry is facing a driver shortage and 18% of professional drivers were born abroad. Finally, Walmart relies heavily on U.S. agricultural production, which could be severely disrupted by immigration restrictions and deportations. According to a study published in 2025, undocumented immigrant farmworkers account for 42% of employed farmworkers and 25% of all farmworkers in the United States. Labor shortages in this sector resulting from evictions could lead to lower yields and higher prices. The proponent is therefore asking Walmart to improve its disclosure regarding the impacts of policy changes to enable shareholders to better assess the company's ability to respond to disruptions in its operations. The board responds that immigration-related developments are taken into account within the broader framework of enterprise risk management and workforce planning and do not warrant a separate report. It also stated that Walmart has not experienced any significant disruptions to its operations or supply chain related to the changes made to immigration policy. The proponent notes, however, that several of its peers address immigration-related risks in their annual reports, with companies such as Target, Dollar General, and Lowe's viewing changes in immigration policy as a specific business risk. It believes that its reluctance to provide more detailed information reflects a troubling tolerance for regulatory risk. After careful consideration, we believe that the proposal is in the best interests of the shareholders. Its implementation should not pose an undue burden, as the council's response suggests that the impacts of the tighter immigration policy have already been assessed. The report could thus reassure investors and help them better understand the financial, competitive, and operational impacts and risks associated with immigration policy on Walmart, as well as the company's management of these issues. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 08	BOARD	POLICY

Shareholder proposal requesting the publication of a report on the principles by which the company intends to address and measure the social implications for its employees of the growing adoption of cutting-edge technologies, including artificial intelligence (AI) and automation.

Proposer : United for respect

Generative AI offers immense possibilities, but its advancements raise many concerns, including fears of a major upheaval in the way work is organized and in the job market. According to a report by the McKinsey Global Institute published in 2023, generative AI is accelerating automation and extending it to an entirely new set of professions. It points out that employees will need support to acquire new skills and that the risks associated with generative AI will need to be mitigated and managed, stating that if worker transitions and risks are managed effectively, generative AI could contribute substantially to economic growth. In a report published in 2023, the International Labour Organization (ILO) notes that while generative AI can improve productivity, its introduction may undermine job quality and workers' autonomy, not to mention that some jobs could disappear. The ILO therefore considers it urgent to take measures to ensure a smooth transition and mitigate its negative impacts. It should also be noted that the issue of bias and stereotypes is one of the major ethical challenges facing AI, as it can perpetuate—or even exacerbate—discrimination, including in recruitment and promotion processes. It is therefore important for companies to be aware of the human rights risks associated with the rapid introduction of digital technologies in the workplace and to exercise due diligence to protect these rights and ensure that all stakeholders benefit from these changes. Otherwise, they will expose themselves to significant legal, financial, operational, and reputational risks. In the case of Walmart, the proponent notes that the company has already deployed AI-based tools to streamline recruitment, schedule planning, training, and task prioritization; that it is working to automate its distribution centers and logistics operations; and that it has implemented a performance-based algorithmic system to determine annual pay raises for hourly employees. In addition, it recently announced an investment estimated at $815 billion in AI and stated its intention to integrate autonomous AI systems into virtually all of its operations. The proponent also commends Walmart's commitments to responsible AI and principles such as fairness, transparency, privacy, security, and human oversight, but notes that investors do not know how Walmart implements, monitors, and enforces them. We also note that Walmart has already been embroiled in controversies related to this issue. For example, Oxfam published a report on its use of surveillance technologies to monitor warehouse employees (see the analysis of Proposal 6); CNBC reported on the use of AI tools to monitor internal communications, raising concerns about privacy and freedom of expression in the workplace, while Silicon Review reported that unions are criticizing its AI-based scheduling tools, which allegedly reduced employees' working hours by 20%, raising concerns about job security and workforce automation. Given the significant risks associated with AI and the rapid introduction of new technologies in the workplace, Walmart should assess the potential social implications of the new technologies it plans to use from the outset in order to proactively mitigate their negative effects on its employees. The requested report would allow investors to assess whether the company's AI strategy is consistent with its public commitments and mitigates labor-related risks. A vote in favour of the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Palantir Technologies inc. (PLTR)	MEETING DATE 2026-06-03 ,
COUNTRY United States	RECORD DATE 2026-04-06
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 69608A108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	5000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect : Alexander Karp	✓	✗
01.02	Elect : Stephen Cohen	✓	✗
01.03	Elect : Peter Thiel	✓	✗
01.04	Elect : Alexander Moore	✓	✗
01.05	Elect : Alexandra Schiff	✓	✗
01.06	Elect : Lauren Friedman Stat	✓	✓
01.07	Elect : Eric Woersching	✓	✓
02	Ratification of the appointment of Ernst & Young LLP as Palantir's independent registered public accountingfirm for 2026.	✓	✓
03	Advisory vote to approve named executive officer compensation	✓	✗
04	Stockholder proposal entitled "Independent Report on Due Diligence Process," if properly presented at the Annual Meeting.	✗	✓
05	Shareholder proposal requesting that the board of directors publish a report presenting the results of a human rights impact assessment that examines the actual and potential impacts on human rights associated with the use of the company's products and services.	✗	✓
06	Stockholder proposal entitled "Political Spending Disclosure," if properly presented at the Annual Meeting.	✗	✓

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect : Alexander Karp	✓	✗

Proposer : Board

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

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect : Stephen Cohen	✓	✗

Proposer : Board

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

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect : Peter Thiel	✓	✗

Proposer : Board

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

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect : Alexander Moore	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than 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 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 01.05	**BOARD**	**POLICY**
Elect : Alexandra Schiff	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that less than the two-thirds of them are independent. The key committees are all exclusively made up of independent members. This nominee is deemed independent according to the policy. She is 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 01.06	**BOARD**	**POLICY**
Elect : Lauren Friedman Stat	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that less than 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 01.07	**BOARD**	**POLICY**

Elect : Eric Woersching	✓	✓

Proposer : Board

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

Vote recorded

ITEM 02	BOARD	POLICY
Ratification of the appointment of Ernst & Young LLP as Palantir's independent registered public accountingfirm 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 03	BOARD	POLICY
Advisory vote to approve named executive officer 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 "Independent Report on Due Diligence Process," if properly presented at the Annual Meeting.	✗	✓

Proposer : The Presbyterian Church, (U.S.A.),

Companies directly or indirectly related to human rights violations are exposed to financial, legal, operational, and reputational risks, and even to boycott and disinvestment. Adopting a credible, comprehensive human rights policy that complies with internationally recognized standards helps mitigate these risks, as companies ensure compliance by engaging qualified independent auditors. They must also establish a due diligence process to effectively identify, assess, prevent, and mitigate actual and potential negative impacts on human rights that they may cause or contribute to through their activities, services, and products, as required by the United Nations Guiding Principles on Business and Human Rights. They specify that the first step in the due diligence process is to identify and assess actual or potential adverse impacts on human rights. That, in fact, is the purpose of human rights impact assessments. However, as the proponent points out, Palantir does not indicate in its human rights policy whether it conducts such assessments. This is all the more concerning given that, as we mentioned in our analysis of Proposal 4, the company is the subject of allegations that its technologies are being used to violate human rights, including in conflict-affected and high-risk areas (CAHRA), which require enhanced due diligence. Similarly, it does not appear to be fulfilling its human rights due diligence obligations, even though these are set forth in its own human rights policy. Furthermore, it does not provide clear information on its due diligence process regarding the risks associated with its customers' use of its defense products and makes no mention of enhanced due diligence for CAHRAs. It is worth noting, however, that several aspects of its policy fall short of or do not comply with international standards, starting with the fact that it does not formally commit to respecting human rights, but rather acknowledges its corporate responsibility to "strive" to respect them. It also seems to be trying to diminish its responsibility. For example, it states that, unless expressly stated otherwise, its policy commitments do not extend to its customers, given its limited role in supporting their use of our software, among other factors, or it cites legal, ethical, and confidentiality limitations that, in its view, would restrict its ability to fulfill its human rights obligations. Given the company's weak human rights policy and lack of transparency regarding due diligence, as well as the controversies and high risks of human rights violations associated with the use of its products—which expose it to numerous risks—we believe the proposal is justified and in the best interests of shareholders. The requested report would provide investors with information on how Palantir implements its human rights policy and on its exposure to risks. The impact assessment would also help the company ensure that its policies, practices, and products do not pose risks to human rights and, where necessary, take proactive measures, thereby enabling it to avoid controversies arising from human rights risks that were not identified and addressed. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Shareholder proposal requesting that the board of directors publish a report presenting the results of a human rights impact assessment that examines the actual and potential impacts on human rights associated with the use of the company's products and services.	✗	✓

Proposer : Sisters of St. Joseph of Peace

Companies directly or indirectly related to human rights violations are exposed to financial, legal, operational, and reputational risks, and even to boycott and disinvestment. Adopting a credible, comprehensive human rights policy that complies with internationally recognized standards helps mitigate these risks, as companies ensure compliance by engaging qualified independent auditors. They must also establish a due diligence process to effectively identify, assess, prevent, and mitigate actual and potential negative impacts on human rights that they may cause or contribute to through their activities, services, and products, as required by the United Nations Guiding Principles on Business and Human Rights. They specify that the first step in the due diligence process is to identify and assess actual or potential adverse impacts on human rights. That, in fact, is the purpose of human rights impact assessments. However, as the proponent points out, Palantir does not indicate in its human rights policy whether it conducts such assessments. This is all the more concerning given that, as we mentioned in our analysis of Proposal 4, the company is the subject of allegations that its technologies are being used to violate human rights, including in conflict-affected and high-risk areas (CAHRA),

which require enhanced due diligence. Similarly, it does not appear to be fulfilling its human rights due diligence obligations, even though these are set forth in its own human rights policy. Furthermore, it does not provide clear information on its due diligence process regarding the risks associated with its customers' use of its defense products and makes no mention of enhanced due diligence for CAHRAs. It is worth noting, however, that several aspects of its policy fall short of or do not comply with international standards, starting with the fact that it does not formally commit to respecting human rights, but rather acknowledges its corporate responsibility to "strive" to respect them. It also seems to be trying to diminish its responsibility. For example, it states that, unless expressly stated otherwise, its policy commitments do not extend to its customers, given its limited role in supporting their use of our software, among other factors, or it cites legal, ethical, and confidentiality limitations that, in its view, would restrict its ability to fulfill its human rights obligations. Given the company's weak human rights policy and lack of transparency regarding due diligence, as well as the controversies and high risks of human rights violations associated with the use of its products—which expose it to numerous risks—we believe the proposal is justified and in the best interests of shareholders. The requested report would provide investors with information on how Palantir implements its human rights policy and on its exposure to risks. The impact assessment would also help the company ensure that its policies, practices, and products do not pose risks to human rights and, where necessary, take proactive measures, thereby enabling it to avoid controversies arising from human rights risks that were not identified and addressed. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 06	BOARD	POLICY
Stockholder proposal entitled "Political Spending Disclosure," if properly presented at the Annual Meeting.	✗	✓

Proposer : New York State Common Retirement Fund

Publishing a report on political contributions would be useful. In addition to creating legal risks related to the complexity of the relevant laws, political contributions create sizeable problems that can have repercussions on the value added. These companies obtain benefits at the expense of more effective strategies, such as investing in research and development. Charitable donations can also promote executives' interests without representing those of the company or its shareholders. It is in the shareholders' interest that the company disclose all information on its lobbying efforts, because there are risks to the company's reputation. The proposal is deemed reasonable. It is in shareholders' interest and could be produce at a low cost since the report would only be published on the company's website. A vote in favour of the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER RioCan REIT (REI.UN)	MEETING DATE 2026-06-02 ,
COUNTRY Canada	RECORD DATE 2026-04-17
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 766910103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	188300
000442029	Genus Fossil Free CanGlobe Equity fund	299200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Janice Fukakusa	✓	✗
01.02	Elect Jonathan Gitlin	✓	✗
01.03	Elect Marie-Josée Lamothe	✓	✗
01.04	Elect Dale H. Lastman	✓	✗
01.05	Elect Jane Marshall	✓	✗
01.06	Elect Guy Metcalfe	✓	✓
01.07	Elect Edward Sonshine	✓	✗
01.08	Elect Siim A. Vanaselja	✓	✗
01.09	Elect Charles M. Winograd	✓	✗
02	Appoint auditor : PricewaterhouseCoopers LLP	✓	✓
03	Say on pay	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Janice Fukakusa	✓	✗

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 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
Elect Jonathan Gitlin	✓	✗

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 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. A vote against the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Marie-Josée Lamothe	✓	✗

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 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 Dale H. Lastman	✓	✗

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 and the Compensation Committee are not exclusively made up of independent members. This nominee is not deemed independent according to the company. He works for a law firm or a placing broker that receives significant annual fees from the company. A vote against the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Jane Marshall	✓	✗

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 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. She has been on the board for over 10 years. 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 01.06	BOARD	POLICY
Elect Guy Metcalfe	✓	✓

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 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 Edward Sonshine	✓	✗

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 and the Compensation Committee are 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 01.08	BOARD	POLICY
Elect Siim A. Vanaselja	✓	✗

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 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
Elect Charles M. Winograd	✓	✗

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 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 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
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. The term of the share option plan exceeds the time limit stipulated in the policy, which is 5 years. In the event of a change of control, the directors' employment contrat includes accelerated vesting of awards which goes against the policy. A vote against the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER General Motors Company (NYSE:GM)	MEETING DATE 2026-06-02 ,
COUNTRY United States	RECORD DATE 2026-04-06
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 37045V100

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	13000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Mary T. Barra	✓	✗
01.02	Elect Wesley G. Bush	✓	✓
01.03	Elect Joanne C. Crevoiserat	✓	✗
01.04	Elect Joseph Jimenez	✓	✗
01.05	Elect Alfred F. Kelly, Jr.	✓	✓
01.06	Elect Jonathan McNeill	✓	✗
01.07	Elect Judith A. Miscik	✓	✓
01.08	Elect Patricia F. Russo	✓	✗
01.09	Elect Mark A. Tatum	✓	✗
01.10	Elect Jan E. Tighe	✓	✓
01.11	Elect Devin N. Wenig	✓	✓
02	To approve the appointment of the auditing firm Ernst & Young LLP.	✓	✗
03	Advisory Vote on Executive Compensation.	✓	✗
04	Advisory Vote on the frequency of the shareholders' say-on-pay.	1	1
05	To modify the long-term incentive compensation plan.	✓	✗
06	Shareholder proposal that the roles of Board Chair and CEO be made separate.	✗	▮▮
07	Shareholder proposal requesting that the board of directors publish a report outlining the effectiveness of the company's policies, practices, and performance indicators regarding compliance with internationally recognized standards on the rights of indigenous peoples, as set forth in the United	✗	✓

	Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and International Labour Organization (ILO) Convention No. 169, in the context of its operations and supply chain.		

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Mary T. Barra	✓	✗

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. This nominee is both CEO and Chairwoman, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Wesley G. Bush	✓	✓

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
Elect Joanne C. Crevoiserat	✓	✗

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. 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. 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 Joseph Jimenez	✓	✗

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. 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 Alfred F. Kelly, Jr.	✓	✓

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 Jonathan McNeill	✓	✗

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 **01.07**	BOARD	POLICY
Elect Judith A. Miscik	✓	✓

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 Patricia F. Russo	✓	✗

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. 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 Mark A. Tatum

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 01.10 BOARD POLICY

Elect Jan E. Tighe

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 01.11 BOARD POLICY

Elect Devin N. Wenig

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 LLP.

Proposer : Board

More than 75% of the fees paid to the firm were for financial auditing services. The auditor did not incorporate the financial effects of climate-related risk in the financial statements. A vote against the proposal was recorded.

Vote recorded

ITEM 03 **BOARD** **POLICY**

Advisory Vote on Executive Compensation.

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. 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**

Advisory Vote on the frequency of the shareholders' say-on-pay. 1 1

Proposer : Board

The proposal aims to set, in a non-restrictive manner, the frequency that shareholder will have the opportunity to approve an executive compensation program. It is relevant to allow shareholders a yearly opportunity to voice their concerns. A yearly frequency is in the shareholders' interest and has been selected.

Vote recorded

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

To modify the long-term incentive compensation 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 06	BOARD	POLICY
Shareholder proposal that the roles of Board Chair and CEO be made separate.	✗	⏸

Proposer : National Legal and Policy Center

L'adoption de politiques visant à garantir l'indépendance du président du conseil d'administration constitue une bonne pratique de gouvernance. Toutefois, nous avons de sérieux doutes quant aux intentions réelles de l'auteur de la proposition. En effet, le National Legal and Policy Center est reconnu comme un groupe idéologique qui s'oppose au courant de l'investissement responsable. Il utilise en outre le système des propositions d'actionnaires pour saper les efforts légitimes de nombreux investisseurs soucieux de contribuer à l'amélioration de la gouvernance des sociétés cotées en bourse. Étant donné que nous ne souhaitons pas soutenir les propositions de cette organisation ni voter contre des propositions susceptibles d'améliorer la gouvernance d'entreprise, nous recommandons de s'abstenir sur cette proposition. The proposal is not in the shareholders' interest. An abstention was recorded.

