

Date range covered: 10/01/2021 to 12/31/2021

Location(s): Massachusetts Financial Services

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

NIKE, Inc.

Meeting Date: 10/06/2021	Country: USA	Primary Security ID: 654106103	Meeting ID: 1568392
Record Date: 08/06/2021	Meeting Type: Annual	Ticker: NKE	
Primary CUSIP: 654106103	Primary ISIN: US6541061031	Primary SEDOL: 2640147	

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Alan B. Graf, Jr.	Mgmt	For	For
1b	Elect Director Peter B. Henry	Mgmt	For	For
1c	Elect Director Michelle A. Peluso	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Report on Political Contributions Disclosure	SH	Against	For
5	Report on Human Rights Impact Assessment	SH	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	Against
7	Report on Diversity and Inclusion Efforts	SH	Against	For

B&M European Value Retail SA

Meeting Date: 11/09/2021	Country: Luxembourg	Primary Security ID: L1175H106	Meeting ID: 1569077
Record Date: 10/26/2021	Meeting Type: Extraordinary Shareholders	Ticker: BME	
Primary CUSIP: L1175H106	Primary ISIN: LU1072616219	Primary SEDOL: BMTRW10	

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Paula MacKenzie as Director	Mgmt	For	For

Pernod Ricard SA

Meeting Date: 11/10/2021	Country: France	Primary Security ID: F72027109	Meeting ID: 1583049
Record Date: 11/08/2021	Meeting Type: Annual/Special	Ticker: RI	
Primary CUSIP: F72027109	Primary ISIN: FR0000120693	Primary SEDOL: 4682329	

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Pernod Ricard SA

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	Reelect Anne Lange as Director	Mgmt	For	For
5	Reelect Societe Paul Ricard as Director	Mgmt	For	For
6	Reelect Veronica Vargas as Director	Mgmt	For	For
7	Elect Namita Shah as Director	Mgmt	For	For
8	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For
10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Mgmt	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 134 Million	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 41 Million	Mgmt	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15, 16 and 18	Mgmt	For	For

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Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 41 Million	Mgmt	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
20	Authorize Capital Increase of Up to 10 Percent of Issued Capital for Future Exchange Offers	Mgmt	For	For
21	Authorize Capitalization of Reserves of Up to EUR 134 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
22	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Executive Corporate Officers	Mgmt	For	For
23	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For
26	Amend Article 7 and 33 of Bylaws to Comply with Legal Changes	Mgmt	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

The Estee Lauder Companies Inc.

Meeting Date: 11/12/2021	Country: USA	Primary Security ID: 518439104	Meeting ID: 1580522
Record Date: 09/13/2021	Meeting Type: Annual	Ticker: EL	

Primary CUSIP: 518439104	Primary ISIN: US5184391044	Primary SEDOL: 2320524
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Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rose Marie Bravo	Mgmt	For	For
1b	Elect Director Paul J. Fribourg	Mgmt	For	Withhold
1c	Elect Director Jennifer Hyman	Mgmt	For	For
1d	Elect Director Barry S. Sternlicht	Mgmt	For	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

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The Estee Lauder Companies Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against

Microsoft Corporation

Meeting Date: 11/30/2021	Country: USA	Primary Security ID: 594918104	Meeting ID: 1584741
Record Date: 09/30/2021	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 Reid G. Hoffman	Mgmt	For	For
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For
1.3	Elect Director Teri L. List	Mgmt	For	For
1.4	Elect Director Satya Nadella	Mgmt	For	For
1.5	Elect Director Sandra E. Peterson	Mgmt	For	For
1.6	Elect Director Penny S. Pritzker	Mgmt	For	For
1.7	Elect Director Carlos A. Rodriguez	Mgmt	For	For
1.8	Elect Director Charles W. Scharf	Mgmt	For	For
1.9	Elect Director John W. Stanton	Mgmt	For	For
1.10	Elect Director John W. Thompson	Mgmt	For	For
1.11	Elect Director Emma N. Walmsley	Mgmt	For	For
1.12	Elect Director Padmasree Warrior	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
5	Report on Gender/Racial Pay Gap	SH	Against	Against
6	Report on Effectiveness of Workplace Sexual Harassment Policies	SH	Against	For
7	Prohibit Sales of Facial Recognition Technology to All Government Entities	SH	Against	Against

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Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Report on Implementation of the Fair Chance Business Pledge	SH	Against	Against
9	Report on Lobbying Activities Alignment with Company Policies	SH	Against	For

Canadian Pacific Railway Limited

Meeting Date: 12/08/2021	Country: Canada	Primary Security ID: 13645T100	Meeting ID: 1585839
Record Date: 11/01/2021	Meeting Type: Special	Ticker: CP	
Primary CUSIP: 13645T100	Primary ISIN: CA13645T1003	Primary SEDOL: 2793115	

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Issuance of Shares in Connection with the Acquisition of Kansas City Southern	Mgmt	For	For
2	Change Company Name to Canadian Pacific Kansas City Limited	Mgmt	For	For

Medtronic plc

Meeting Date: 12/09/2021	Country: Ireland	Primary Security ID: G5960L103	Meeting ID: 1573459
Record Date: 10/14/2021	Meeting Type: Annual	Ticker: MDT	
Primary CUSIP: G5960L103	Primary ISIN: IE00BTN1Y115	Primary SEDOL: BTN1Y11	

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard H. Anderson	Mgmt	For	For
1b	Elect Director Craig Arnold	Mgmt	For	For
1c	Elect Director Scott C. Donnelly	Mgmt	For	For
1d	Elect Director Andrea J. Goldsmith	Mgmt	For	For
1e	Elect Director Randall J. Hogan, III	Mgmt	For	For
1f	Elect Director Kevin E. Lofton	Mgmt	For	For
1g	Elect Director Geoffrey S. Martha	Mgmt	For	For
1h	Elect Director Elizabeth G. Nabel	Mgmt	For	For

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Medtronic plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Denise M. O'Leary	Mgmt	For	For
1j	Elect Director Kendall J. Powell	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	Against
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
7	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For
8	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For