

Date range covered: 10/01/2019 to 12/31/2019

Location(s): Massachusetts Financial Services

Institution Account(s): FINANCIERE DES PROFESSIONNELS-FONDS D'INVESTISSEMENT INC.

United Technologies Corporation

Meeting Date: 10/11/2019	Country: USA	Primary Security ID: 913017109	Meeting ID: 1364802
Record Date: 09/10/2019	Meeting Type: Special	Ticker: UTX	
Primary CUSIP: 913017109	Primary ISIN: US9130171096	Primary SEDOL: 2915500	

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For
2	Adjourn Meeting	Mgmt	For	For

Pernod Ricard SA

Meeting Date: 11/08/2019	Country: France	Primary Security ID: F72027109	Meeting ID: 1368576
Record Date: 11/06/2019	Meeting Type: Annual/Special	Ticker: RI	
Primary CUSIP: F72027109	Primary ISIN: FR0000120693	Primary SEDOL: 4682329	

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.12 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Reelect Kory Sorenson as Director	Mgmt	For	For
6	Elect Esther Berrozpe Galindo as Director	Mgmt	For	For
7	Elect Philippe Petitcolin as Director	Mgmt	For	For
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.25 Million	Mgmt	For	For
9	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For
10	Approve Remuneration Policy for Alexandre Ricard, Chairman and CEO	Mgmt	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For

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Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 41 Million	Mgmt	For	For
15	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 41 Million	Mgmt	For	For
17	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Exchange Offers	Mgmt	For	For
19	Authorize Capitalization of Reserves of Up to EUR 135 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
21	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For
24	Amend Article 16 of Bylaws Re: Employee Representative	Mgmt	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

The Estee Lauder Companies Inc.

Meeting Date: 11/15/2019	Country: USA	Primary Security ID: 518439104	Meeting ID: 1367649
Record Date: 09/16/2019	Meeting Type: Annual	Ticker: EL	
Primary CUSIP: 518439104	Primary ISIN: US5184391044	Primary SEDOL: 2320524	

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The Estee Lauder Companies Inc.

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ronald S. Lauder	Mgmt	For	For
1.2	Elect Director William P. Lauder	Mgmt	For	Withhold
1.3	Elect Director Richard D. Parsons	Mgmt	For	Withhold
1.4	Elect Director Lynn Forester de Rothschild	Mgmt	For	For
1.5	Elect Director Jennifer Tejada	Mgmt	For	For
1.6	Elect Director Richard F. Zannino	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For

Chr. Hansen Holding A/S

Meeting Date: 11/27/2019	Country: Denmark	Primary Security ID: K1830B107	Meeting ID: 1291621
Record Date: 11/20/2019	Meeting Type: Annual	Ticker: CHR	
Primary CUSIP: K1830B107	Primary ISIN: DK0060227585	Primary SEDOL: B573M11	

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Board Report	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 7.07 Per Share	Mgmt	For	For
4	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chair, DKK 800,000 for Vice-Chair and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
5	Approve Revised Remuneration Guidelines for Executive Management and Board	Mgmt	For	For
6a	Reelect Dominique Reiniche (Chair) as Director	Mgmt	For	For
6b.a	Reelect Jesper Brandgaard as Director	Mgmt	For	For

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Chr. Hansen Holding A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6b.b	Reelect Luis Cantarell as Director	Mgmt	For	For
6b.c	Reelect Heidi Kleinbach-Sauter as Director	Mgmt	For	For
6b.d	Elect Niels Peder Nielsen as New Director	Mgmt	For	For
6b.e	Reelect Kristian Villumsen as Director	Mgmt	For	For
6b.f	Reelect Mark Wilson as Director	Mgmt	For	For
7	Reelect PricewaterhouseCoopers as Auditor	Mgmt	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

Microsoft Corporation

Meeting Date: 12/04/2019	Country: USA	Primary Security ID: 594918104	Meeting ID: 1371482
Record Date: 10/08/2019	Meeting Type: Annual	Ticker: MSFT	
Primary CUSIP: 594918104	Primary ISIN: US5949181045	Primary SEDOL: 2588173	

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William H. Gates, III	Mgmt	For	For
1.2	Elect Director Reid G. Hoffman	Mgmt	For	For
1.3	Elect Director Hugh F. Johnston	Mgmt	For	For
1.4	Elect Director Teri L. List-Stoll	Mgmt	For	For
1.5	Elect Director Satya Nadella	Mgmt	For	For
1.6	Elect Director Sandra E. Peterson	Mgmt	For	For
1.7	Elect Director Penny S. Pritzker	Mgmt	For	For
1.8	Elect Director Charles W. Scharf	Mgmt	For	For
1.9	Elect Director Arne M. Sorenson	Mgmt	For	For
1.10	Elect Director John W. Stanton	Mgmt	For	For
1.11	Elect Director John W. Thompson	Mgmt	For	For
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For
1.13	Elect Director Padmasree Warrior	Mgmt	For	For

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Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on Employee Representation on the Board of Directors	SH	Against	Against
5	Report on Gender Pay Gap	SH	Against	For