Vote recorded

ITEM 07	BOARD	POLICY
Shareholder proposal requesting that the board of directors publish a report outlining the effectiveness of the company's policies, practices, and performance indicators regarding compliance with internationally recognized standards on the rights of indigenous peoples, as set forth in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and International Labour Organization (ILO) Convention No. 169, in the context of its operations and supply chain.	✗	✓

Proposer : Sisters of St. Joseph of Peace

Companies directly or indirectly linked to recognized human rights violations, including those affecting Indigenous peoples, face financial, legal, operational, reputational, boycott, and divestment risks. There are several examples where a failure to respect Indigenous rights—including the right to free, prior, and informed consent (FPIC)—has caused delays and disruptions to projects, if not outright failures. It is therefore in companies' best interest to comply with internationally recognized standards on human rights and Indigenous rights, as doing so enhances the legitimacy and social acceptability of projects and reduces the risk of conflict. In the case of GM, the proponent points out that to meet its electric vehicle goals, the company needs transition minerals located largely on or near Indigenous territories. It notes that although GM claims to respect their rights and requires its suppliers to do the same, it does not explain its procedures for assessing risks related to those rights nor does it report on their effectiveness. Finally, it believes that the ongoing controversies surrounding Indigenous rights that GM is facing (the lithium mining project in Nevada and ties to nickel mines in Indonesia) illustrate its exposure to risks related to these rights. The board rejected the proposal,

stating that GM already discloses its commitments, governance structures, and due diligence process through its human rights policy and statement, its supplier code of conduct, and its conflict minerals reports. In fact, GM explicitly references the UNDRIP and ILO Convention No. 169 in its human rights policy and requires its suppliers to respect the land rights of Indigenous peoples in accordance with these international instruments, including the FPIC. These actions deserve to be highlighted. Nevertheless, an analysis by the World Benchmarking Alliance (WBA) as part of the Corporate Human Rights Benchmark shows that GM could significantly improve its transparency regarding its due diligence process, particularly with respect to the assessment of risks and impacts on human rights, disclosure of impacts, integration and monitoring of risk and impact assessments, and monitoring the effectiveness of actions taken to address risks and impacts. Overall, GM scored only 21.7 out of 100 on this part of the assessment. For its part, the global Lead the Charge campaign ranks GM last among European and American automakers in terms of human rights, highlighting the company's recent setbacks in this area. It gave the company a score of 11 out of 100 on Indigenous rights, stating that, despite its commitments to Indigenous peoples, GM has provided no tangible evidence of their concrete implementation and enforcement. It also highlights the controversy surrounding its plans for a lithium mine in Nevada, which has not obtained the Free, Prior, and Informed Consent (FPIC) of the affected Indigenous peoples and faces strong opposition from the Red Mountain community. Given GM's lack of transparency regarding its due diligence process, the significant risks related to Indigenous rights to which its supply chain exposes the company, and the controversies surrounding these rights that cast doubt on the effectiveness of its commitments, the proposal appears relevant and justified. It could help investors better assess whether GM's commitments and practices effectively manage significant risks and are aligned with international standards. A vote in favour of the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Aecon Group Inc. (ARE)	MEETING DATE 2026-06-01 ,
COUNTRY Canada	RECORD DATE 2026-04-09
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 00762V109

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	17800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Susan Wolburgh Jenah	✓	✗
01.02	Elect Leslie Kass	✓	✓
01.03	Elect Stuart Lee	✓	✓
01.04	Elect Jeffrey Lyash	✓	✓
01.05	Elect Rod Phillips	✓	✓
01.06	Elect Eric Rosenfeld	✓	✓
01.07	Elect Jean-Louis Servranckx	✓	✓
01.08	Elect Deborah S. Stein	✓	✓
01.09	Elect Scott Stewart	✓	✓
01.10	Elect Scott Thon	✓	✓
02	Approval, on an advisory basis, of the approach to the Corporation's executive compensation disclosed in the 2026 Management Information Circular.	✓	✗
03	Re-appointment of PricewaterhouseCoopers LLP, Chartered Accountants, as auditors of the Corporation and authorization of the board of directors to fix their remuneration.	✓	✓

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Susan Wolburgh Jenah	✓	✗

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 01.02	BOARD	POLICY
Elect Leslie Kass	✓	✓

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
Elect Stuart Lee	✓	✓

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 Jeffrey Lyash	✓	✓

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 first-time nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect Rod Phillips	✓	✓

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 Eric Rosenfeld	✓	✓

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 Jean-Louis Servranckx	✓	✓

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 **01.08**	BOARD	POLICY
Elect Deborah S. Stein	✓	✓

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 **01.09**	BOARD	POLICY
Elect Scott 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 **01.10**	BOARD	POLICY
Elect Scott Thon	✓	✓

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 approach to the Corporation's executive compensation disclosed in the 2026 Management Information Circular.	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. The plan makes provisions for the issuing of replacement options and includes an automatic-share-replacement clause. A vote against the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
Re-appointment of PricewaterhouseCoopers LLP, Chartered Accountants, as auditors of the Corporation and authorization of the board of directors to fix their 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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Arista Networks Inc. (NYSE:ANET)	MEETING DATE 2026-05-29 ,
COUNTRY United States	RECORD DATE 2026-04-02
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 040413106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	24200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect: Lewis Chew	✓	✗
01.02	Elect: Greg Lavender	✓	✗
01.03	Elect: Mark B. Templeton	✓	✓
02	Approval, on an advisory basis, of the compensation of our named executive officers	✓	✗
03	Ratification of the appointment of Ernst & Young LLP	✓	✗

PROXY ANALYSIS

ITEM 01.01

	BOARD	POLICY
Elect: Lewis Chew	✓	✗

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 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 01.02

	BOARD	POLICY
Elect: Greg Lavender	✓	✗

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

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect: Mark B. Templeton	✓	✓

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 02	BOARD	POLICY
Approval, on an advisory basis, of 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 03	BOARD	POLICY
Ratification of the appointment of Ernst & Young LLP	✓	✗

Proposer : Board

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

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Motorola Solutions Inc. (MSI)	MEETING DATE 2026-05-28 ,
COUNTRY United States	RECORD DATE 2026-03-19
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 620076307

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	6800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Election of Director for a One-Year Term: Gregory Q. Brown	✓	✗
01.02	Election of Director for a One-Year Term: Nicole Anasenes	✓	✓
01.03	Election of Director for a One-Year Term: Kenneth D. Denman	✓	✗
01.04	Election of Director for a One-Year Term: Ayanna M. Howard	✓	✓
01.05	Election of Director for a One-Year Term: Mark E. Lashier	✓	✗
01.06	Election of Director for a One-Year Term: Peter A. Leav	✓	✓
01.07	Election of Director for a One-Year Term: Elizabeth D. Mann	✓	✓
01.08	Election of Director for a One-Year Term: Joseph M. Tucci	✓	✗
02	Ratification of the Appointment of PricewaterhouseCoopers LLP as the Company's Independent Registered Public Accounting Firm for 2026.	✓	✓
03	Advisory Approval of the Company's Executive Compensation.	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Election of Director for a One-Year Term: Gregory Q. Brown	✓	✗

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 01.02

	BOARD	POLICY
Election of Director for a One-Year Term: Nicole Anasenes	✓	✓

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
Election of Director for a One-Year Term: Kenneth D. Denman	✓	✗

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 01.04

	BOARD	POLICY
Election of Director for a One-Year Term: Ayanna M. Howard	✓	✓

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 01.05 BOARD POLICY

Election of Director for a One-Year Term: Mark E. Lashier ✓ ✗

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 Philipps 66 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 01.06 BOARD POLICY

Election of Director for a One-Year Term: Peter A. Leav ✓ ✓

Proposer : Board

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

Vote recorded

ITEM 01.07 BOARD POLICY

Election of Director for a One-Year Term: Elizabeth D. Mann ✓ ✓

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 01.08 BOARD POLICY

Election of Director for a One-Year Term: Joseph M. Tucci	✓	✗

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 02	BOARD	POLICY
Ratification of the Appointment of PricewaterhouseCoopers LLP as 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 03	BOARD	POLICY
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 grant of bonuses linked to performance is at the directors' discretion. The CEO was paid more than 200 times the average pay of Americans workers. Large pay disparities contribute to increasingly unequal societies, which are less sustainable, less inclusive, and less productive. This is not good for the company or its stakeholders in the long term. A vote against the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Chevron Corporation (CVX)	MEETING DATE 2026-05-27 ,
COUNTRY United States	RECORD DATE 2026-03-30
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 166764100

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	22800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Election of Director: Wanda M. Austin	✓	✗
01.02	Election of Director: John B. Frank	✓	✓
01.03	Election of Director: Enrique Hernandez, Jr.	✓	✗
01.04	Election of Director: John B. Hess	✓	✗
01.05	Election of Director: Marillyn A. Hewson	✓	✗
01.06	Election of Director: Thomas W. Horton	✓	✓
01.07	Election of Director: Jon M. Huntsman Jr.	✓	✗
01.08	Election of Director: Dambisa F. Moyo	✓	✗
01.09	Election of Director: Debra Reed-Klages	✓	✓
01.10	Election of Director: D. James Umpleby III	✓	✗
01.11	Election of Director: Cynthia J. Warner	✓	✓
01.12	Election of Director: Michael K. Wirth	✓	✗
02	Ratification of Appointment of PricewaterhouseCoopers LLP as the Independent Registered PublicAccounting Firm for 2026	✓	✗
03	Advisory Vote to Approve Named Executive Officer Compensation	✓	✗
04	Shareholder proposal to separate the positions of Chairman of the Board and Chief Executive Officer.	✗	⏸
05	Shareholder proposal requesting that the company publish a report assessing the effectiveness of its policies, practices, and performance indicators regarding respect for the rights of Indigenous peoples, in accordance with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the right to free, prior, and informed consent (FPIC).	✗	✓
06	Shareholder proposal requesting that the board of directors commission and publish an independent report, prepared by a third party, assessing the effectiveness of the company's due diligence process for identifying, assessing, and mitigating human rights risks arising from its customers,	✗	✓

	counterparties, and business partners.		

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Election of Director: Wanda M. Austin	✓	✗

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 01.02	BOARD	POLICY
Election of Director: John B. Frank	✓	✓

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
Election of Director: Enrique Hernandez, 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, 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
Election of Director: John B. Hess	✓	✗

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

Vote recorded

ITEM **01.05**	BOARD	POLICY
Election of Director: Marillyn A. Hewson	✓	✗

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
Election of Director: Thomas W. Horton	✓	✓

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 of Director: Jon M. Huntsman 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. 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
Election of Director: Dambisa F. Moyo	✓	✗

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 01.09	BOARD	POLICY
Election of Director: Debra Reed-Klages	✓	✓

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
Election of Director: D. James Umpleby 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 01.11	BOARD	POLICY
Election of Director: Cynthia J. Warner	✓	✓

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
Election of Director: Michael K. Wirth	✓	✗

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 02	BOARD	POLICY
Ratification of Appointment of PricewaterhouseCoopers LLP as the Independent Registered PublicAccounting Firm for 2026	✓	✗

Proposer : Board

More than 75% of the fees paid to the firm were for financial auditing services. The auditor did not incorporate the financial effects of climate-related risk in the financial statements. A vote against the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
Advisory Vote to Approve Named Executive Officer 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. A vote against the proposal was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
Shareholder proposal to separate the positions of Chairman of the Board and Chief Executive Officer.	✗	⏸

Proposer : National Legal and Policy Center

Adopting policies to ensure the independence of the chair of the board of directors is a good governance practice. However, we have serious doubts about the real intentions of the proponent. Indeed, the National Legal and Policy Center is recognized as an ideological group opposed to 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. As we do not wish to support this organization's proposals, nor to vote against proposals that could improve corporate governance, we recommend an abstention on this proposal. The proposal is not in the shareholders' interest. An abstention was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Shareholder proposal requesting that the company publish a report assessing the effectiveness of its policies, practices, and performance indicators regarding respect for the rights of Indigenous peoples, in accordance with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the right to free, prior, and informed consent (FPIC).	✗	✓

Proposer : Franciscan Sisters of Allegany

Companies directly or indirectly related to recognized human rights violations, including the rights of Indigenous People, are exposed to financial, legal, operational, reputational risks, as well as boycott and disinvestment. There are several examples where a failure to respect Indigenous rights, including the FPIC, has caused delays and disruptions to projects, if not outright failures. One example that comes to mind is Enbridge's Northern Gateway pipeline project, which was scrapped by the Canadian government in 2016 due to its potential impacts on the environment and Indigenous rights. In particular, it was criticized for failing to obtain the FPIC from all the affected Indigenous communities. It is therefore in the best interest of companies to comply with internationally recognized standards on human rights and Indigenous rights, as respecting these rights helps to enhance the legitimacy and social acceptability of projects and reduce the risk of conflict. In Chevon's case, the proponent points out that its operations often encroach on Indigenous territories and that, despite the company's stated support for the UNDRIP and its commitment to engaging respectfully with Indigenous communities, its activities have been linked to serious violations of their rights, raising questions about the effectiveness of these commitments. To illustrate its point, the proponent discusses Texaco's significant environmental legacy in Ecuador and its harmful impact on indigenous communities. It points out that Chevron has not paid any compensation, despite being ordered by an Ecuadorian court to pay $9.5 billion, and that it continues to extract crude oil from indigenous territories in Ecuador, even though the communities oppose it. It should be noted that the board of directors rejects the proponent's allegations, asserting, among other things, that the proposer is using "baseless" charges as evidence, related to the "fraudulent" judgment obtained in Ecuador. Upon review, we find that the company has made significant commitments to human rights, but has been involved in several major controversies regarding these rights, some of which have received extensive media coverage and have been highly damaging to its reputation. Among them is a lawsuit filed by 30,000 farmers and Indigenous people in Ecuador who accuse Texaco, a company acquired by Chevron in 2000, of causing an environmental disaster in the Amazon rainforest that threatens their health and livelihoods. In addition, the World Benchmarking Alliance (WBA) awarded Chevron a score of 50.0% for the human rights category in its Social Benchmark. The WBA identified significant flaws in its due diligence process, giving it a score of 0 for criteria related to remedial measures, as well as the identification, assessment, integration, and monitoring of human rights risk and impact assessments. Finally, we note that although Chevron states that it recognizes the UNDRIP and strives to obtain free, prior, and informed consent from Indigenous communities "in accordance with applicable law," it does not specify how it ensures respect for these fundamental rights when local laws do not protect them or fall short of international standards. Thus, Chevron does not appear to have a firm commitment to the FPIC and lacks transparency regarding its due diligence process concerning the rights of Indigenous peoples. We therefore believe that the proposal is relevant and justified, and that it would help investors better assess whether Chevron's commitments and practices effectively manage significant risks and are aligned with international standards. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 06	BOARD	POLICY

Shareholder proposal requesting that the board of directors commission and publish an independent report, prepared by a third party, assessing the effectiveness of the company's due diligence process for identifying, assessing, and mitigating human rights risks arising from its customers, counterparties, and business partners.

Proposer : Lillian Levin Trust

Companies directly or indirectly related to human rights violations are exposed to financial, legal, operational, and reputational risks, and even to boycott and disinvestment. As required by the UN Guiding Principles on Business and Human Rights (the Guiding Principles), they must implement a due diligence process to identify, assess, prevent, and effectively mitigate actual and potential adverse human rights impacts that they may have or contribute to through, among other things, their activities or that may arise directly from their activities. Furthermore, according to these principles, the risk that companies may be complicit in serious violations of these rights increases in conflict-affected and high-risk areas (CAHRA), which requires them to exercise greater due diligence. The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct reflect the same approach. However, Chevron carries out activities off the coast of Gaza. It should be noted that, according to the United Nations Special Committee tasked with investigating Israeli practices, the war waged by Israel in Gaza following the terrorist attack launched by Hamas on October 7, 2023, exhibits characteristics of genocide. The International Criminal Court has issued arrest warrants for two Israeli officials for crimes against humanity and war crimes committed since October 8, 2023, while the International Court of Justice has ruled that Israel's occupation of the West Bank, Gaza, and East Jerusalem, as well as its settlements, violate international law. In this context, Chevron faces a high risk of being linked to human rights abuses. It was also singled out by the United Nations Special Rapporteur on the situation of human rights in the Palestinian territories occupied since 1967, Francesca Albanese, in a report published on July 2, 2025, which condemns the involvement of 48 companies in the war in Gaza and Israel's colonization of Palestinian territories. Among other things, Ms. Albanese writes that "by supplying Israel with coal, gas, oil and fuel, [Chevron and BP] are contributing to civilian infrastructures that Israel uses to entrench permanent annexation and weaponises in the destruction of Palestinian life. The same infrastructure services the Israeli military while it obliterates Gaza, including the network supplying the resources that these companies have provided. The ostensibly civilian nature of such infrastructure does not exonerate a company of responsibility." Chevron's human rights policy commits the company to respecting human rights as set forth in the Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and to adhering to the principles set forth in the Guiding Principles and the Voluntary Principles on Security and Human Rights. However, its policies and practices appear to have significant flaws, as evidenced by the World Benchmarking Alliance's assessment, particularly with regard to its due diligence process (see the analysis of Proposal 05). These shortcomings are particularly concerning given that Chevron operates in a CAHRA, which requires enhanced due diligence. Support for the proposal could encourage the company to improve its due diligence procedures in order to enhance its management of human rights risks and mitigate its exposure to them. A vote in favour of the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Affiliated Managers Group Inc. (AMG)	MEETING DATE 2026-05-27 ,
COUNTRY United States	RECORD DATE 2026-04-06
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 8252108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	4200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect: G. Staley Cates	✓	✗
01.02	Elect: Marcy Engel	✓	✗
01.03	Elect: Annette Franqui	✓	✗
01.04	Elect: Jay C. Horgen	✓	✓
01.05	Elect: Félix V. Matos Rodríguez	✓	✓
01.06	Elect: Tracy P. Palandjian	✓	✗
01.07	Elect: Loren M. Starr	✓	✗
02	To approve, by a non-binding advisory vote, the compensation of the Company's named executive officers.	✓	✗
03	To ratify the selection of PricewaterhouseCoopers LLP	✓	✗

PROXY ANALYSIS

ITEM 01.01 BOARD POLICY

Elect: G. Staley Cates ✓ ✗

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 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 01.02 BOARD POLICY

Elect: Marcy Engel

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. 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 01.03 BOARD POLICY

Elect: Annette Franqui

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. 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 01.04 BOARD POLICY

Elect: Jay C. Horgen

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 01.05 BOARD POLICY

Elect: Félix V. Matos Rodríguez	✓	✓

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: Tracy P. Palandjian	✓	✗

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. She has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.07	BOARD	POLICY
Elect: Loren M. Starr	✓	✗

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 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 02	BOARD	POLICY

To approve, by a non-binding advisory vote, 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. 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. The term of the share option plan exceeds the time limit stipulated in the policy, which is 5 years. A vote against the proposal was recorded.

Vote recorded

ITEM 03 **BOARD** **POLICY**

To ratify the selection of PricewaterhouseCoopers LLP

Proposer : Board

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

Vote recorded

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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
000442045	Genus Dividend Fund	25400
000442029	Genus Fossil Free CanGlobe Equity fund	31200
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: ✓

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

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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER LyondellBasell Industries NV (LYB)	MEETING DATE 2026-05-22 ,
COUNTRY Netherlands	RECORD DATE 2026-04-24
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES N53745100

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	12300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Election of Director: Jacques Aigrain	✓	✗
01.02	Election of Director: Lincoln Benet	✓	✗
01.03	Election of Director: Robin Buchanan	✓	✗
01.04	Election of Director: Anthony Chase	✓	✓
01.05	Election of Director: Robert Dudley	✓	✓
01.06	Election of Director: Claire Farley	✓	✗
01.07	Election of Director: Rita Griffin	✓	✓
01.08	Election of Director: Michael Hanley	✓	✓
01.09	Election of Director: Virginia Kamsky	✓	✓
01.10	Election of Director: Bridget Karlin	✓	✗
01.11	Election of Director: Albert Manifold	✓	✗
01.12	Election of Director: Peter Vanacker	✓	✗
02	Discharge of Directors from Liability	✓	✗
03	Adoption of 2025 Dutch Statutory Annual Accounts	✓	✓
04	Appointment of PricewaterhouseCoopers Accountants N.V. as the Auditor of our 2026 Dutch Statutory Annual Accounts	✓	✓
05	Ratification of PricewaterhouseCoopers LLP as our Independent Registered Public Accounting Firm.	✓	✓
06	Advisory Vote Approving Executive Compensation (Say-on-Pay)	✓	✗

07	Authorization to Conduct Share Repurchases	✓	✗
08	Cancellation of Shares	✓	✗
09	Amendment and Restatement of Long Term Incentive Plan	✓	✗

PROXY ANALYSIS

ITEM 01.01 — BOARD: ✓ POLICY: ✗

Election of Director: Jacques Aigrain

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 these committees. 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 01.02 — BOARD: ✓ POLICY: ✗

Election of Director: Lincoln Benet

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 these 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 01.03 — BOARD POLICY

Election of Director: Robin Buchanan

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. 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 of Director: Anthony Chase	✓	✓

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
Election of Director: Robert Dudley	✓	✓

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

Election of Director: Claire Farley ✓ ✗

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 these committees. 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 chairs the Nominating Committee of this board that has not sufficient competencies to assess and manage climate related risks. A vote against the candidate was recorded.

Vote recorded

ITEM 01.07 BOARD POLICY

Election of Director: Rita Griffin ✓ ✓

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

Election of Director: Michael 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 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 01.09

	BOARD	POLICY
Election of Director: Virginia Kamsky	✓	✓

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
Election of Director: Bridget Karlin	✓	✗

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. 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 of Director: Albert Manifold	✓	✗

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 BP 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 01.12	BOARD	POLICY
Election of Director: Peter Vanacker	✓	✗

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 is currently the chief executive officer of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Discharge of Directors from Liability	✓	✗

Proposer : Board

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

Vote recorded

ITEM 03	BOARD	POLICY
Adoption of 2025 Dutch Statutory Annual Accounts	✓	✓

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 04	BOARD	POLICY
Appointment of PricewaterhouseCoopers Accountants N.V. as the Auditor of our 2026 Dutch Statutory Annual Accounts	✓	✓

Proposer : Board

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

Vote recorded

ITEM 05	BOARD	POLICY
Ratification of PricewaterhouseCoopers 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 06	BOARD	POLICY
Advisory Vote Approving Executive Compensation (Say-on-Pay)	✓	✗

Proposer : Board

A complete analysis of the compensation policy 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 8. 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
Authorization to Conduct Share Repurchases	✓	✗

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 08	BOARD	POLICY
Cancellation of Shares	✓	✗

Proposer : Board

This proposal goes hand in hand with the share buyback proposal. Given that the policy is to oppose the share buyback, it is consistent to vote against the cancellation of the repurchased shares as well. A vote against the proposal was recorded.

