



REPORTING PERIOD: 10/01/2023 to 12/31/2023

LOCATION(S): MASSACHUSETTS FINANCIAL SERVICES

INSTITUTION ACCOUNT(S): FINANCIERE DES  
PROFESSIONNELS-FONDS D'INVESTISSEMENT INC.

## The Estee Lauder Companies Inc.

<b>Meeting Date:</b> 11/17/2023	<b>Country:</b> USA	<b>Ticker:</b> EL
<b>Record Date:</b> 09/18/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1793993
<b>Primary Security ID:</b> 518439104	<b>Primary CUSIP:</b> 518439104	<b>Primary ISIN:</b> US5184391044
		<b>Primary SEDOL:</b> 2320524
<b>Voting Policy:</b> MFS		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Charlene Barshefsky	Mgmt	For	Withhold
1b	Elect Director Angela Wei Dong	Mgmt	For	Withhold
1c	Elect Director Fabrizio Freda	Mgmt	For	Withhold
1d	Elect Director Gary M. Lauder	Mgmt	For	Withhold
1e	Elect Director Jane Lauder	Mgmt	For	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year

## Microsoft Corporation

<b>Meeting Date:</b> 12/07/2023	<b>Country:</b> USA	<b>Ticker:</b> MSFT
<b>Record Date:</b> 09/29/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1798481
<b>Primary Security ID:</b> 594918104	<b>Primary CUSIP:</b> 594918104	<b>Primary ISIN:</b> US5949181045
		<b>Primary SEDOL:</b> 2588173
<b>Voting Policy:</b> MFS		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.01	Elect Director Reid G. Hoffman	Mgmt	For	For
1.02	Elect Director Hugh F. Johnston	Mgmt	For	For
1.03	Elect Director Teri L. List	Mgmt	For	For
1.04	Elect Director Catherine MacGregor	Mgmt	For	For
1.05	Elect Director Mark A. L. Mason	Mgmt	For	For
1.06	Elect Director Satya Nadella	Mgmt	For	For
1.07	Elect Director Sandra E. Peterson	Mgmt	For	For
1.08	Elect Director Penny S. Pritzker	Mgmt	For	For
1.09	Elect Director Carlos A. Rodriguez	Mgmt	For	For
1.10	Elect Director Charles W. Scharf	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.11	Elect Director John W. Stanton	Mgmt	For	For
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Deloitte and & Touche as Auditors	Mgmt	For	For
5	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against
6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against
7	Report on Government Take Down Requests	SH	Against	Against
8	Report on Risks of Weapons Development	SH	Against	Against
9	Report on Climate Risk in Retirement Plan Options	SH	Against	Against
10	Publish a Tax Transparency Report	SH	Against	For
11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For
12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against
13	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Against