Vote recorded

ITEM 09	BOARD	POLICY
Amendment and Restatement of Long Term 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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER NN Group NV (AMS:NN)	MEETING DATE 2026-05-21 ,
COUNTRY Netherlands	RECORD DATE 2026-04-23
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES N64038107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	47300

ITEM	PROPOSAL	BOARD	POLICY
05	Approve remuneration report	✓	✓
06.01	Adopt financial statements	✓	✓
06.03	Dividend distribution	✓	✓
07.01	Approve discharge of executive board	✓	✗
07.02	Approve discharge of supervisory board	✓	✗
10.01	Elect David Cole	✓	✓
10.02	Elect Pauline van der Meer Mohr	✓	✗
10.03	Elect Irine Gaasbeek	✓	✓
11	Approve amendments to the director's remuneration.	✓	✓
12.01.01	Issue shares	✓	✓
12.01.02	Issue shares without preemptive rights	✓	✓
12.02	Issue shares with preemptive rights	✓	✓
13	Share buyback	✓	✓
14	Approve reduction in share capital	✓	✓

PROXY ANALYSIS

ITEM 05	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 **06.01**	BOARD	POLICY
Adopt 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 **06.03**	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 **07.01**	BOARD	POLICY
Approve discharge of executive board	✓	✗

Proposer : Board

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

Vote recorded

ITEM 07.02	BOARD	POLICY
Approve discharge of supervisory board	✓	✗

Proposer : Board

It goes against the principle of accountability to approve the actions of the Supervisory Board and thereby exempt it from any liability. This release of liability is the equivalent of shareholders discharging the 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 10.01	BOARD	POLICY
Elect David Cole	✓	✓

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 10.02	BOARD	POLICY
Elect Pauline van der Meer Mohr	✓	✗

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 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 10.03	BOARD	POLICY
Elect Irine Gaasbeek	✓	✓

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 first-time nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 11	BOARD	POLICY
Approve amendments to 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 12.01.01	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 12.01.02	BOARD	POLICY
Issue shares without preemptive rights	✓	✓

Proposer : Board

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

Vote recorded

ITEM 12.02	BOARD	POLICY
Issue shares with preemptive rights	✓	✓

Proposer : Board

It is the Board’s responsibility to make recommendations on the issuance of specific shares or categories of shares, based on a needs analysis and strategic opportunities. Pre-emptive rights give shareholders priority to subscribe for newly issued shares pro rated according to their previous level of participation. Shareholders exercising their subscription rights prevent the dilution of their participation in the company. The capital issue is acceptable given that it doesn't represent more than 50% of outstanding shares and has a specific timeframe. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 13	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. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 14	BOARD	POLICY
Approve reduction in share capital	✓	✓

Proposer : Board

It is the Board’s responsibility to make recommendations on the cancellation of some shares or categories of shares, based on a needs analysis and strategic opportunities. The cancellation of repurchased shares results in a share-capital reduction.This is a way of restoring assets to shareholders when liquidities are greater than investment needs. A vote in favour of the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Peyto Exploration & Development Corporation (PEY)	MEETING DATE 2026-05-21 ,
COUNTRY Canada	RECORD DATE 2026-04-02
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 717046106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	205200

ITEM	PROPOSAL	BOARD	POLICY
01	Fixing the number of directors to be elected at the Meeting at eight (8).	✓	✗
02.01	Elect: Donal Gray	✓	✗
02.02	Elect: Brian Davis	✓	✗
02.03	Elect: Darren Gee	✓	✗
02.04	Elect: Jean-Paul Lachance	✓	✗
02.05	Elect: Jocelyn McMinn	✓	✗
02.06	Elect: John W. Rossall	✓	✓
02.07	Elect: Debra Gerlach	✓	✓
02.08	Elect: Nicki Stevens	✓	✗
03	Appointing Deloitte LLP	✓	✓
04	Approving a non-binding advisory resolution to accept the Corporation's approach to executive compensation.	✓	✗

PROXY ANALYSIS

ITEM **01**	BOARD	POLICY
Fixing the number of directors to be elected at the Meeting at eight (8).	✓	✗

Proposer : Board

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 02.01 BOARD POLICY

Elect: Donal Gray ✓ ✗

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. 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 02.02 BOARD POLICY

Elect: Brian 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, 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 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 02.03 BOARD POLICY

Elect: Darren Gee ✓ ✗

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 02.04 BOARD POLICY

Elect: Jean-Paul Lachance ✓ ✗

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 02.05 BOARD POLICY

Elect: Jocelyn McMinn ✓ ✗

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 02.06 BOARD POLICY

Elect: John W. Rossall ✓ ✓

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 02.07	BOARD	POLICY
Elect: Debra Gerlach	✓	✓

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 02.08	BOARD	POLICY
Elect: Nicki 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 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	BOARD	POLICY
Appointing Deloitte 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
Approving a non-binding advisory resolution to accept the Corporation's approach to 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. A vote against the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Amphenol Corporation (APH)	MEETING DATE 2026-05-21 ,
COUNTRY United States	RECORD DATE 2026-03-23
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 32095101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	12600

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect: Nancy A. Altobello	✓	✓
01.02	Elect: David P. Falck	✓	✗
01.03	Elect: Sanjiv Lamba	✓	✗
01.04	Elect: Rita S. Lane	✓	✗
01.05	Elect: Robert A. Livingston	✓	✓
01.06	Elect: R. Adam Norwitt	✓	✗
01.07	Elect: Prahlad Singh	✓	✗
01.08	Elect: Anne Clarke Wolff	✓	✗
02	Ratification of the selection of Deloitte & Touche LLP	✓	✓
03	Advisory vote to approve compensation of named executive officers	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect: Nancy A. Altobello	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that 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: David P. Falck ✓ ✗

Proposer : Board

The nominees' independence was verified and it was found that 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 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 01.03 BOARD POLICY

Elect: Sanjiv Lamba ✓ ✗

Proposer : Board

The nominees' independence was verified and it was found that 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 01.04 BOARD POLICY

Elect: Rita S. Lane ✓ ✗

Proposer : Board

The nominees' independence was verified and it was found that 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	BOARD	POLICY
Elect: Robert A. Livingston	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that 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
Elect: R. Adam Norwitt	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that 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 01.07	BOARD	POLICY
Elect: Prahlad Singh	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that 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 01.08	BOARD	POLICY
Elect: Anne Clarke Wolff	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that 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
Ratification of the selection of 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 03	BOARD	POLICY
Advisory vote to approve compensation of 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 term of the share option plan exceeds the time limit stipulated in the policy, which is 5 years. The CEO was paid more than 200 times the

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

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Verizon Communications Inc. (VZ)	MEETING DATE 2026-05-21 ,
COUNTRY United States	RECORD DATE 2026-03-23
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 92343V104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	66600
000442029	Genus Fossil Free CanGlobe Equity fund	78600
000442045	Genus Dividend Fund	114000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Shellye Archambeau	✓	✗
01.02	Elect Roxanne Austin	✓	✓
01.03	Elect Mark Bertolini	✓	✗
01.04	Elect Vittorio Colao	✓	✗
01.05	Elect Caroline Litchfield	✓	✗
01.06	Elect Jennifer Mann	✓	✓
01.07	Elect Laxman Narasimhan	✓	✗
01.08	Elect Daniel Schulman	✓	✓
01.09	Elect Carol Tomé	✓	✗
02	Advisory Vote on Executive Compensation.	✓	✗
03	To approve the long-term incentive compensation plan.	✓	✗
04	To approve the appointment of the auditing firm Ernst & Young.	✓	✓
05	Shareholder proposal requesting that the board of directors publish a report on how it oversees significant issues related to climate change.	✗	✓
06	To approve that the roles of Board Chair and CEO be made separate.	✗	✗
07	Shareholder proposal requesting that the board of directors commission and publish a report assessing the risks to shareholder value, the company's reputation, and legal compliance associated with incorporating ESG criteria and diversity, equity, and inclusion into executive compensation plans.	✗	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY

Elect Shellye Archambeau

Proposer : Board

The nominees' independence was verified and it was found that 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 01.02 BOARD POLICY

Elect Roxanne Austin

Proposer : Board

The nominees' independence was verified and it was found that 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 Mark Bertolini

Proposer : Board

The nominees' independence was verified and it was found that 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 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. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Elect Vittorio Colao	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that 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	BOARD	POLICY
Elect Caroline Litchfield	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that 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 Jennifer Mann	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that 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 Laxman Narasimhan	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that 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 Daniel Schulman	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that 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. 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 Carol Tomé	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that 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 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
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. A vote against the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
To approve the long-term incentive compensation 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 04	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 05	BOARD	POLICY

Shareholder proposal requesting that the board of directors publish a report on how it oversees significant issues related to climate change.

Proposer : Green Century Equity Fund

The Intergovernmental Panel on Climate Change warns of the growing impact of continued greenhouse gas (GHG) emissions on ecosystems and human societies, emphasizing the urgency of limiting global warming to 1.5°C. Analyses by Rystad Energy, the International Energy Agency, and the IPCC indicate that this requires halting all new coal mining and fossil fuel exploration projects, as well as redirecting financial flows away from activities that contribute to the worsening climate crisis. These issues have a direct impact on the global economy: according to the Harvard Law School Forum on Corporate Governance and the International Corporate Governance Network, climate change could reduce global GDP by up to 19% over the next 25 years, posing significant macroeconomic risks for long-term investors, who are now demanding that companies clearly identify their climate risks. This is the context of the proposal. In its 2023 Corporate Responsibility Report, Verizon places governance and transparency at the heart of its strategy, emphasizing the importance of stakeholder engagement and reporting aligned with key sustainability frameworks. The company also recognizes that climate change is a top priority, posing risks to its operations and supply chain. However, as the proponent points out, despite these commitments, Verizon did not publish a sustainability report in 2025, thereby breaking with an annual practice that dates back to 2004. Instead of a comprehensive report, the company simply posted a single web page presenting emissions data. This lack of transparency stands in contrast to its commitment to achieving carbon neutrality across its value chain. The proponent also notes that Verizon fails to disclose concrete plans to reduce its 3G emissions, which account for the majority of its carbon footprint, and to meet its goal of a 40% reduction by 2035. That is why he is asking Verizon to publish a report describing how its board of directors oversees climate issues and how the company plans to align its emissions with its existing goals. The board opposes the proposal, arguing that its existing disclosures—including its 2025 TCFD Report, its 2024 Corporate Responsibility Update, and its 2025 Green Bond Impact Report—already address the proposer's requests. It therefore believes that an additional report would not provide shareholders with any significant new information. However, the proponent notes that competitors such as AT&T, T-Mobile, Deutsche Telekom, and Vodafone publish climate transition reports that provide much greater insight into their strategy. This finding is reinforced by the analysis from the Transition Pathway Initiative, which rates Verizon at level 3 out of 5 for the quality of its climate management and notes that there is insufficient data to assess its carbon performance, thereby highlighting the company's lack of transparency regarding its emissions trajectory. Without transparency regarding its emissions reduction plans, Verizon faces significant financial and reputational risks and risks losing the trust of its investors. To ensure long-term value creation, it is essential that shareholders support this proposal. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 06 BOARD POLICY

To approve that the roles of Board Chair and CEO be made separate.

Proposer : National Legal and Policy Center

Adopting policies to ensure the independence of the chair of the board of directors is a good governance practice. However, we have serious doubts about the real intentions of the proponent. Indeed, the National Legal and Policy Center is recognized as an ideological group opposed to 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. As we do not wish to support this organization's proposals, we recommend opposing this proposal. A vote against the proposal was recorded.

Vote recorded

ITEM 07	BOARD	POLICY
Shareholder proposal requesting that the board of directors commission and publish a report assessing the risks to shareholder value, the company's reputation, and legal compliance associated with incorporating ESG criteria and diversity, equity, and inclusion into executive compensation plans.	✕	✕

Proposer : American Family Association

Pay equity is an important social issue, and it is in the interests of shareholders that companies disclose information on this subject. The proponent argues that executive compensation should be linked exclusively to measurable financial indicators rather than to ESG and diversity criteria, which he considers subjective, ideologically driven, and strategically ambiguous. It cites studies suggesting that incorporating ESG criteria into compensation creates a dual mandate that blurs strategic priorities, and that diversity targets are more easily met than financial goals, raising questions about their actual contribution to corporate performance. 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 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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Chubb Ltd (NYSE:CB)	MEETING DATE 2026-05-21 ,
COUNTRY Switzerland	RECORD DATE 2026-03-27
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES H1467J104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442029	Genus Fossil Free CanGlobe Equity fund	9000

ITEM	PROPOSAL	BOARD	POLICY
01	Approval of the management report, standalone financial statements and consolidated financial statements of Chubb Limited for the year ended December 31, 2025	✓	✓
02.01	Allocation of disposable profit	✓	✓
02.02	Distribution of a dividend out of legal reserves (by way of release and allocation to a dividend reserve)	✓	✓
03	Discharge of the Board of Directors	✓	✗
04.01	Election of PricewaterhouseCoopers AG (Zurich) as our statutory auditor	✓	✓
04.02	Ratification of appointment of PricewaterhouseCoopers LLP (United States) as independent registered public accounting firm for purposes of U.S. securities law reporting	✓	✓
04.03	Election of BDO AG (Zurich) as special audit firm	✓	✗
05.01	Elect: Evan G. Greenberg	✓	✗
05.02	Elect: Michael P. Connors	✓	✗
05.03	Elect: Michael G. Atieh	✓	✗
05.04	Elect: Nancy K. Buese	✓	✓
05.05	Elect: Nelson J. Chai	✓	✗
05.06	Elect: Michael L. Corbat	✓	✗
05.07	Elect: Fred Hu	✓	✓
05.08	Elect: Robert J. Hugin	✓	✓
05.09	Elect: Robert W. Scully	✓	✗
05.10	Elect: Theodore E. Shasta	✓	✗

05.11	Elect: David H. Sidwell	✓	✗
05.12	Elect: Olivier Steimer	✓	✗
05.13	Elect: Frances F. Townsend	✓	✗
06	Election of Evan G. Greenberg as Chairman of the Board of Directors	✓	✗
07.01	Election of the Compensation Committee: Michael P. Connors	✓	✗
07.02	Election of the Compensation Committee: Michael L. Corbat	✓	✗
07.03	Election of the Compensation Committee: David H. Sidwell	✓	✗
07.04	Election of the Compensation Committee: Frances F. Townsend	✓	✗
08	Election of Homburger AG as independent proxy	✓	✓
09	Renewal of a capital band for authorized share capital increases and reductions	✓	✓
10	Approval of the Chubb Limited 2016 Long-Term Incentive Plan, as amended and restated	✓	✗
11.01	Maximum compensation of the Board of Directors until the next annual general meeting	✓	✓
11.02	Maximum compensation of Executive Management for the 2027 calendar year	✓	✗
11.03	Advisory vote to approve the Swiss compensation report	✓	✗
12	Advisory vote to approve executive compensation under U.S. securities law requirements	✓	✗
13	Approval of the Sustainability Report of Chubb Limited for the year ended December 31, 2025	✓	✗
14	If a new agenda item or a new proposal for an existing agenda item is put before the meeting, I/we hereby authorize and instruct the independent proxy to vote as follows: For = In accordance with the position ofthe Board of Directors Against = Against new items and proposals Abstain = Abstain on new items and proposals	✓	✗

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
Approval of the management report, standalone financial statements and consolidated financial statements of Chubb Limited for the year ended December 31, 2025	✓	✓

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 02.01	BOARD	POLICY
Allocation of disposable profit	✓	✓

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 02.02	BOARD	POLICY
Distribution of a dividend out of legal reserves (by way of release and allocation to a dividend reserve)	✓	✓

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

Discharge of the Board of Directors

Proposer : Board

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

Election of PricewaterhouseCoopers AG (Zurich) as our statutory auditor

Proposer : Board

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

Vote recorded

ITEM 04.02 BOARD POLICY

Ratification of appointment of PricewaterhouseCoopers LLP (United States) as independent registered public accounting firm for purposes of U.S. securities law reporting

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 04.03 BOARD POLICY

Election of BDO AG (Zurich) as special audit firm

Proposer : Board

The auditing and consultation fees paid to the auditing firm are not disclosed, which makes it impossible to verify the firm's independence. A vote against the proposal was recorded.

Vote recorded

ITEM 05.01	BOARD	POLICY
Elect: Evan G. Greenberg	✓	✗

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 05.02	BOARD	POLICY
Elect: Michael P. Connors	✓	✗

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. 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 05.03	BOARD	POLICY
Elect: Michael G. Atieh	✓	✗

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 05.04	BOARD	POLICY
Elect: Nancy K. Buese	✓	✓

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 05.05	BOARD	POLICY
Elect: Nelson J. Chai	✓	✗

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 05.06	BOARD	POLICY
Elect: Michael L. Corbat	✓	✗

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. 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 05.07	BOARD	POLICY
Elect: Fred Hu	✓	✓

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 05.08	BOARD	POLICY
Elect: Robert J. Hugin	✓	✓

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 05.09	BOARD	POLICY
Elect: Robert W. Scully	✓	✗

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 05.10	BOARD	POLICY
Elect: Theodore E. Shasta	✓	✗

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 05.11	BOARD	POLICY
Elect: David H. Sidwell	✓	✗

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 05.12	BOARD	POLICY

Elect: Olivier Steimer

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 05.13 BOARD POLICY

Elect: Frances F. Townsend

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 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. 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 06 BOARD POLICY

Election of Evan G. Greenberg as Chairman of the Board of Directors

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 07.01 BOARD POLICY

Election of the Compensation Committee: Michael P. Connors

Proposer : Board

The election of Committee members is the responsibility of the Board. We note that the Compensation 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. 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 07.02 **BOARD** **POLICY**

Election of the Compensation Committee: Michael L. Corbat

Proposer : Board

The election of Committee members is the responsibility of the Board. We note that the Compensation Committee is 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 07.03 **BOARD** **POLICY**

Election of the Compensation Committee: David H. Sidwell

Proposer : Board

The election of Committee members is the responsibility of the Board. We note that the Compensation 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. 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 07.04	BOARD	POLICY
Election of the Compensation Committee: Frances F. Townsend	✓	✗

Proposer : Board

The election of Committee members is the responsibility of the Board. We note that the Compensation Committee is 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. 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 08	BOARD	POLICY
Election of Homburger AG as independent proxy	✓	✓

Proposer : Board

Due to a change in Swiss law that took effect 1 January 2014, it is required that shareholders of a Swiss company elect an independent representative. The aim of this proposal that therefore is to approve the nomination of Homburger AG to that position. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09	BOARD	POLICY
Renewal of a capital band for authorized share capital increases and reductions	✓	✓

Proposer : Board

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

Vote recorded

ITEM 10	BOARD	POLICY
Approval of the Chubb Limited 2016 Long-Term Incentive Plan, as amended and restated	✓	✗

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 11.01	BOARD	POLICY
Maximum compensation of the Board of Directors until the next annual general meeting	✓	✓

Proposer : Board

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

Vote recorded

ITEM 11.02	BOARD	POLICY
Maximum compensation of Executive Management for the 2027 calendar year	✓	✗

Proposer : Board

A complete analysis of the compensation policy 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 11.03	BOARD	POLICY
Advisory vote to approve the Swiss compensation 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. 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 12	BOARD	POLICY
Advisory vote to approve executive compensation under U.S. securities law requirements	✓	✗

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 13	BOARD	POLICY
Approval of the Sustainability Report of Chubb Limited for the year ended December 31, 2025	✓	✗

Proposer : Board

Under the Swiss Code of Obligations, companies must present a report on non-financial issues at their annual general meeting, covering aspects such as the environment, social issues, human rights and the fight against corruption, with particular emphasis on greenhouse gas (GHG) emission reduction targets. It must provide comprehensive information enabling an assessment of the company's performance and the effects of its activities on these issues. Chubb has carried out a comprehensive analysis of the various aspects required by law, and its report has been validated by external auditors. From an environmental perspective, Chubb has not made a commitment to carbon neutrality by 2050 and has not set any targets for reducing its GHG emissions, either in absolute terms or on an intensity

basis. The company justifies this position with an approach based on financial materiality, prioritizing engagement with its clients in high-emission sectors rather than setting aggregate targets. No validation process with the Science Based Targets initiative (SBTi) is currently underway or planned. The report discloses emissions from scopes 1 and 2, as well as those from scope 3 related to business travel, using a methodology compliant with the GHG Protocol; these data are subject to limited assurance by an independent third party. Scope 3 emissions related to insurance and investment activities are explicitly excluded from the scope of disclosure, as the company has concluded that the available methodologies do not produce information that is sufficiently reliable and actionable. With regard to biodiversity, no formal policy has been adopted at this stage. On the social front, Chubb has signed the United Nations Global Compact and is committed to respecting human rights, without referring to the standards of the International Labour Organization. The company adheres to its Code of Conduct, which applies to all employees, as well as a third-party Code of Conduct that applies to service providers and business partners, covering labor law, human rights, and anti-corruption. These tools are not a substitute for a structured due diligence framework: the report does not describe a systematic assessment of human rights risks or a formalized remediation mechanism for affected third parties or communities. An ethics reporting system is available to all employees, with the option to remain anonymous; reports are handled by the compliance team. The external scope of this mechanism and its independent verification are not specified. External verification of social data remains incomplete, with only demographic data and pay equity indicators in the United States subject to limited assurance. The concepts of freedom of association and the right to collective bargaining are not addressed. Chubb received a score of 15.3 out of 100 in the World Benchmarking Alliance's Social Benchmarking, ranking 1,062nd out of 2,000 companies, with a score of zero in the decent work category, reflecting a lack of disclosure regarding working conditions, fair compensation, and freedom of association. Chubb received a score of 15.3 out of 100 in the World Benchmarking Alliance's Social Benchmarking, ranking 1,062nd out of 2,000 companies, with a score of zero in the decent work category, reflecting a lack of disclosure regarding working conditions, fair compensation, and freedom of association. It is recommended not to support this proposal in order to encourage the adoption of policies aimed at mitigating these risks. A vote against the proposal was recorded.

Vote recorded

ITEM 14	BOARD	POLICY
If a new agenda item or a new proposal for an existing agenda item is put before the meeting, I/we hereby authorize and instruct the independent proxy to vote as follows: For = In accordance with the position ofthe Board of Directors Against = Against new items and proposals Abstain = Abstain on new items and proposals	✓	✗

Proposer : Board

This proposal is vague and its details are not known. A vote against the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Ageas SA NV (EBR:AGS)	MEETING DATE 2026-05-20 ,
COUNTRY Belgium	RECORD DATE 2026-05-06
MEETING LOCATION	
MEETING TYPE Mix	SECURITIES B0148L138

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	34600

ITEM	PROPOSAL	BOARD	POLICY
02.01.03	Approve financial statements and allocation of income.	✓	✓
02.02.01	Acknowledge information on the dividend policy.	⊘	⊘
02.02.02	Approve dividends of EUR 3.75 per share.	✓	✓
02.03.01	Approve discharge of directors.	✓	✗
02.03.02	Approve discharge of auditors.	✓	✗
03	Approve remuneration report.	✓	✗
04.01	Elect Renaud Dumora as director.	✓	✗
04.02	Reelect Sonali Chandmal as independent director.	✓	✓
04.03	Reelect Carolin Gabor as independent director.	✓	✓
06.01.02	Renew authorization to increase share capital within the framework of authorized capital.	✓	✓
07	Authorize repurchase of up to 10 percent of issued share capital.	✓	✗

PROXY ANALYSIS

ITEM **02.01.03**	BOARD	POLICY
Approve financial statements and allocation of income.	✓	✓

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 02.02.01 BOARD POLICY

Acknowledge information on the dividend policy.

Proposer : Board

Vote non recorded
- Non-voting

proposal

ITEM 02.02.02 BOARD POLICY

Approve dividends of EUR 3.75 per share.

Proposer : Board

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

Vote recorded

ITEM 02.03.01 BOARD POLICY

Approve discharge of directors.

Proposer : Board

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

Vote recorded

ITEM 02.03.02 BOARD POLICY

Approve discharge of auditors.

Proposer : Board

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

Vote recorded

ITEM 03 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. Under the incentive plan, awards could be based on share price alone. Share price is not a fair measure of performance, because it can rise or fall for reasons that are beyond the control of any executive or the company as a whole. A vote against the proposal was recorded.

Vote recorded

ITEM 04.01 BOARD POLICY

Elect Renaud Dumora 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. 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 a representative of BNP Paribas, a shareholder of the company, on the board of directors. A vote against the candidate was recorded.

Vote recorded

ITEM 04.02 BOARD POLICY

Reelect Sonali Chandmal as 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. 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 **04.03**	BOARD	POLICY
Reelect Carolin Gabor as 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. 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 **06.01.02**	BOARD	POLICY
Renew authorization to increase share capital within the framework of authorized capital.	✓	✓

Proposer : Board

It is the Board’s responsibility to make recommendations on the increase of capital shares based on a needs analysis and strategic opportunities. This general authorization is routinely requested at each annual assembly. The increase, with and without pre-emptive rights, is lower than 20 and 50% of outstanding shares. The proposal is justified by adequate business reasons, and is deemed to be in the interest of shareholders. A vote in favour of the proposal was recorded.

Vote recorded

ITEM **07**	BOARD	POLICY

Authorize repurchase of up to 10 percent of issued share capital.

Proposer : Board

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

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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
000442029	Genus Fossil Free CanGlobe Equity fund	3500
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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Amazon.com Inc. (AMZN)	MEETING DATE 2026-05-20 ,
COUNTRY United States	RECORD DATE 2026-03-26
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 23135106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	6300
000442010	Genus Canglobe Equity fund	8500

ITEM	PROPOSAL	BOARD	POLICY
01.01	Election of Director: Jeffrey P. Bezos	✓	✗
01.02	Election of Director: Andrew R. Jassy	✓	✗
01.03	Election of Director: Edith W. Cooper	✓	✓
01.04	Election of Director: Jamie S. Gorelick	✓	✗
01.05	Election of Director: Daniel P. Huttenlocher	✓	✗
01.06	Election of Director: Andrew Y. Ng	✓	✗
01.07	Election of Director: Indra K. Nooyi	✓	✓
01.08	Election of Director: Jonathan J. Rubinstein	✓	✗
01.09	Election of Director: Brad D. Smith	✓	✓
01.10	Election of Director: Patricia Q. Stonesifer	✓	✗
01.11	Election of Director: Wendell P. Weeks	✓	✗
02	Appointment of Ernst & Young LLP	✓	✓
03	Executive Compensation	✓	✗
04	Shareholder proposal requesting a report on charitable partnerships.	✗	✗
05	Shareholder proposal requesting additional reporting on the impact of data centers on climate commitments.	✗	✓
06	Shareholder proposal requesting a report on the impact of climate commitments.	✗	⏸
07	Shareholder proposal requesting a mandatory independent Board Chair policy.	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Election of Director: Jeffrey P. Bezos	✓	✗

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 an executive of the firm. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Election of Director: Andrew R. Jassy	✓	✗

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 01.03	BOARD	POLICY
Election of Director: Edith W. Cooper	✓	✓

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
Election of Director: Jamie S. Gorelick	✓	✗

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. Several responsible investment organizations, including SOC Investment Group, Oxfam America, and the United for Respect Education Fund, are calling on shareholders to vote against the reelection of three members of Amazon's Nominating and Governance Committee, as well as a former member of that committee. These organizations criticize them for unilaterally rejecting certain shareholder proposals without engaging constructively with the proponents or responding appropriately to the results of previous votes. They believe that responsibility for these decisions lies primarily with the Nominating and Governance Committee, whose members are among the longest-serving independent directors on Amazon's board, with some having served for more than two decades. After careful consideration, given the violations of shareholders' rights and the lack of protection for their interests, we believe it is appropriate to support the efforts of the aforementioned organizations. Therefore, we recommend voting against the candidates in question. A vote against the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Election of Director: Daniel P. Huttenlocher	✓	✗

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 01.06	BOARD	POLICY
Election of Director: Andrew Y. Ng	✓	✗

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. Several responsible investment organizations, including SOC Investment Group, Oxfam America, and the United for Respect Education Fund, are calling on shareholders to vote against the reelection of three members of Amazon's Nominating and Governance Committee, as well as a former member of that committee. These organizations criticize them for unilaterally rejecting certain shareholder proposals without engaging constructively with the proponents or responding appropriately to the results of previous votes. They believe that responsibility for these decisions lies primarily with the Nominating and Governance Committee, whose members are among the longest-serving independent directors on Amazon's board, with some having served for more than two decades. After careful consideration, given the violations of shareholders' rights and the lack of protection for their interests, we believe it is appropriate to support the efforts of the aforementioned organizations. Therefore, we recommend voting against the candidates in question. A vote against the candidate was recorded.

Vote recorded

ITEM **01.07**	BOARD	POLICY
Election of Director: Indra K. Nooyi	✓	✓

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 of Director: Jonathan J. Rubinstein	✓	✗

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. 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. Several responsible investment organizations, including SOC Investment Group, Oxfam America, and the United for Respect Education Fund, are calling on shareholders to vote against the reelection of three members of Amazon's Nominating and Governance Committee, as well as a former member of that committee. These organizations criticize them for unilaterally rejecting certain shareholder proposals without engaging constructively with the proponents or responding appropriately to the results of previous votes. They believe that responsibility for these decisions lies primarily with the Nominating and Governance Committee, whose members are among the longest-serving independent directors on Amazon's board, with some having served for more than two decades. After careful consideration, given the violations of shareholders' rights and the lack of protection for their interests, we believe it is appropriate to support the efforts of the aforementioned organizations. Therefore, we recommend voting against the candidates in question. A vote against the candidate was recorded.

Vote recorded

ITEM **01.09**	BOARD	POLICY
Election of Director: Brad D. Smith	✓	✓

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
Election of Director: Patricia Q. Stonesifer	✓	✗

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. Several responsible investment organizations, including SOC Investment Group, Oxfam America, and the United for Respect Education Fund, are calling on shareholders to vote against the reelection of three members of Amazon's Nominating and Governance Committee, as well as a former member of that committee. These organizations criticize them for unilaterally rejecting certain shareholder proposals without engaging constructively with the proponents or responding appropriately to the results of previous votes. They believe that responsibility for these decisions lies primarily with the Nominating and Governance Committee, whose members are among the longest-serving independent directors on Amazon's board, with some having served for more than two decades. After careful consideration, given the violations of shareholders' rights and the lack of protection for their interests, we believe it is appropriate to support the efforts of the aforementioned organizations. Therefore, we recommend voting against the candidates in question. A vote against the candidate was recorded.

Vote recorded

ITEM 01.11	BOARD	POLICY
Election of Director: Wendell P. Weeks	✓	✗

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 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
Appointment of 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
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. A vote against the proposal was recorded.

Vote recorded

ITEM 04

	BOARD	POLICY
Shareholder proposal requesting a report on charitable partnerships.	✗	✗

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 has raised concerns about Amazon's use of the Southern Poverty Law Center (SPLC) as a tool for selecting charities eligible for its matched-giving programme. It argues that the SPLC, although historically recognised for its legal victories against hate groups, now classifies conservative and traditional Christian organisations as 'hate groups'. It argues that this association exposes Amazon to significant reputational risks, which could damage its brand value and, by extension, its market capitalisation. 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 based, in particular, on references to the 2012 shooting at the Family Research Council and the murder of Charlie Kirk, founder of Turning Point USA, whose perpetrators are said to have explicitly cited the SPLC's rhetoric as a motivating factor. The proponent also regrets that the SPLC has refused to remove the 'hate group' label from these organisations, which are known for their opposition to environmental, social and governance (ESG) practices, just as the National Center for Public Policy Research and the National Legal and Policy Center are known for submitting anti-ESG shareholder proposals. 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 additional reporting on the impact of data centers on climate commitments.	✗	✓

Proposer : Brian Kariger, represented by As You Sow, and Mercy Investment Services, Inc

Data centers, critical infrastructures for AI combining servers, storage and cooling, have transformed this once academic field into a multi-trillion-dollar commercial industry, as evidenced by the $12 trillion increase in market capitalization of AI-related companies in the S&P 500 Index since 2022. However, this technology is very energy-intensive: an AI-linked data center can consume as much electricity as 100,000 homes, or even 20 times more. In 2024, these infrastructures used approximately 415 terawatt hours of electricity, or 1.5% of global consumption, with an average annual increase of 12% over the last 5 years. This is the context of the proposal. Amazon has announced an investment of nearly $150 billion over 15 years to expand its data centers, in response to the rise of AI. At the same time, the company has announced ambitious climate targets, including carbon neutrality for its entire value chain by 2040 and an exclusively renewable electricity supply by 2030. However, their compatibility with the expansion of AI raises doubts. For example, in the state of Virginia, home to the world's largest concentration of data centers, including Amazon Web Services, energy providers are considering increasing fossil-fired generation or delaying plant closures to meet growing demand. Furthermore, although Amazon has announced investments in small nuclear reactors, these will not be operational until the early 2030s, so cannot meet immediate needs. Finally, Amazon continues to purchase renewable energy certificates, a practice that is increasingly criticized and associated with "greenwashing," which allows companies to claim they are sustainable while continuing to emit greenhouse gases. The board opposes the proposal, pointing out that the company already publishes regular updates on its climate progress, including its efforts to reduce AI's carbon footprint and make its data centers more sustainable. It notes

that in 2024, Amazon reduced its carbon intensity for the sixth consecutive year, posting a 4% decrease compared to 2023, despite an 11% increase in business activity over the same period. It adds that the company continues to improve the energy efficiency of its data centers through advances in cooling, hardware design and data management optimization, while using carbon-free energy sources. Despite these efforts, there are significant gaps in Amazon's disclosure. The company provides neither localized data nor a breakdown by center, which makes it impossible to accurately assess the emissions generated. A Guardian investigation published on September 15, 2024, revealed that Amazon's actual emissions could be up to 662% higher than the official figures (https://bit.ly/4meZdti). Upon review, we find that the company has not provided shareholders with the necessary clarification on how it intends to meet its environmental targets while continuing to significantly expand its IT infrastructure. It is therefore in the shareholders' interest to support this proposal in order to encourage the Board of Directors to step up its transparency efforts. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 06 | **BOARD** | **POLICY**

Shareholder proposal requesting a report on the impact of climate commitments. | ✗ | ⏸

Proposer : National Legal and Policy Center

The proponent raises concerns about the real costs of Amazon's climate initiatives. It believes that changes in the global energy outlook and the company's substantial investments in renewable energy will require significant capital expenditures to maintain its position as an industry leader. According to the proponent, the widespread adoption of AI subjects shareholders to additional capital expenditures and higher operating costs. It criticizes Amazon for sharing information that appears to be based on assumptions whose validity has significantly diminished in recent years. We recognize the importance of greater transparency regarding the evolution of the company's climate strategies in light of current economic and energy realities, and we agree with the proposer's assessment that massive investments in AI - which already have significant environmental implications - will entail substantial costs. We also agree that such a report would enable investors to better understand the cost profile, feasibility, and progress of Amazon's roadmap for renewable energy and carbon neutrality. However, we have doubts about the proponent's true intentions. It generally espouses climate-skeptical views that criticize companies' environmental goals, including their climate action plans aimed at averting an unprecedented climate disaster that would have catastrophic social and economic consequences. 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. As we do not wish to support this organization's proposals, nor to vote against proposals that could improve corporate transparency on crucial ESG issues, we recommend an abstention on this proposal. The proposal is not in the shareholders' interest. An abstention was recorded.

Vote recorded

ITEM 07 | **BOARD** | **POLICY**

Shareholder proposal requesting a mandatory independent Board Chair policy. | ✗ | ✓

Proposer : AFL-CIO Reserve Fund

The Chairman is not independent, and no lead director has been appointed or this appointment is permanent. This type of proposal generally receives significant approval rates. Furthermore, this separation is an excellent governance practice. A vote in favour of the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Travelers Companies Inc. (The) (STA)	MEETING DATE 2026-05-20 ,
COUNTRY United States	RECORD DATE 2026-03-23
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 89417E109/89417E113

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	5000
000442029	Genus Fossil Free CanGlobe Equity fund	11200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Russell G. Golden	✓	✓
01.02	Elect Thomas B. Leonardi	✓	✗
01.03	Elect Clarence Otis Jr.	✓	✗
01.04	Elect Elizabeth E. Robinson	✓	✗
01.05	Elect Todd C. Schermerhorn	✓	✗
01.06	Elect Alan D. Schnitzer	✓	✗
01.07	Elect Bridget van Kralingen	✓	✓
01.08	Elect David S. Williams	✓	✓
02	Ratification of the appointment of KPMG LLP as The Travelers Companies, Inc.'s independent registered public accounting firm for 2026.	✓	✓
03	Non-binding vote to approve executive compensation.	✓	✗
04	Amendment to The Travelers Companies, Inc. Amended and Restated 2023 Stock Incentive Plan.	✓	✗
05	Shareholder proposal relating to a report on climate-related pricing and coverage decisions, if presented at the Annual Meeting of Shareholders.	✗	✓
06	Shareholder proposal relating to an independent board chairman, if presented at the Annual Meeting of Shareholders.	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Russell G. Golden	✓	✓

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 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 01.02

	BOARD	POLICY
Elect Thomas B. Leonardi	✓	✗

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 is 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 01.03

	BOARD	POLICY
Elect Clarence Otis Jr.	✓	✗

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 is 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 Elizabeth E. Robinson

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 is 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 01.05 BOARD POLICY

Elect Todd C. Schermerhorn

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 is not exclusively made up of independent members. This nominee, who is considered non-independent by the policy, sits on this committee. 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 01.06 BOARD POLICY

Elect Alan D. Schnitzer

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 is 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 Bridget van Kralingen ✓ ✓

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 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

Elect David S. Williams ✓ ✓

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 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 BOARD POLICY

Ratification of the appointment of KPMG LLP as The Travelers Companies, Inc.'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 03 BOARD POLICY

Non-binding vote to approve executive compensation.

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. Compensation includes a share-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

Amendment to The Travelers Companies, Inc. Amended and Restated 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

Shareholder proposal relating to a report on climate-related pricing and coverage decisions, if presented at the Annual Meeting of Shareholders.

Proposer : As You Sow Foundation Fund

Rating agency AM Best has reported that the U.S. fire, casualty and property insurance industry is in a major crisis, with record underwriting losses of $38 billion in 2023, caused by extreme weather, inflation and rising reinsurance costs. The $65 billion in catastrophic losses and the 27 weather events each costing more than $1 billion in 2024, totaling $183 billion in damage (https://bit.ly/3YHmN7N), illustrate this trend. Faced with this situation, insurers are massively increasing their national rates while withdrawing from high-risk climate zones, as reported by the Financial Times in April 2024, thus preserving their profitability, but creating an insurance desert in many regions. Travelers, one of the largest insurance companies in the U.S., was facing a major crisis: its catastrophic losses jumped from $1.85 billion in 2021 to $3.33 billion in 2023, prompting it to request a 15% rate increase in California and abandon risky markets. Paradoxically, according to Investing in Climate Chaos, it continues to invest heavily in fossil fuels, to the tune of $1.9 billion, thereby exacerbating the climate risks to which it is exposed. According to the proponent, its adaptation strategy of increasing prices and reducing coverage threatens the viability of its home business, which accounts for 50% of its personal insurance, as it risks losing its customer base without explaining how to maintain a sufficient portfolio to remain profitable. It argues that the company should inform its shareholders of the anticipated impact of its climate-related pricing and coverage decisions on the sustainability of its home insurance customer base. The board

opposes the proposal, arguing that Travelers already provides comprehensive information on climate risks and that no other insurer discloses this type of specific data. It points out that the company has already significantly reduced its share of catastrophic losses since 2016 thanks to its technology investments and targeted underwriting actions. It also disputes the proponent's claims, pointing out that its rate increases in California are not solely the result of climate losses, but of multiple factors (inflation, population growth, fraud), that its investments in fossil fuels represent only a small percentage of its portfolio (1.9 billion out of 100 billion) and that its customer retention rates remain solid and stable across all its businesses. However, the Climate & Community Institute shows that premiums jumped 34% between 2017-2023, outpacing inflation by 40% and excluding many Americans from the market. These 6.1 million uninsured households represent $1,600 billion of real estate value at risk. This crisis is accelerating, with entire regions becoming unprofitable to insure. A Finance Watch report published in April 2024 reveals that higher insurance rates and reduced coverage in high-risk areas are shifting the climate financial burden to policyholders, investors and taxpayers. In the face of increasing catastrophic losses due to climate change, a forward-looking assessment becomes crucial to determine whether current strategies will preserve profitability or erode business volume under various climate scenarios. It should be noted that this proposal received a 12,44% approval rate at the previous general meeting. We recommend supporting this proposal. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 06	**BOARD**	**POLICY**
Shareholder proposal relating to an independent board chairman, if presented at the Annual Meeting of Shareholders.	✗	✓

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

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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
000442088	Genus Global Alpha fund	3100
000442010	Genus Canglobe Equity fund	7200
000442029	Genus Fossil Free CanGlobe Equity fund	7600
000442045	Genus Dividend Fund	8500
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

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

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 BOARD POLICY

Elect Mary E. Klotman

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 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 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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Baker Hughes Inc. (BHI)	MEETING DATE 2026-05-19 ,
COUNTRY United States	RECORD DATE 2026-03-23
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 57224107

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	35900

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Lorenzo Simonelli	✓	✗
01.02	Elect John G. Rice	✓	✗
01.03	Elect Abdulaziz M. Al Gudaimi	✓	✓
01.04	Elect W. Geoffrey Beattie	✓	✗
01.05	Elect Gregory D. Brenneman	✓	✗
01.06	Elect Cynthia B. Carroll	✓	✓
01.07	Elect Michael R. Dumais	✓	✗
01.08	Elect Shirley A. Edwards	✓	✓
01.09	Elect Ilham Kadri	✓	✗
01.10	Elect Mohsen M. Sohi	✓	✓
02	Advisory Vote on Executive Compensation.	✓	✗
03	To approve the appointment of the auditing firm KPMG.	✓	✓
04	To approve the long-term incentive compensation plan.	✓	✗
05	To modify the employee savings plan.	✓	✓

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Lorenzo Simonelli	✓	✗

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 01.02	BOARD	POLICY
Elect John G. Rice	✓	✗

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 01.03	BOARD	POLICY
Elect Abdulaziz M. Al Gudaimi	✓	✓

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 W. Geoffrey Beattie	✓	✗

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 Gregory D. Brenneman	✓	✗

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 Cynthia B. Carroll	✓	✓

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 **01.07**	BOARD	POLICY

Elect Michael R. Dumais

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 01.08 BOARD POLICY

Elect Shirley A. Edwards

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 01.09 BOARD POLICY

Elect Ilham Kadri

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 01.10 BOARD POLICY

Elect Mohsen M. Sohi	✓	✓

Proposer : Board

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

Vote recorded

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

Proposer : Board

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

Proposer : Board

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

Vote recorded

ITEM 04	BOARD	POLICY

To approve the long-term incentive compensation plan. ✓ ✗

Proposer : Board

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

Vote recorded

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

To modify the employee savings plan. ✓ ✓

Proposer : Board

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

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Celestica Inc. (CLS)	MEETING DATE 2026-05-19 ,
COUNTRY Canada	RECORD DATE 2026-03-27
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 15101Q108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	5200
160717012	Genus Canadian Alpha Fund	5800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Kulvinder (Kelly) Ahuja	✓	✗
01.02	Elect Robert A. Cascella	✓	✗
01.03	Elect Christopher W. Colpitts	✓	✗
01.04	Elect Françoise Colpron	✓	✗
01.05	Elect Jill Kale	✓	✗
01.06	Elect Laurette T. Koellner	✓	✗
01.07	Elect Amar Maletira	✓	✗
01.08	Elect Robert A. Mionis	✓	✗
01.09	Elect David Reeder	✓	✗
02	Apointment of KPMG LLP as auditor and fix their remuneration.	✓	✓
03	Say on pay	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Kulvinder (Kelly) Ahuja	✓	✗

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 01.02	BOARD	POLICY
Elect Robert A. Cascella	✓	✗

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 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. 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 Christopher W. Colpitts	✓	✗

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 01.04	BOARD	POLICY
Elect Françoise Colpron	✓	✗

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 Jill Kale ✓ ✗

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 Laurette T. Koellner ✓ ✗

Proposer : Board

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

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 01.08 BOARD POLICY

Elect Robert A. Mionis

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. This nominee is both CEO and Chairman, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.09 BOARD POLICY

Elect David Reeder

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

Vote recorded

ITEM 02 BOARD POLICY

Apointment of KPMG LLP as auditor and fix their 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**
Say on pay	✓	✗

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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER JP Morgan Chase & Co (JPM)	MEETING DATE 2026-05-19 ,
COUNTRY United States	RECORD DATE 2026-03-20
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 46625H100

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	7000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Linda B. Bammann	✓	✗
01.02	Elect Michele G. Buck	✓	✗
01.03	Elect Stephen B. Burke	✓	✗
01.04	Elect Alicia Boler Davis	✓	✗
01.05	Elect James Dimon	✓	✗
01.06	Elect Alex Gorsky	✓	✗
01.07	Elect Mellody Hobson	✓	✗
01.08	Elect Phebe N. Novakovic	✓	✗
01.09	Elect Virginia M. Rometty	✓	✗
01.10	Elect Brad D. Smith	✓	✓
01.11	Elect Mark A. Weinberger	✓	✓
02	Advisory Vote on Executive Compensation.	✓	✗
03	To approve the appointment of the auditing firm PricewaterhouseCoopers LLP.	✓	✓
04	Shareholder proposal that requests a report on the effects of the Security and Resiliency Initiative on company's operations.	✗	✗
05	Shareholder proposal that the roles of Board Chair and CEO be made separate.	✗	✓
06	Shareholder proposal to report on the lobbying activities of the company	✗	✓
07	Shareholder proposal to report on the sustainability metrics and their effect on the performance of the company.	✗	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Linda B. Bammann	✓	✗

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 01.02	BOARD	POLICY
Elect Michele G. 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, who is considered non-independent by the policy, sits on the Audit Committee and the Nomination Committee. She has other significant types of economic relationships with one of the company's clients, suppliers or consultants. 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 Stephen B. Burke	✓	✗

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 01.04	BOARD	POLICY
Elect Alicia Boler 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 policy. She has other significant types of economic relationships with one of the company's clients, suppliers or consultants. A vote against the candidate was recorded.

Vote recorded

ITEM 01.05	BOARD	POLICY
Elect James Dimon	✓	✗

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. 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 01.06	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. 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 other significant types of economic relationships with one of the company's clients, suppliers or consultants. 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 Mellody Hobson	✓	✗

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

Vote recorded

ITEM 01.08	**BOARD**	**POLICY**
Elect Phebe N. Novakovic	✓	✗

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 other significant types of economic relationships with one of the company's clients, suppliers or consultants. 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 01.09	**BOARD**	**POLICY**
Elect Virginia M. Rometty	✓	✗

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 01.10	BOARD	POLICY
Elect Brad D. Smith	✓	✓

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 Mark A. Weinberger	✓	✓

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 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. A vote against the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
To approve the appointment of the auditing firm 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
Shareholder proposal that requests a report on the effects of the Security and Resiliency Initiative on company's operations.	✗	✗

Proposer : National Legal and Policy Center

The proponent raises concerns about the incompatibility between JPMorgan's Security and Resilience Initiative (SRI) and its climate goals. In particular, it calls into question the validity and credibility of the scientific, economic, and feasibility assumptions and claims related to the company's climate targets. It argues that JPMorgan's current climate reports do not reflect the new reality of socially responsible investing. It is concerned about the ability to meet the growing demand for electricity—including that generated by data centers, artificial intelligence, and industrial reshoring—which requires abundant electricity generation, affordable fossil fuels, the development of nuclear energy, and an exponential increase in mining and processing activities. Climate disclosure is a major issue for shareholders. Nevertheless, the aim of the proposal does not seem to be to improve the company's practices in this area. 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 addresses a major environmental issue in the field of responsible investment, which recognizes the multiple social and economic risks of climate change, as demonstrated by numerous credible studies. The proposal is not in the shareholders' interest. A vote against the proposal was recorded.

Vote recorded

ITEM 05	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

ITEM 06	BOARD	POLICY
Shareholder proposal to report on the lobbying activities of the company	✗	✓

Proposer : Missionary Oblates of Mary Immaculate

Publishing a report on political contributions would be useful. In addition to creating legal risks related to the complexity of the relevant laws, political contributions create sizeable problems that can have repercussions on the value added. These companies obtain benefits at the expense of more effective strategies, such as investing in research and development. Charitable donations can also promote executives' interests without representing those of the company or its shareholders. It is in the shareholders' interest that the company disclose all information on its lobbying efforts, because there are risks to the company's reputation. The proposal is deemed reasonable. It is in shareholders' interest and could be produce at a low cost since the report would only be published on the company's website. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 07	BOARD	POLICY
Shareholder proposal to report on the sustainability metrics and their effect on the performance of the company.	✗	✗

Proposer : National Center for Public Policy Research

The proponent raises concerns about the lack of rigorous financial analysis underpinning JPMorgan's sustainability initiatives. It criticizes him for failing to distinguish between prudent business expansion and non-financial social initiatives. It points out that the company has a fiduciary duty to prioritize the financial

interests of its shareholders and that the substantial amount of capital allocated to environmental and social objectives requires rigorous financial transparency. However, we have doubts about the proponent's true intentions. In particular, it echoes climate-skeptical rhetoric that attacks the company's environmental goals, including its climate action plan aimed at preventing an unprecedented climate disaster that would have catastrophic social and economic consequences. 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 addresses a major environmental issue in the field of responsible investment, which recognizes the multiple social and economic risks of climate change, as demonstrated by numerous credible studies. The proposal is not in the shareholders' interest. A vote against the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Celestica Inc. (CLS)	MEETING DATE 2026-05-19 ,
COUNTRY Canada	RECORD DATE 2026-03-27
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 15101Q108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	5200
160717012	Genus Canadian Alpha Fund	5800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Kulvinder (Kelly) Ahuja	✓	✗
01.02	Elect Robert A. Cascella	✓	✗
01.03	Elect Christopher W. Colpitts	✓	✗
01.04	Elect Françoise Colpron	✓	✗
01.05	Elect Jill Kale	✓	✗
01.06	Elect Laurette T. Koellner	✓	✗
01.07	Elect Amar Maletira	✓	✗
01.08	Elect Robert A. Mionis	✓	✗
01.09	Elect David Reeder	✓	✗
02	Apointment of KPMG LLP as auditor and fix their remuneration.	✓	✓
03	Say on pay	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Kulvinder (Kelly) Ahuja	✓	✗

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 01.02	BOARD	POLICY
Elect Robert A. Cascella	✓	✗

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 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. 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 Christopher W. Colpitts	✓	✗

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 01.04	BOARD	POLICY
Elect Françoise Colpron	✓	✗

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 Jill Kale ✓ ✗

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 Laurette T. Koellner ✓ ✗

Proposer : Board

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

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 01.08 BOARD POLICY

Elect Robert A. Mionis

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. This nominee is both CEO and Chairman, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.09 BOARD POLICY

Elect David Reeder

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

Vote recorded

ITEM 02 BOARD POLICY

Apointment of KPMG LLP as auditor and fix their 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**
Say on pay	✓	✗

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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Comfort Systems USA Inc. (NYSE:FIX)	MEETING DATE 2026-05-18 ,
COUNTRY United States	RECORD DATE 2026-03-19
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 199908104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	600
000442010	Genus Canglobe Equity fund	1800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Darcy G. Anderson	✓	✗
01.02	Herman E. Bulls	✓	✗
01.03	Rhoman J. Hardy	✓	✗
01.04	Gaurav Kapoor	✓	✓
01.05	Brian E. Lane	✓	✗
01.06	Pablo G. Mercado	✓	✓
01.07	Franklin Myers	✓	✗
01.08	William J. Sandbrook	✓	✗
01.09	Constance E. Skidmore	✓	✗
01.10	Cindy L. Wallis-Lage	✓	✗
02	Auditor ratification	✓	✓
03	Say on Pay	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Darcy G. Anderson	✓	✗

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**

Herman E. Bulls ✓ ✗

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. 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. 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**

Rhoman J. Hardy ✓ ✗

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 01.04 **BOARD** **POLICY**

Gaurav Kapoor	✓	✓

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**
Brian E. 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 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**
Pablo G. Mercado	✓	✓

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**

Franklin Myers

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 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. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08 BOARD POLICY

William J. Sandbrook

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 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. 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

Constance E. Skidmore

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 01.10 BOARD POLICY

Cindy L. Wallis-Lage ✓ ✗

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 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 02 BOARD POLICY

Auditor ratification ✓ ✓

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. 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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER CVS Health Corporation (NYSE:CVS)	MEETING DATE 2026-05-14 ,
COUNTRY United States	RECORD DATE 2026-03-16
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 126650100

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	34300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Fernando Aguirre	✓	✓
01.02	Elect Jeffrey R. Balser	✓	✓
01.03	Elect David Brown II	✓	✗
01.04	Elect Alecia A. DeCoudreaux	✓	✗
01.05	Elect Anne M. Finucane	✓	✗
01.06	Elect John E. Gallina	✓	✓
01.07	Elect J. David Joyner	✓	✗
01.08	Elect J. Scott Kirby	✓	✗
01.09	Elect Michael F. Mahoney	✓	✗
01.10	Elect Leslie V. Norwalk	✓	✗
01.11	Elect Larry M. Robbins	✓	✓
01.12	Elect Guy P. Sansone	✓	✗
01.13	Elect Douglas H. Shulman	✓	✗
02	Ratification of the Appointment of Our Independent Registered Public Accounting Firm for 2026.	✓	✓
03	Say on Pay, a Proposal to Approve, on an Advisory Basis, the Company's Executive Compensation.	✓	✗
04	Proposal to Approve the Company's 2026 Incentive Compensation Plan.	✓	✗
05	Stockholder Proposal for Reducing the Threshold for Our Stockholder Right to Act By Written Consent.	✗	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Fernando Aguirre	✓	✓

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 Jeffrey R. Balser	✓	✓

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 01.03	BOARD	POLICY
Elect David Brown II	✓	✗

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. 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 01.04	BOARD	POLICY
Elect Alecia A. DeCoudreaux	✓	✗

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 01.05	BOARD	POLICY
Elect Anne M. Finucane	✓	✗

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. She has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect John E. Gallina	✓	✓

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 first-time nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 01.07 **BOARD** **POLICY**

Elect J. David Joyner ✓ ✗

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. A vote against the candidate was recorded.

Vote recorded

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

Elect J. Scott Kirby ✓ ✗

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. 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 Michael F. Mahoney

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. 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 01.10 BOARD POLICY

Elect Leslie V. Norwalk

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. A vote against the candidate was recorded.

Vote recorded

ITEM 01.11 BOARD POLICY

Elect Larry M. Robbins

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 01.12 BOARD POLICY

Elect Guy P. Sansone ✓ ✗

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. 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 01.13 BOARD POLICY

Elect Douglas H. Shulman ✓ ✗

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 CEO of OneMain Holdings, Inc. and sits on the Compensation Committee, which goes against 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

Ratification of the Appointment of 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

ITEM 03	BOARD	POLICY
Say on Pay, a Proposal to Approve, on an Advisory Basis, 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. 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. 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
Proposal to Approve the Company's 2026 Incentive Compensation Plan.	✓	✗

Proposer : Board

The share plan is part of a global share-based compensation plan, which opposes the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Stockholder Proposal for Reducing the Threshold for Our Stockholder 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. The proposal is in the shareholders' interest. A vote in favour of the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Manulife Financial Corporation (MFC)	MEETING DATE 2026-05-14 ,
COUNTRY Canada	RECORD DATE 2026-03-16
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 56501R106/56501R601

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	73300
000442045	Genus Dividend Fund	75400

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Nicole S. Arnaboldi	✓	✓
01.02	Elect Guy L.T. Bainbridge	✓	✗
01.03	Elect Nancy J. Carroll	✓	✗
01.04	Elect Julie E. Dickson	✓	✗
01.05	Elect J. Michael Durland	✓	✗
01.06	Elect Donald P. Kanak	✓	✓
01.07	Elect Donald R. Lindsay	✓	✗
01.08	Elect Anna Manning	✓	✓
01.09	Elect John S. Montalbano	✓	✓
01.10	Elect May Tan	✓	✗
01.11	Elect Leagh E. Turner	✓	✓
01.12	Elect Philip J. Witherington	✓	✓
01.13	Elect John W.P-K. Wong	✓	✗
02	Appointment of Ernst & Young LLP as Auditors.	✓	✓
03	Advisory resolution accepting approach to executive compensation.	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY

Elect Nicole S. Arnaboldi ✓ ✓

Proposer : Board

The nominees' independence was verified and it was found that 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 Guy L.T. Bainbridge ✓ ✗

Proposer : Board

The nominees' independence was verified and it was found that 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 Nancy J. Carroll ✓ ✗

Proposer : Board

The nominees' independence was verified and it was found that 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 01.04 **BOARD** **POLICY**

Elect Julie E. Dickson

Proposer : Board

The nominees' independence was verified and it was found that 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 BOARD POLICY

Elect J. Michael Durland

Proposer : Board

The nominees' independence was verified and it was found that 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 Donald P. Kanak

Proposer : Board

The nominees' independence was verified and it was found that 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 Donald R. Lindsay ✓ ✗

Proposer : Board

The nominees' independence was verified and it was found that 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. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08 BOARD POLICY

Elect Anna Manning ✓ ✓

Proposer : Board

The nominees' independence was verified and it was found that 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

Elect John S. Montalbano ✓ ✓

Proposer : Board

The nominees' independence was verified and it was found that 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 May Tan	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that 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
Elect Leagh E. Turner	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that 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 Philip J. Witherington	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that 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. 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 W.P-K. Wong

Proposer : Board

The nominees' independence was verified and it was found that 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

Appointment of Ernst & Young LLP as Auditors.

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 resolution accepting approach to executive compensation.

Proposer : Board

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

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER AT&T Inc. (T)	MEETING DATE 2026-05-14 ,
COUNTRY United States	RECORD DATE 2026-03-16
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 00206R102

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	86300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Kelly J. Grier	✓	✓
01.02	Elect William E. Kennard	✓	✗
01.03	Elect Stephen J. Luczo	✓	✓
01.04	Elect Marissa A. Mayer	✓	✓
01.05	Elect Michael B. McCallister	✓	✗
01.06	Elect Beth E. Mooney	✓	✗
01.07	Elect Matthew K. Rose	✓	✗
01.08	Elect John T. Stankey	✓	✗
01.09	Elect Cynthia B. Taylor	✓	✗
01.10	Elect Luis A. Ubiñas	✓	✗
02	Ratification of the Appointment of Ernst & Young LLP as Independent Auditors	✓	✓
03	Advisory Approval of Executive Compensation	✓	✗
04	Approve Amendment to Restated Certificate of Incorporation to Provide for Officer Exculpation	✓	✗
05	Approve 2026 Incentive Plan	✓	✗
06	Approve Stock Purchase and Deferral Plan	✓	✗
07	Shareholder Right to Act by Written Consent	✓	✓
08	EEO-1 Report Disclosure Policy	✓	✓

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Kelly J. Grier	✓	✓

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 William E. 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. 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 01.03	BOARD	POLICY
Elect Stephen J. Luczo	✓	✓

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 Marissa A. 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 01.05	BOARD	POLICY
Elect Michael B. McCallister	✓	✗

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 01.06	BOARD	POLICY
Elect Beth E. Mooney	✓	✗

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 01.07	BOARD	POLICY
Elect Matthew K. Rose	✓	✗

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. 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 John T. Stankey	✓	✗

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 01.09	BOARD	POLICY
Elect Cynthia B. 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, who is considered non-independent by the policy, sits on the Audit Committee. She has been on the board for over 10 years.

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 01.10	BOARD	POLICY
Elect Luis A. Ubiñas	✓	✗

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
Ratification of the Appointment of Ernst & Young LLP as Independent Auditors	✓	✓

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 Approval of 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

ITEM 04	BOARD	POLICY
Approve Amendment to Restated Certificate of Incorporation to Provide for Officer Exculpation	✓	✗

Proposer : Board

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

ITEM 05	BOARD	POLICY
Approve 2026 Incentive Plan	✓	✗

Proposer : Board

The proposed share-based compensation plan 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

ITEM 06	BOARD	POLICY
Approve Stock Purchase and Deferral Plan	✓	✗

Proposer : Board

The proposed share-based compensation plan 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 07 BOARD POLICY

Shareholder 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 08 BOARD POLICY

EEO-1 Report Disclosure Policy ✓ ✓

Proposer : The Comptroller of the City of New York

Companies that do not respect the principle of employment equity are exposed to financial, legal, operational, reputational, and disinvestment risks. On the contrary, the prevention of discrimination and the creation of an open and diverse work environment, at all levels of the organization, offer them many advantages, for example, by providing different perspectives, increasing productivity and employees' morale, eliminating the limitations of group think and reducing risks associated with discrimination. Studies have also shown the positive effect of diversity on financial performance. For example, according to a report published by McKinsey & Company in 2023, companies with the most diverse management teams are more likely to outperform their peers financially. This study indicates that companies in the top quartile for ethnic and cultural diversity are now 39% more likely to have above average profitability than those in the fourth quartile. This likelihood reached 25% for those with more women among their managers. Nevertheless, the progress of women and members of minorities in leadership positions remains very slow. According to a McKinsey and Leanln.Org report on the place of women in the US workplace published in 2025, despite gains over the past decade, women are under-represented at all hierarchical levels, and the situation for women of color is even worse. McKinsey explains that their biggest obstacle is the first step towards management, or the "broken rung", which means that more women get stuck at the entry level, and fewer become managers. Therefore, there are much fewer women to move to higher levels. For several years now, McKinsey has also observed a decline in companies' commitment to gender diversity, which has resulted in a decrease in professional support and career advancement opportunities for women. It should also be noted that this underrepresentation of women and minorities in high-paying leadership positions has a direct impact on the gross wage gap. It is therefore in the interests of shareholders that the company provides detailed, comparable and reliable quantitative data on diversity at all levels of the organization, that it discloses the measures and programs put in place to increase diversity and inclusion, as well as the process followed by the board to assess their effectiveness. However, AT&T does not disclose any quantitative data broken down by gender, race, or ethnicity, and it does not address the issue of diversity and inclusion in its 2025 Sustainability Update. It therefore seems essential that the shareholders support the proposal. Le consolidated EEO-1 report, which all private employers in the U.S. with over 100 employees are required to submit annually to the U.S. Equal Opportunity Commission (EEOC), contains data giving a more accurate picture of the place of women and minorities in the workplace, across 10 job categories. It thus offers relevant and comparable information on workforce diversity that can help investors to better assess the risks to which companies are exposed, to evaluate the effectiveness of their efforts and the relevance of their measures and programs, and to measure their progress. In fact,

disclosure of this report has become standard practice in major U.S. corporations. As You Sow indicates that almost 90% of the companies in the S&P 100 index and more than 50% of those in the S&P 500 are making it public or have promised to publish it. A vote in favour of the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Keyera Corporation (KEY)	MEETING DATE 2026-05-14 ,
COUNTRY Canada	RECORD DATE 2026-03-26
MEETING LOCATION	
MEETING TYPE Annual and extraordinary	SECURITIES 493271100

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	37700

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Jim Bertram	✓	✗
01.02	Elect Isabelle Brassard	✓	✓
01.03	Elect Michael Crothers	✓	✗
01.04	Elect Blair Goertzen	✓	✓
01.05	Elect T. Tim Kitchen	✓	✗
01.06	Elect Bob Pritchard	✓	✓
01.07	Elect Charlene Ripley	✓	✗
01.08	Elect Dean Setoguchi	✓	✓
01.09	Elect Janet Woodruff	✓	✗
01.10	Elect Renee Zemljak	✓	✓
02	Appointment of Deloitte LLP (Deloitte) as our independent auditors and authorize the directors to fix their remuneration	✓	✗
03	Reconfirm and approve our Shareholder Rights Plan	✓	✓
04	Hold a non-binding, advisory vote on our approach to executive compensatioN	✓	✓

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Jim Bertram	✓	✗

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 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 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 01.02	BOARD	POLICY
Elect Isabelle Brassard	✓	✓

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 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 Michael Crothers	✓	✗

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 Audit 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 Blair Goertzen	✓	✓

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 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 T. Tim Kitchen	✓	✗

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 Audit 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 01.06	BOARD	POLICY
Elect Bob Pritchard	✓	✓

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 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 01.07	BOARD	POLICY

Elect Charlene Ripley

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 Audit Committee are not exclusively made up of independent members. This nominee is deemed independent according to the policy. She chairs the Nominating Committee of this board that has not sufficient competencies to assess and manage climate related risks. 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 Dean Setoguchi

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 Audit 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 01.09

BOARD	POLICY

Elect Janet Woodruff

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 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.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 Renee Zemljak	✓	✓

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 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 first-time nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Appointment of Deloitte LLP (Deloitte) as our independent auditors and authorize the directors to fix their remuneration	✓	✗

Proposer : Board

More than 75% of the fees paid to the firm were for financial auditing services. The auditor did not incorporate the financial effects of climate-related risk in the financial statements. A vote against the proposal was recorded.

Vote recorded

ITEM 03	BOARD	POLICY
Reconfirm and approve our Shareholder Rights Plan	✓	✓

Proposer : Board

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

Vote recorded

ITEM 04	BOARD	POLICY

Hold a non-binding, advisory vote on our approach to executive compensatioN ✓ ✓

Proposer : Board

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

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Quebecor Inc. (QBR/QBR.A)	MEETING DATE 2026-05-14 ,
COUNTRY Canada	RECORD DATE 2026-03-17
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 748193208

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	25500
000442045	Genus Dividend Fund	82400
000442029	Genus Fossil Free CanGlobe Equity fund	106300

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect: Frantz Saintellemy	✓	✓
01.02	Elect: Marc M. Tremblay	✓	✓
02	The appointment of Ernst & Young LLP as external auditor.	✓	✓
03	Adoption of an advisory resolution on the Board of Directors of the Corporation's approach to executive compensation.	✓	✗
04	Shareholder Proposal to strengthen shareholder participation in Annual General Meetings.	✗	✗
05	Shareholder Proposal requiring a Report on the advisory vote on executive compensation.	✗	✓

PROXY ANALYSIS

ITEM 01.01

	BOARD	POLICY
Elect: Frantz Saintellemy	✓	✓

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. 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: Marc M. Tremblay	✓	✓

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. 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 first-time nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
The appointment of Ernst & Young LLP as external auditor.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 03	BOARD	POLICY
Adoption of an advisory resolution on the Board of Directors of the Corporation's approach to executive compensation.	✓	✗

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 04	BOARD	POLICY
Shareholder Proposal to strengthen shareholder participation in Annual General Meetings.	✗	✗

Proposer : Mouvement d'éducation et de défense des actionnaires ("MÉDAC")

The proponent argues that the gradual decline in small shareholders' participation in general meetings undermines the legitimacy and effectiveness of corporate governance in public companies. It highlights the marked difference between the participation of institutional investors and that of individual investors. It warns

that this disengagement could lead to concrete problems, such as the lack of a quorum that forced Transat A.T. to postpone its annual meeting until 2024. To remedy this, it suggests a series of measures aimed at simplifying voting, modernizing communications and improving the transparency surrounding the holding of general meetings. The board opposes the proposal, believing that the company already has governance, communication, and shareholder engagement mechanisms in place that comply with regulatory requirements and recognized best practices. In addition, it states that the company prefers to hold its meetings in person and works with leading technology providers to offer a simple and efficient voting experience. We recognize that the participation of all shareholders is a pillar of effective and ethical governance and that institutional investors continue to have a decisive influence on the outcome of votes at general meetings. Furthermore, it is in the shareholders' interest to increase transparency regarding more granular indicators, so that stakeholders can fully assess the inclusiveness of the governance process. That said, we believe that the measures implemented by the company are appropriate and sufficient to encourage the engagement and participation of all investors, regardless of their size, beyond the annual meeting. In-person meetings, which the company favors, improve accessibility and the exercise of shareholder rights. Upon review, we find that the company provides adequate information and tools to enable informed voting. Therefore, we do not consider it relevant to support this proposal. A vote against the proposal was recorded.

Vote recorded

ITEM 05	BOARD	POLICY
Shareholder Proposal requiring a Report on the advisory vote on executive compensation.	✗	✓

Proposer : Mouvement d'éducation et de défense des actionnaires ("MÉDAC")

The advisory vote on executive compensation allows shareholders to express their support for or opposition to the compensation of named executives, including the CEO. Although its results are not binding, they are seen as an indicator of investor confidence. The proponent notes that at the last annual general meeting, 18% of Class B shareholders—namely, minority public investors—rejected the compensation policy. It notes that, even though the proposal was approved in its entirety, this percentage reflects a significant level of dissatisfaction, particularly given the unequal voting rights, where Class B shares account for the majority of the outstanding shares but a minority of the votes. It calls for a targeted consultation and the publication of a report that includes an analysis broken down by shareholder category, a structured consultation with major institutional investors, a review of the presentation of compensation policies, and a commitment to publish the planned corrective measures. In its view, publishing such a post-vote report would allow Quebecor to demonstrate that it takes minority shareholders seriously, that it is prepared to adapt its governance practices to current market and stakeholder expectations, and that it positions itself as a responsible player in a highly publicized sector. Finally, it points out that this approach could lead Quebecor to develop a compensation plan that rewards not only financial performance but also the company's social, ethical, and environmental resilience, in line with a trend already adopted by several major Canadian companies. The board opposes the proposal, believing that the company maintains a constructive dialogue with its shareholders to ensure that its compensation practices continue to support its business strategy while reflecting investor expectations and best governance practices. It also notes that a question-and-answer session is scheduled during the annual general meeting and that the company invites shareholders to submit their questions regarding its compensation policy. Upon review, we have determined that the compensation plan does not comply with best governance practices. For example, the long-term incentive plan is not tied to performance criteria, the plan's dilution rate is high, and the compensation does not include any ESG performance metrics. In addition, the CEO's compensation was more than 200 times the average Canadian salary. Such wage disparities contribute to the emergence of societies that are increasingly unequal, less sustainable, less inclusive, and less productive, and are likely to have negative consequences for the company and its stakeholders in the long run. Given the flaws in compensation practices and the dual-class share structure, we believe that enhancing transparency through the publication of a post-vote disclosure explaining how the board of directors takes into account a relatively high proportion of opposing votes could benefit all shareholders by ensuring that all voices are heard and taken into consideration. Ignoring

these signals could erode investor confidence, particularly at a time when issues related to executive compensation are coming under increasing scrutiny. A vote in favour of the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Repsol SA (BME:REP)	MEETING DATE 2026-05-14 ,
COUNTRY Spain	RECORD DATE 2026-04-10
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES E8471S130

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	98100

ITEM	PROPOSAL	BOARD	POLICY
01	Examination and approval, if applicable, of the Annual Accounts and Management Report of Repsol, S.A.and the Consolidated Annual Accounts and the Consolidated Management Report for the fi scal year endedDecember 31, 2025.	⊘	✗
02	Examination and approval, if applicable, of the proposed allocation of results for fiscal year 2025.	⊘	✓
03	Examination and approval, if applicable, of the Non-Financial Information Statement for the fiscal yearended December 31, 2025.	⊘	✗
04	Examination and approval, if applicable, of the management performance of the Board of Directors of Repsol, S.A. for fi scal year 2025.	⊘	✗
05	Appointment of PwC as Auditor of Repsol, S.A. and its Consolidated Group for fiscal year 2026.	⊘	✗
06	Distribution in January 2027 of a fixed amount of €0.53 gross per share charged to free reserves	⊘	✓
07	Approval of a share capital reduction up to the maximum indicated in the terms of the resolution through the redemption of the Company's own shares.	⊘	✓
08	Approval of a share capital reduction for a maximum amount of €110,537,433, equivalent to 10% of the share capital, through the redemption of a maximum of 110,537,433 own shares of the Company	⊘	✓
09	Authorization for the Board of Directors to increase the share capital without pre-emption right	⊘	✓
10	Authorization to the Board of Directors with express power of substitution, for the derivative acquisition of shares of Repsol, S.A., directly or through subsidiaries	⊘	✓
11	Reelect: Carmina Ganyet i Cirera	⊘	✗
12	Reelect: Emiliano López Achurra	⊘	✗
13	Reelect: Iván Martén Uliarte	⊘	✗
14	Reelect: Martín San Vicente	⊘	✗
15	Advisory vote on the Annual Report on the Remuneration of the Directors of Repsol, S.A. for fi scal year2025.	⊘	✗
16	Approval of three new additional cycles of the Share Purchase Plan by the beneficiaries of the Long-Term Incentive Programs.	⊘	✗
17	Delegation of powers to interpret, complement, develop, execute, amend and formalize the resolutionsadopted by the Annual General Meeting	⊘	✓

PROXY ANALYSIS

ITEM 01 | **BOARD** | **POLICY**

Examination and approval, if applicable, of the Annual Accounts and Management Report of Repsol, S.A.and the Consolidated Annual Accounts and the Consolidated Management Report for the fi scal year endedDecember 31, 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. A vote against the proposal was recorded.

Vote recorded

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

Examination and approval, if applicable, of the proposed allocation of results for fiscal year 2025.

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**

Examination and approval, if applicable, of the Non-Financial Information Statement for the fiscal yearended December 31, 2025.

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. Repsol has carried out a comprehensive analysis of the various aspects required by law, and its report has been validated by external auditors. In terms of the environment, Repsol has set targets for 2030 that include a 55% reduction in Scope 1 and 2 emissions compared to 2016 and a 20% reduction in total emissions across all three scopes compared to 2018, with 5% of that reduction attributable to Scopes 1 and 2 and 15% to Scope 3. The long-term goal is to achieve carbon neutrality by 2050, with a projected reduction of more than 90% in absolute emissions through the mitigation measures and technologies currently being considered. The remaining 10% or so is expected to be addressed through carbon capture and storage solutions as well as natural carbon sinks. The company also aims to gradually reduce its carbon intensity by 2050. It should be noted that this

plan has not been validated by the Science-Based Targets initiative (SBTi) and that these targets include the use of an unquantified proportion of credits from projects aimed at capturing or avoiding carbon emissions. In addition, Repsol is clearly seeking to diversify and move beyond being solely an oil and gas company. However, to stay within its carbon budget and limit global warming to 1.5°C by 2050, it must completely halt oil and gas exploration and demonstrate a sustained reduction in emissions intensity. With regard to disclosure, the company follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and publicly reports its absolute emissions across all three scopes, as well as their intensity, all of which are verified by independent third parties. Finally, it has an official biodiversity policy and has adopted the recommendations of the Task Force on Nature-related Financial Disclosures (TNFD). In the social sphere, Repsol has signed the United Nations Global Compact; it is committed to respecting human rights and the fundamental labor rights established by the International Labour Organization (ILO), and expects its business partners to do the same. Repsol has a due diligence process in place to identify and assess human rights risks throughout its value chain, including the rights of communities—such as Indigenous communities—labor rights, land rights, and environmental rights. It takes steps to mitigate risks in its operations and those of its supply chain and engages in dialogue with stakeholders. It also has a complaint mechanism available to employees and external parties. Repsol is also committed to ensuring the health and safety of its workers, but there is no public statement formally setting working hours in accordance with ILO conventions, and a living wage is neither measured nor targeted. In addition, Repsol promotes gender equality and women's empowerment by publishing metrics on the age and gender of its workforce; however, we note that women account for only 18% of senior management and that the company provides no information on ethnic diversity or other aspects of diversity. Although the company is making efforts to improve its environmental and social practices, shortcomings remain in terms of credibility, ambition, and transparency. Therefore, we recommend that shareholders not support this proposal in order to encourage improvements in these practices. A vote against the proposal was recorded.

Vote recorded

ITEM 04 | **BOARD** | **POLICY**

Examination and approval, if applicable, of the management performance of the Board of Directors of Repsol, S.A. for fi scal year 2025.

Proposer : Board

It goes against the principle of accountability to approve the actions of the Supervisory 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**

Appointment of PwC as Auditor of Repsol, S.A. and its Consolidated Group for fiscal year 2026.

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 06

	BOARD	POLICY
Distribution in January 2027 of a fixed amount of €0.53 gross per share charged to free reserves	⊘	✓

Proposer : Board

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

Vote recorded

ITEM 07

	BOARD	POLICY
Approval of a share capital reduction up to the maximum indicated in the terms of the resolution through the redemption of the Company's own shares.	⊘	✓

Proposer : Board

It is the Board of Directors' responsibility to make recommendations on the buyback of some of its shares or share categories based on an analysis of the company's needs and strategic opportunities. 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

ITEM 08

	BOARD	POLICY
Approval of a share capital reduction for a maximum amount of €110,537,433, equivalent to 10% of the share capital, through the redemption of a maximum of 110,537,433 own shares of the Company	⊘	✓

Proposer : Board

It is the Board's responsibility to make recommendations on the cancellation of some shares or categories of shares, based on a needs analysis and strategic opportunities. The cancellation of repurchased shares results in a share-capital reduction.This is a way of restoring assets to shareholders when liquidities are greater than investment needs. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 09 | **BOARD** | **POLICY**

Authorization for the Board of Directors to increase the share capital without pre-emption right

Proposer : Board

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

Vote recorded

ITEM 10 | **BOARD** | **POLICY**

Authorization to the Board of Directors with express power of substitution, for the derivative acquisition of shares of Repsol, S.A., directly or through subsidiaries

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 11 | **BOARD** | **POLICY**

Reelect: Carmina Ganyet i Cirera

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. We note that the Nomination Committee, the Compensation Committee and the Audit 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 12 BOARD POLICY

Reelect: Emiliano López Achurra

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. We note that the Nomination Committee, the Compensation Committee and the Audit Committee are not exclusively made up of independent members. This nominee, who is considered non-independent by the company, sits on the Compensation Committee.He is a representative of Petróleos del Norte, S.A., a shareholder of the company, on the board of directors. A vote against the candidate was recorded.

Vote recorded

ITEM 13 BOARD POLICY

Reelect: Iván Martén Uliarte

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. We note that the Nomination Committee, the Compensation Committee and the Audit 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 14 BOARD POLICY

Reelect: Martín San Vicente

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. We note that the Nomination Committee, the Compensation Committee and the Audit 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 15	BOARD	POLICY
Advisory vote on the Annual Report on the Remuneration of the Directors of Repsol, S.A. for fi scal year2025.	⊘	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. The company does not disclose 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 16	BOARD	POLICY
Approval of three new additional cycles of the Share Purchase Plan by the beneficiaries of the Long-Term Incentive Programs.	⊘	✗

Proposer : Board

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

Vote recorded

ITEM 17	BOARD	POLICY
Delegation of powers to interpret, complement, develop, execute, amend and formalize the resolutionsadopted by the Annual General Meeting	⊘	✓

Proposer : Board

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

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Union Pacific Corporation (UNP)	MEETING DATE 2026-05-14 ,
COUNTRY United States	RECORD DATE 2026-03-13
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 907818108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	12400

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Sheri H. Edison	✓	✗
01.02	Elect Teresa M. Finley	✓	✓
01.03	Elect Deborah C. Hopkins	✓	✓
01.04	Elect Jane H. Lute	✓	✗
01.05	Elect Michael R. McCarthy	✓	✗
01.06	Elect Doyle R. Simons	✓	✗
01.07	Elect John K. Tien, Jr.	✓	✓
01.08	Elect V. James Vena	✓	✗
01.09	Elect John P. Wiehoff	✓	✓
01.10	Elect W Anthony Will	✓	✗
01.11	Elect Christopher J. Williams	✓	✓
02	Ratification of the appointment of Deloitte & Touche LLP as the independent registered public accounting firm of the Company for 2026.	✓	✓
03	Approve, by non-binding vote, the compensation of the Company's Named Executive Officers ("Say on Pay").	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Sheri H. Edison	✓	✗

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. 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 Teresa M. Finley	✓	✓

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 Deborah C. Hopkins	✓	✓

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 01.04	BOARD	POLICY
Elect Jane H. Lute	✓	✗

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 these committees. 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 Michael R. McCarthy ✓ ✗

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. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.06 **BOARD** **POLICY**

Elect Doyle R. Simons ✓ ✗

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. 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 John K. Tien, 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 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 V. James Vena	✓	✗

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 is currently the chief executive officer of the firm. A vote against the candidate was recorded.

Vote recorded

ITEM 01.09	BOARD	POLICY
Elect John P. Wiehoff	✓	✓

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 W Anthony Will	✓	✗

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

Vote recorded

ITEM 01.11	BOARD	POLICY
Elect Christopher J. Williams	✓	✓

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
Ratification of the appointment of Deloitte & Touche LLP as the independent registered public accounting firm of 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 03	BOARD	POLICY

Approve, by non-binding vote, the compensation of the Company's Named Executive Officers ("Say on Pay").

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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Manulife Financial Corporation (MFC)	MEETING DATE 2026-05-14 ,
COUNTRY Canada	RECORD DATE 2026-03-16
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 56501R106/56501R601

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442010	Genus Canglobe Equity fund	73300
000442045	Genus Dividend Fund	75400

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Nicole S. Arnaboldi	✓	✓
01.02	Elect Guy L.T. Bainbridge	✓	✗
01.03	Elect Nancy J. Carroll	✓	✗
01.04	Elect Julie E. Dickson	✓	✗
01.05	Elect J. Michael Durland	✓	✗
01.06	Elect Donald P. Kanak	✓	✓
01.07	Elect Donald R. Lindsay	✓	✗
01.08	Elect Anna Manning	✓	✓
01.09	Elect John S. Montalbano	✓	✓
01.10	Elect May Tan	✓	✗
01.11	Elect Leagh E. Turner	✓	✓
01.12	Elect Philip J. Witherington	✓	✓
01.13	Elect John W.P-K. Wong	✓	✗
02	Appointment of Ernst & Young LLP as Auditors.	✓	✓
03	Advisory resolution accepting approach to executive compensation.	✓	✗

PROXY ANALYSIS

ITEM 01.01 BOARD POLICY

Elect Nicole S. Arnaboldi

Proposer : Board

The nominees' independence was verified and it was found that 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 Guy L.T. Bainbridge

Proposer : Board

The nominees' independence was verified and it was found that 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 Nancy J. Carroll

Proposer : Board

The nominees' independence was verified and it was found that 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 01.04 BOARD POLICY

Elect Julie E. Dickson

Proposer : Board

The nominees' independence was verified and it was found that 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 BOARD POLICY

Elect J. Michael Durland

Proposer : Board

The nominees' independence was verified and it was found that 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 Donald P. Kanak

Proposer : Board

The nominees' independence was verified and it was found that 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 Donald R. Lindsay ✓ ✗

Proposer : Board

The nominees' independence was verified and it was found that 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. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08 BOARD POLICY

Elect Anna Manning ✓ ✓

Proposer : Board

The nominees' independence was verified and it was found that 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

Elect John S. Montalbano ✓ ✓

Proposer : Board

The nominees' independence was verified and it was found that 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 May Tan	✓	✗

Proposer : Board

The nominees' independence was verified and it was found that 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
Elect Leagh E. Turner	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that 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 Philip J. Witherington	✓	✓

Proposer : Board

The nominees' independence was verified and it was found that 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. 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 W.P-K. Wong

Proposer : Board

The nominees' independence was verified and it was found that 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

Appointment of Ernst & Young LLP as Auditors.

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 resolution accepting approach to executive compensation.

Proposer : Board

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

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Phillips 66 (PSX)	MEETING DATE 2026-05-13 ,
COUNTRY United States	RECORD DATE 2026-03-20
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 718546104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	12500

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Gregory J. Hayes	✓	✗
01.02	Elect Charles M. Holley	✓	✓
01.03	Elect Denise R. Singleton	✓	✓
01.04	Elect Howard I. Ungerleider	✓	✓
02	Advisory Vote on Executive Compensation.	✓	✗
03	To approve the appointment of the auditing firm Ernst & Young.	✓	✓

PROXY ANALYSIS

ITEM 01.01

	BOARD	POLICY
Elect Gregory J. Hayes	✓	✗

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 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. 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 Charles M. Holley	✓	✓

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 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 Denise R. Singleton	✓	✓

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 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 Howard I. Ungerleider	✓	✓

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

Vote recorded

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

Proposer : Board

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
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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Whitecap Resources Inc. (WCP)	MEETING DATE 2026-05-13 ,
COUNTRY Canada	RECORD DATE 2026-03-25
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 96467A200

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	468200

ITEM	PROPOSAL	BOARD	POLICY
01	To establish the number of directors at 11.		✗
02.01	Elect Scott D. Althen		✓
02.02	Elect Grant B. Fagerheim		✗
02.03	Elect Jodi J. Jenson Labrie		✓
02.04	Elect Vineeta Maguire		✓
02.05	Elect Glenn A. McNamara		✗
02.06	Elect Barbara E. Munroe		✓
02.07	Elect Stephen C. Nikiforuk		✗
02.08	Elect Myron M. Stadnyk		✓
02.09	Elect Kenneth S. Stickland		✗
02.10	Elect Bradley J. Wall		✗
02.11	Elect Grant A. Zawalsky		✗
03	To approve the appointment of the auditing firm PricewaterhouseCoopers LLP.		✗
04	Advisory Vote on Executive Compensation.		✗

PROXY ANALYSIS

ITEM **01**	BOARD	POLICY
To establish the number of directors at 11.		✗

Proposer : Board

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 02.01	BOARD	POLICY
Elect Scott D. Althen		✓

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. However, he has only been a member of the committee for a year. We feel that this is too short a time to be able to implement governance changes. 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
Elect Grant B. Fagerheim		✗

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 02.03	BOARD	POLICY

Elect Jodi J. Jenson Labrie		✓

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 sits on an Audit Committee that approved auditor fees where more than 25% of the fees were for non-auditing-related services. However, she has only been a member of the committee for a year. We feel that this is too short a time to be able to implement governance changes. There is no reason to oppose this nominee's election. A vote in favour of the candidate was recorded.

Vote recorded

ITEM 02.04	BOARD	POLICY
Elect Vineeta Maguire		✓

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 02.05	BOARD	POLICY
Elect Glenn A. McNamara		✗

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 chair of the nominations committee and sits on a board of directors where women make up less than 30% of the membership. Given his position, we consider him to be responsible for this lack of diversity on the board. A vote against the candidate was recorded.

Vote recorded

ITEM 02.06	BOARD	POLICY
Elect Barbara E. Munroe		✓

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. However, she has only been a member of the committee for a year. We feel that this is too short a time to be able to implement governance changes. 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 Stephen C. Nikiforuk		✗

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 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 02.08	BOARD	POLICY
Elect Myron M. Stadnyk		✓

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 02.09	BOARD	POLICY
Elect Kenneth S. Stickland		✕

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. 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 02.10	BOARD	POLICY
Elect Bradley J. Wall		✕

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

Vote recorded

ITEM 02.11	BOARD	POLICY
Elect Grant A. Zawalsky		✕

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 03	BOARD	POLICY
To approve the appointment of the auditing firm PricewaterhouseCoopers LLP.		✕

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 04	BOARD	POLICY
Advisory Vote on Executive Compensation.		✕

Proposer : Board

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

Vote recorded

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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

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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

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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
000442088	Genus Global Alpha fund	5000
000442029	Genus Fossil Free CanGlobe Equity fund	13700
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

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

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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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER BNP Paribas (BNP)	MEETING DATE 2026-05-12 ,
COUNTRY France	RECORD DATE 2026-05-04
MEETING LOCATION	
MEETING TYPE Mix	SECURITIES F1058Q238

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442029	Genus Fossil Free CanGlobe Equity fund	26400

ITEM	PROPOSAL	BOARD	POLICY
01	Approval of the parent company financial statements for the 2025 financial year	✓	✓
02	Approval of the consolidated financial statements for the 2025 financial year	✓	✓
03	Appropriation of net income for the 2025 financial year and determination of the dividend	✓	✓
04	Special report of the statutory auditors on related party agreements and commitments	✓	✓
05	Authorization for BNP Paribas to buy back its own shares	✓	✗
06	Reappointment of a director (Mr. Jean Lemierre)	✓	✗
07	Reappointment of a director (Mr. Jacques Aschenbroich)	✓	✗
08	Vote on the components of the compensation policy attributable to directors	✓	✓
10	Vote on the components of the compensation policy attributable to the CEO	✓	✗
11	Vote on the components of the compensation policy attributable to Deputy COOs	✓	✗
12	Vote on disclosures relating to compensation paid in 2025	✓	✗
13	Vote on compensation paid to the Chairman (Jean Lemierre)	✓	✗
14	Vote on compensation paid to the CEO (Jean-Laurent Bonnafé)	✓	✗
15	Vote on compensation paid to Deputy CEO (Yann Gérardin)	✓	✗
16	Vote on compensation paid to Deputy CEO (Thierry Laborde)	✓	✗
17	Advisory vote on overall executive compensation	✓	✗
18	Delegation to increase share capital with pre-emptive rights	✓	✓

19	Delegation to increase share capital without pre-emptive rights	✓	✗
20	Delegation to increase share capital without pre-emptive rights (in exchange for securities)	✓	✓
21	Overall limit on authorisations to issue shares (without/with removal of pre-emption rights)	✓	✓
22	Delegation to increase share capital by capitalisation of reserves or earnings	✓	✓
23	Overall limit on authorisations to issue shares (general)	✓	✗
24	Delegation to issue contingent convertible bonds (CoCos)	✓	✗
25	Delegation for transactions reserved for employee savings plan (without pre-emption rights)	✓	✓
26	Authorization to reduce share capital by cancelling shares	✓	✗
27	Amendment of the articles of association (employee shareholder director / gender directive)	✓	✓
28	Authority to complete legal formalities	✓	✓
9	Vote on the components of the compensation policy attributable to the Chairman	✓	✓

PROXY ANALYSIS

ITEM 01	**BOARD**	**POLICY**
Approval of the parent company financial statements for the 2025 financial year	✓	✓

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**

Approval of the consolidated financial statements for the 2025 financial year	✓	✓

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
Appropriation of net income for the 2025 financial year and determination of the 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 04	BOARD	POLICY
Special report of the statutory auditors on related party agreements and commitments	✓	✓

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
Authorization for BNP Paribas to buy back its own shares	✓	✗

Proposer : Board

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

Vote recorded

ITEM 06

	BOARD	POLICY
Reappointment of a director (Mr. Jean Lemierre)	✓	✗

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. 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. This nominee, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

Vote recorded

ITEM 07

	BOARD	POLICY
Reappointment of a director (Mr. Jacques Aschenbroich)	✓	✗

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. No key committee is exclusively made up of independent members. This nominee is deemed independent according to the 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. 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

	BOARD	POLICY
Vote on the components of the compensation policy attributable to 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
Vote on the components of the compensation policy attributable to the CEO	✓	✗

Proposer : Board

A complete analysis of the compensation policy shows that it does not meet all of the policy criteria. The plan utilizes grants of free shares, which goes against the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 11

	BOARD	POLICY
Vote on the components of the compensation policy attributable to Deputy COOs	✓	✗

Proposer : Board

A complete analysis of the compensation policy shows that it does not meet all of the policy criteria. The plan utilizes grants of free shares, which goes against the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 12

	BOARD	POLICY
Vote on disclosures relating to compensation paid in 2025	✓	✗

Proposer : Board

A complete analysis of the compensation report shows that it does not meet all of the policy criteria. The plan utilizes grants of free shares, which goes against the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 13	BOARD	POLICY
Vote on compensation paid to the Chairman (Jean Lemierre)	✓	✗

Proposer : Board

The compensation package consists of a fixed remuneration, a variable remuneration in performance-based shares and benefits in kind. The plan utilizes grants of free shares, which goes against the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 14	BOARD	POLICY
Vote on compensation paid to the CEO (Jean-Laurent Bonnafé)	✓	✗

Proposer : Board

The compensation package consists of a fixed remuneration, a variable remuneration in performance-based shares and benefits in kind. The plan utilizes grants of free shares, which goes against the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 15	BOARD	POLICY
Vote on compensation paid to Deputy CEO (Yann Gérardin)	✓	✗

Proposer : Board

The compensation package consists of a fixed remuneration, a variable remuneration in performance-based shares and benefits in kind. The plan utilizes grants of free shares, which goes against the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 16	BOARD	POLICY
Vote on compensation paid to Deputy CEO (Thierry Laborde)	✓	✗

Proposer : Board

The compensation package consists of a fixed remuneration, a variable remuneration in performance-based shares and benefits in kind. The plan utilizes grants of free shares, which goes against the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 17	BOARD	POLICY
Advisory vote on overall executive compensation	✓	✗

Proposer : Board

A complete analysis of the compensation plan shows that it does not meet all of the policy criteria. The plan utilizes grants of free shares, which goes against the policy. A vote against the proposal was recorded.

Vote recorded

ITEM 18	BOARD	POLICY
Delegation to increase share capital with pre-emptive rights	✓	✓

Proposer : Board

It is the Board’s responsibility to make recommendations on the issuance of specific shares or categories of shares, based on a needs analysis and strategic opportunities. Pre-emptive rights give shareholders priority to subscribe for newly issued shares pro rated according to their previous level of participation. Shareholders exercising their subscription rights prevent the dilution of their participation in the company. The capital issue is acceptable given that it doesn't represent more than 50% of outstanding shares and has a specific timeframe. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 19	BOARD	POLICY
Delegation to increase share capital without pre-emptive rights	✓	✗

Proposer : Board

It is the Board’s responsibility to make recommendations on the issuance of specific shares or categories of shares, based on a needs analysis and strategic opportunities. Please note! Because shareholder won't have pre-emptive rights, their rights will be diluted. The issue price is not set at 100% of the market value. A vote against the proposal was recorded.

Vote recorded

ITEM 20	BOARD	POLICY
Delegation to increase share capital without pre-emptive rights (in exchange for securities)	✓	✓

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 21	BOARD	POLICY
Overall limit on authorisations to issue shares (without/with removal of pre-emption rights)	✓	✓

Proposer : Board

It is the Board’s responsibility to make recommendations on the increase of capital shares based on a needs analysis and strategic opportunities. This general authorization is routinely requested at each annual assembly. The increase, with and without pre-emptive rights, is lower than 20 and 50% of outstanding shares. The increase in the authorized number of shares will give the company greater flexibility with regard to share issuance, which will allow it to benefit from increased financing. The proposal is justified by adequate business reasons, and is deemed to be in the interest of shareholders. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 22	BOARD	POLICY
Delegation to increase share capital by capitalisation of reserves or earnings	✓	✓

Proposer : Board

It is the Board's responsibility to make recommendations on the increase of capital shares based on a needs analysis and strategic opportunities. This general authorization is routinely requested at each annual assembly. The increase in the authorized number of shares will give the company greater flexibility with regard to share issuance, which will allow it to benefit from increased financing. The proposal is justified by adequate business reasons, and is deemed to be in the interest of shareholders. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 23	BOARD	POLICY
Overall limit on authorisations to issue shares (general)	✓	✗

Proposer : Board

It is the Board's responsibility to make recommendations on the increase of capital shares based on a needs analysis and strategic opportunities. This general authorization is routinely requested at each annual assembly. The increase, without pre-emptive rights, is higher than 20% of outstanding shares, and is without a valid reason. A vote against the proposal was recorded.

Vote recorded

ITEM 24	BOARD	POLICY
Delegation to issue contingent convertible bonds (CoCos)	✓	✗

Proposer : Board

It is the Board's responsibility to make recommendations on the issuance of bonds, based on a needs analysis and strategic opportunities. The issuance of bonds is acceptable given that it doesn't represent more than 10 % of outstanding shares and has a specific timeframe. The issue price is not set at 100% of the market value. A vote against the proposal was recorded.

Vote recorded

ITEM 25	BOARD	POLICY
Delegation for transactions reserved for employee savings plan (without pre-emption rights)	✓	✓

Proposer : Board

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

Vote recorded

ITEM 26	BOARD	POLICY
Authorization to reduce share capital by cancelling 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. This company uses earnings per share (EPS) as a measure of executive performance in its incentive compensation plans. EPS is readily increased by repurchasing shares. Thus, this authorization could artificially inflate the company's earnings per share and give executives an unearned bonus. A vote against the proposal was recorded.

Vote recorded

ITEM 27	BOARD	POLICY
Amendment of the articles of association (employee shareholder director / gender directive)	✓	✓

Proposer : Board

The proposal aims to make changes to the corporate articles in order to reflect the applicable legislation. The proposal is in the interest of shareholders in a long-term. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 28	BOARD	POLICY
Authority to complete legal formalities	✓	✓

Proposer : Board

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

Vote recorded

ITEM 9	BOARD	POLICY
Vote on the components of the compensation policy attributable to the Chairman	✓	✓

Proposer : Board

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

Vote recorded

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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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Finning International Inc. (FTT)	MEETING DATE 2026-05-12 ,
COUNTRY Canada	RECORD DATE 2026-03-20
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 318071404

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	18800
000442088	Genus Global Alpha fund	23700
000442045	Genus Dividend Fund	32600
000442010	Genus Canglobe Equity fund	58000

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Robert Atkinson	✓	✓
01.02	Elect Mary Lou Kelley	✓	✓
01.03	Elect Andrés Kuhlmann	✓	✓
01.04	Elect Kevin Parkes	✓	✓
01.05	Elect Michael Putnam	✓	✓
01.06	Elect John Rhind	✓	✓
01.07	Elect Charles Ruigrok	✓	✓
01.08	Elect Edward Seraphim	✓	✓
01.09	Elect Manjit Sharma	✓	✓
01.10	Elect Nancy Tower	✓	✓
02	Appointment of Deloitte LLP as auditor of the Corporation for the ensuing year and authorizing the directors to fix their remuneration.	✓	✓
03	To consider and approve, on an advisory basis, an ordinary resolution to accept the Corporation's approach to executive compensation, as described in the management proxy circular for the meeting.	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Robert Atkinson	✓	✓

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 Mary Lou Kelley	✓	✓

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 Andrés Kuhlmann	✓	✓

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 Kevin Parkes	✓	✓

Proposer : Board

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

Proposer : Board

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

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect John Rhind	✓	✓

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 01.07	BOARD	POLICY
Elect Charles Ruigrok	✓	✓

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 01.08	BOARD	POLICY
Elect Edward Seraphim	✓	✓

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 01.09	BOARD	POLICY
Elect Manjit Sharma	✓	✓

Proposer : Board

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

Vote recorded

ITEM 01.10	BOARD	POLICY
Elect Nancy Tower	✓	✓

Proposer : Board

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

Vote recorded

ITEM 02	BOARD	POLICY
Appointment of Deloitte LLP as auditor of the Corporation for the ensuing year and authorizing the directors to fix their 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
To consider and approve, on an advisory basis, an ordinary resolution to accept the Corporation's approach to executive compensation, as described in the management proxy circular for the meeting.	✓	✗

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 share-dilution rate is over 5%. A vote against the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Loblaw Companies Ltd (L)	MEETING DATE 2026-05-12 ,
COUNTRY Canada	RECORD DATE 2026-03-16
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 539481101

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	24600
000442029	Genus Fossil Free CanGlobe Equity fund	75300
000442010	Genus Canglobe Equity fund	75500

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Scott B. Bonham	✓	✗
01.02	Elect Shelley G. Broader	✓	✓
01.03	Elect Christie J.B. Clark	✓	✗
01.04	Elect Daniel Debow	✓	✗
01.05	Elect William A. Downe	✓	✗
01.06	Elect Janice Fukakusa	✓	✓
01.07	Elect M. Marianne Harris	✓	✗
01.08	Elect Kevin Holt	✓	✓
01.09	Elect Claudia Kotchka	✓	✗
01.10	Elect Rima Qureshi	✓	✓
01.11	Elect Sarah Raiss	✓	✗
01.12	Elect Galen G. Weston	✓	✗
01.13	Elect Cornell Wright	✓	✗
02	Appointment of PricewaterhouseCoopers LLP as Auditor and authorization of the directors to fix the Auditor's remuneration.	✓	✓
03	Advisory resolution on the approach to executive compensation.	✓	✗
04	Shareholder proposal to improve the quality of information disclosed by the company regarding its progress toward ending property controls.	✓	✓

PROXY ANALYSIS

ITEM 01.01 BOARD POLICY

Elect Scott B. Bonham ✓ ✗

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 01.02 BOARD POLICY

Elect Shelley G. Broader ✓ ✓

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 Christie J.B. 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. 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 Daniel Debow	✓	✗

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

	BOARD	POLICY
Elect William A. Downe	✓	✗

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 Janice Fukakusa	✓	✓

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 M. Marianne 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 all the key committees. 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 01.08	BOARD	POLICY
Elect Kevin Holt	✓	✓

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
Elect Claudia Kotchka	✓	✗

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 Rima Qureshi	✓	✓

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 Raiss	✓	✗

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 01.12	BOARD	POLICY
Elect Galen G. Weston	✓	✗

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 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 01.13	BOARD	POLICY
Elect Cornell 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 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 02	BOARD	POLICY
Appointment of PricewaterhouseCoopers LLP as Auditor and authorization of the directors to fix the Auditor's 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
Advisory resolution on the approach to 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 of options is over 5%. The term of the options awarded in the plan exceeds the time limit stipulated in the policy, which is 5 years. A vote against the proposal was recorded.

Vote recorded

ITEM 04	BOARD	POLICY
Shareholder proposal to improve the quality of information disclosed by the company regarding its progress toward ending property controls.	✓	✓

Proposer : BC General Employees' Union

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Cummins Inc. (CMI)	MEETING DATE 2026-05-12 ,
COUNTRY United States	RECORD DATE 2026-03-16
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 231021106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	3700

ITEM	PROPOSAL	BOARD	POLICY
01	Elect Jennifer W. Rumsey	✓	✗
02	Elect Gary L. Belske	✓	✗
03	Elect Bruno V. Di Leo Allen	✓	✗
04	Elect Daniel W. Fisher	✓	✗
05	Elect Carla A. Harris	✓	✗
06	Elect Thomas J. Lynch	✓	✗
07	Elect William I. Miller	✓	✗
08	Elect Kimberly A. Nelson	✓	✗
09	Elect Karen H. Quintos	✓	✗
10	Elect John H. Stone	✓	✗
11	Elect Matthew Tsien	✓	✗
12	Advisory vote to approve the compensation of our named executive officers as disclosed in the proxy statement.	✓	✗
13	Proposal to ratify the appointment of PricewaterhouseCoopers LLP as our independent registered public accounting firm for 2026.	✓	✓
14	Proposal to approve the 2026 Omnibus Incentive Plan.	✓	✗
15	Shareholder proposal to adopt a policy for separation of the roles of Chairperson and Chief Executive Officer.	✗	✗
16	Shareholder proposal requesting a report on the Company's charitable support.	✗	✗

PROXY ANALYSIS

ITEM 01 BOARD POLICY

Elect Jennifer W. Rumsey ✓ ✗

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 is 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 02 BOARD POLICY

Elect Gary L. Belske ✓ ✗

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 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 03 BOARD POLICY

Elect Bruno V. Di Leo Allen ✓ ✗

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 is 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. 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 04	BOARD	POLICY
Elect Daniel W. Fisher	✓	✗

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 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 05	BOARD	POLICY
Elect Carla A. Harris	✓	✗

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 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 06	BOARD	POLICY
Elect Thomas J. Lynch	✓	✗

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 is 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. 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 07 **BOARD** **POLICY**

Elect William I. Miller ✓ ✗

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 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 08 **BOARD** **POLICY**

Elect Kimberly A. Nelson ✓ ✗

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 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 09 **BOARD** **POLICY**

Elect Karen H. Quintos

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 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 10 BOARD POLICY

Elect John H. Stone

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 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. 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 11 BOARD POLICY

Elect Matthew Tsien

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 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 12	BOARD	POLICY
Advisory vote to approve the compensation of our named executive officers as disclosed in the proxy statement.	✓	✗

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 13	BOARD	POLICY
Proposal to ratify the appointment of PricewaterhouseCoopers 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

ITEM 14	BOARD	POLICY
Proposal to approve the 2026 Omnibus Incentive Plan.	✓	✗

Proposer : Board

The share plan is part of a global share-based compensation plan, which opposes the policy. Please note! Omnibus plans include 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 15	BOARD	POLICY
Shareholder proposal to adopt a policy for separation of the roles of Chairperson and Chief Executive Officer.	✕	✕

Proposer : The Accountability Board Inc

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. A vote against the proposal was recorded.

Vote recorded

ITEM 16	BOARD	POLICY
Shareholder proposal requesting a report on the Company's charitable support.	✕	✕

Proposer : The Bahnsen Family Trust

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Westinghouse Air Brake Technologies Corporation (NYSE:WAB)	MEETING DATE 2026-05-12 ,
COUNTRY United States	RECORD DATE 2026-03-16
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 929740108

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442029	Genus Fossil Free CanGlobe Equity fund	6900

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Rafael Santana	✓	✗
01.02	Elect Lee C. Banks	✓	✗
01.03	Elect Byron S. Foster	✓	✗
02	Approve an advisory (non-binding) resolution to approve the 2025 named executive officer compensation.	✓	✗
03	Ratify the appointment of Ernst & Young LLP as our independent registered public accounting firm for the 2026 fiscal year.	✓	✓

PROXY ANALYSIS

ITEM 01.01

	BOARD	POLICY
Elect Rafael Santana	✓	✗

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. 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 Lee C. Banks	✓	✗

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 01.03	BOARD	POLICY
Elect Byron S. Foster	✓	✗

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, who is considered non-independent by the policy, sits on all the key committees. He has other significant types of economic relationships with one of the company's clients, suppliers or consultants. 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 CEO of Dana Incorporated and sits on the Compensation Committee, which goes against the policy. A vote against the candidate was recorded.

Vote recorded

ITEM 02	BOARD	POLICY
Approve an advisory (non-binding) resolution to approve the 2025 named executive officer 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
Ratify the appointment of Ernst & Young LLP as our independent registered public accounting firm for the 2026 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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Idexx Laboratories Inc. (NASDAQ:IDXX)	MEETING DATE 2026-05-12 ,
COUNTRY United States	RECORD DATE 2026-03-16
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 45168D104

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	1800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Daniel M. Junius		✗
01.02	Elect Lawrence D. Kingsley		✗
01.03	Elect Sophie V. Vandebroek, PhD		✗
02	To approve the appointment of the auditing firm PricewaterhouseCoopers LLP.		✓
03	Advisory Vote on Executive Compensation.		✗
04	To modify company bylaws to require that directors renew their mandate on a yearly basis.		✓
05	To allow shareholders owning 25% of shares to call a special meeting.		✗
06	Shareholder proposal to allow shareholders to call a special meeting.	✗	✓

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Daniel M. Junius		✗

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. A vote against the candidate was recorded.

Vote recorded

ITEM **01.02**	BOARD	POLICY

Elect Lawrence D. Kingsley

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 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 Sophie V. Vandebroek, PhD

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

Vote recorded

ITEM 04	BOARD	POLICY
To modify company bylaws to require that directors renew their mandate on a yearly basis.		✓

Proposer : Board

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

Vote recorded

ITEM 05	BOARD	POLICY
To allow shareholders owning 25% of shares to call a special meeting.		✗

Proposer : Board

This proposal would allow shareholders representing a reasonable shareholding (relative to the size of the company) of 25% to call an extraordinary general meeting. It is reasonable to allow shareholders to request an extraordinary general meeting. However, the 25% threshold seems excessive, and it is preferable to support the shareholder proposal (Proposal 6), which instead sets this threshold at 10% of the shareholding to call an extraordinary meeting. A vote against the proposal was recorded.

Vote recorded

ITEM 06	BOARD	POLICY
Shareholder proposal to allow shareholders 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

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER CSX Corporation (CSX)	MEETING DATE 2026-05-12 ,
COUNTRY United States	RECORD DATE 2026-03-13
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 126408103

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	39100
000442045	Genus Dividend Fund	61400

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Stephen F. Angel	✓	✗
01.02	Elect Ann D. Begeman	✓	✗
01.03	Elect Thomas P. Bostick	✓	✓
01.04	Elect Anne H. Chow	✓	✓
01.05	Elect Steven T. Halverson	✓	✗
01.06	Elect Paul C. Hilal	✓	✓
01.07	Elect David M. Moffett	✓	✗
01.08	Elect Linda H. Riefler	✓	✓
01.09	Elect Suzanne M. Vautrinot	✓	✓
01.10	Elect James L. Wainscott	✓	✓
01.11	Elect J. Steven Whisler	✓	✗
01.12	Elect John J. Zillmer	✓	✗
02	To approve the appointment of the auditing firm Ernst & Young.	✓	✓
03	Advisory Vote on Executive Compensation.	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Elect Stephen F. Angel	✓	✗

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 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. A vote against the candidate was recorded.

Vote recorded

ITEM 01.02	BOARD	POLICY
Elect Ann D. Begeman	✓	✗

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 and the Compensation Committee are not exclusively made up of independent members. This nominee is not deemed independent according to the company. A vote against the candidate was recorded.

Vote recorded

ITEM 01.03	BOARD	POLICY
Elect Thomas P. Bostick	✓	✓

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 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 Anne H. Chow	✓	✓

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 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 Steven T. Halverson	✓	✗

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 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 **01.06**	BOARD	POLICY
Elect Paul C. Hilal	✓	✓

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 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 David M. Moffett	✓	✗

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 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 Audit Committee. He has been on the board for over 10 years. A vote against the candidate was recorded.

Vote recorded

ITEM **01.08**	BOARD	POLICY
Elect Linda H. Riefler	✓	✓

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 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 Suzanne M. Vautrinot	✓	✓

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 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 James L. Wainscott	✓	✓

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 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 01.11	BOARD	POLICY
Elect J. Steven Whisler	✓	✗

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 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 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 John J. Zillmer	✓	✗

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 and the Compensation Committee are not 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 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. Severance pay exceeds 2 times the executive's salary. A vote against the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER WH Group Ltd (HKG:0288)	MEETING DATE 2026-05-08 ,
COUNTRY Hong-Kong	RECORD DATE 2026-05-04
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES G96007102

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442045	Genus Dividend Fund	4356000

ITEM	PROPOSAL	BOARD	POLICY
01	To receive, consider and adopt the audited consolidated financial statements of the company and its subsidiaries and the reports of the directors and auditor for the year ended 31 December 2025.	✓	✓
02.01	To re-elect Mr. Huang Ming as an independent non-executive director of the company.	✓	✗
02.02	To re-elect Mr. Lau, Jin Tin Don as an independent non-executive director of the company.	✓	✗
02.03	To re-elect Mr. Xu Hua as an independent non-executive director of the company.	✓	✗
03	To authorise the board of directors of the company to fix the remuneration of all directors of the company.	✓	✓
04	To re-appoint Ernst and Young as the auditor of the company, to hold office until the conclusion of the next annual general meeting, and to authorise the board of directors to fix their remuneration.	✓	✓
05	To declare a final dividend of HK$0.41 per share for the year ended 31 December 2025.	✓	✓
06	To give a general mandate to the board of directors to repurchase shares not exceeding 10% of the total issued share capital.	✓	✓
07	To give a general mandate to the board of directors to allot, issue and deal with additional shares not exceeding 10% of the total issued shares.	✓	✓
08	To extend the general mandate granted to the board of directors to allot, issue and deal with additional shares by the number of shares repurchased by the company.	✓	✓

PROXY ANALYSIS

ITEM 01	BOARD	POLICY
To receive, consider and adopt the audited consolidated financial statements of the company and its subsidiaries and the reports of the directors and auditor for the year ended 31 December 2025.	✓	✓

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 02.01 BOARD POLICY

To re-elect Mr. Huang Ming as an independent non-executive director of the company. ✓ ✗

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 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 02.02 BOARD POLICY

To re-elect Mr. Lau, Jin Tin Don as an independent non-executive director of the company. ✓ ✗

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 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 02.03 BOARD POLICY

To re-elect Mr. Xu Hua as an independent non-executive director of the company. ✓ ✗

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

Vote recorded

ITEM 03	BOARD	POLICY
To authorise the board of directors of the company to fix the remuneration of all directors of the company.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 04	BOARD	POLICY
To re-appoint Ernst and Young as the auditor of the company, to hold office until the conclusion of the next annual general meeting, and to authorise the board of directors to fix their 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 05	BOARD	POLICY
To declare a final dividend of HK$0.41 per share for the year ended 31 December 2025.	✓	✓

Proposer : Board

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

Vote recorded

ITEM 06	BOARD	POLICY
To give a general mandate to the board of directors to repurchase shares not exceeding 10% of the total 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. 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 07	BOARD	POLICY
To give a general mandate to the board of directors to allot, issue and deal with additional shares not exceeding 10% of the total issued 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 20% of outstanding shares and has a specific timeframe. This issuance is justified by adequately disclosed business reasons. A vote in favour of the proposal was recorded.

Vote recorded

ITEM 08	BOARD	POLICY
To extend the general mandate granted to the board of directors to allot, issue and deal with additional shares by the number of shares repurchased by the company.	✓	✓

Proposer : Board

It is the Board of Directors' responsibility to make recommendations on the allotment of some of its share or share categories based on an analysis of the company's needs and strategic opportunities. The allotment of securities is acceptable given that it has a specific timeframe and is justified by sound business reasons.

Repurchased shares will not represent more than 10% of outstanding shares. A vote in favour of the proposal was recorded.

Vote recorded

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GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER Marriott International Inc (MAR)	MEETING DATE 2026-05-08 ,
COUNTRY United States	RECORD DATE 2026-03-11
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 571903202

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
000442088	Genus Global Alpha fund	3600
000442010	Genus Canglobe Equity fund	7200

ITEM	PROPOSAL	BOARD	POLICY
01.01	Election: Anthony G. Capuano	✓	✗
01.02	Election: Isabella D. Goren	✓	✗
01.03	Election: Deborah M. Harrison	✓	✗
01.04	Election: Frederick A. Henderson	✓	✗
01.05	Election: Lauren R. Hobart	✓	✓
01.06	Election: Aylwin B. Lewis	✓	✗
01.07	Election: David S. Marriott	✓	✗
01.08	Election: Margaret M. McCarthy	✓	✓
01.09	Election: Grant F. Reid	✓	✓
01.10	Election: Horacio D. Rozanski	✓	✓
01.11	Election: Susan C. Schwab	✓	✗
01.12	Election: Sean C. Tresvant	✓	✓
02	Ratification of the Appointment of Ernst & Young LLP as the Company's Independent Registered Public Accounting Firm for Fiscal Year 2026	✓	✓
03	Advisory Vote to Approve Executive Compensation	✓	✗

PROXY ANALYSIS

ITEM **01.01**	BOARD	POLICY
Election: Anthony G. Capuano	✓	✗

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 01.02	BOARD	POLICY
Election: Isabella D. Goren	✓	✗

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: Deborah M. Harrison	✓	✗

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 currently an executive of the company. A vote against the candidate was recorded.

Vote recorded

ITEM 01.04	BOARD	POLICY
Election: Frederick A. Henderson	✓	✗

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 01.05	BOARD	POLICY
Election: Lauren R. Hobart	✓	✓

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: Aylwin B. Lewis	✓	✗

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

Election: David S. Marriott ✓ ✗

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, who is not independent, is also Chairman, which goes against policy. A vote against the candidate was recorded.

Vote recorded

ITEM 01.08 BOARD POLICY

Election: Margaret M. McCarthy ✓ ✓

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: Grant F. Reid ✓ ✓

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

Election: Horacio D. Rozanski	✓	✓

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
Election: Susan C. Schwab	✓	✗

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 01.12	BOARD	POLICY
Election: Sean C. Tresvant	✓	✓

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

Ratification of the Appointment of Ernst & Young LLP as the Company's Independent Registered Public Accounting Firm 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 03	**BOARD**	**POLICY**
Advisory Vote 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 CEO was paid more than 200 times the average pay of Americans. Large pay disparities contribute to increasingly unequal societies, which are less sustainable, less inclusive, and less productive. This is not good for the company or its stakeholders in the long term. The 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

Warning: Vote recommandations contained in this document are solely produced in conformity with your custom proxy voting policy and do not represent Groupe investissement responsable inc. views, thoughts or opinions. The recommandations are based on publicly available information, as well as information acquired from our data provider Glass, Lewis & Co. This report may not be copied or reproduced, in whole or in part, in any way whatsoever, without the prior approval of the Groupe investissement responsable, Inc.

GROUPE INVESTISSEMENT RESPONSABLE INC.

VOTING REPORT

PROXY SUMMARY

ISSUER IGM Financial Inc. (IGM)	MEETING DATE 2026-05-08 ,
COUNTRY Canada	RECORD DATE 2026-03-13
MEETING LOCATION	
MEETING TYPE Annual	SECURITIES 449586106

POLICY: Share - Genus

ACCOUNT NUMBER	ACCOUNT NAME	STOCK COUNT
160717012	Genus Canadian Alpha Fund	26300
000442010	Genus Canglobe Equity fund	56300
000442029	Genus Fossil Free CanGlobe Equity fund	93400
000442045	Genus Dividend Fund	111800

ITEM	PROPOSAL	BOARD	POLICY
01.01	Elect Marc Bibeau	✓	✗
01.02	Elect Andra Bolotin	✓	✓
01.03	Elect Betsey Chung	✓	✓
01.04	Elect Marcel Coutu	✓	✗
01.05	Elect André Desmarais	✓	✗
01.06	Elect Paul Desmarais, Jr.	✓	✗
01.07	Elect Gary Doer	✓	✗
01.08	Elect Claude Généreux	✓	✗
01.09	Elect Sharon Hodgson	✓	✗
01.10	Elect Jake Lawrence	✓	✗
01.11	Elect Sharon MacLeod	✓	✗
01.12	Elect Susan McArthur	✓	✗
01.13	Elect Damon Murchison	✓	✗
01.14	Elect R. Jeffrey Orr	✓	✗
01.15	Elect James O'Sullivan	✓	✗
01.16	Elect Beth Wilson	✓	✗
02	Appoint Deloitte LLP as auditor.	✓	✓

03	Say on pay	✓	✗

PROXY ANALYSIS

ITEM 01.01	BOARD	POLICY
Elect Marc Bibeau	✓	✗

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 these committees. 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 Andra Bolotin	✓	✓

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 Betsey Chung	✓	✓

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 Marcel Coutu	✓	✗

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 01.05	BOARD	POLICY
Elect André Desmarais	✓	✗

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 the Compensation Committee. He has other significant types of economic relationships with a principal shareholder. A vote against the candidate was recorded.

Vote recorded

ITEM 01.06	BOARD	POLICY
Elect Paul Desmarais, 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, who is considered non-independent by the company, sits on the Nomination Committee. He has other significant types of economic relationships with a principal shareholder. 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 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
Elect Gary Doer	✓	✗

Proposer : Board