



REPORTING PERIOD: 10/01/2024 to 12/31/2024

LOCATION(S): MASSACHUSETTS FINANCIAL SERVICES

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

Wolters Kluwer NV

Meeting Date: 10/28/2024 **Country:** Netherlands **Ticker:** WKL
Record Date: 09/30/2024 **Meeting Type:** Extraordinary Shareholders **Meeting ID:** 1898521
Primary Security ID: N9643A197 **Primary CUSIP:** N9643A197 **Primary ISIN:** NL0000395903 **Primary SEDOL:** 5671519
Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Anjana Harve to Supervisory Board	Mgmt	For	For
3	Close Meeting	Mgmt		

The Estee Lauder Companies Inc.

Meeting Date: 11/08/2024 **Country:** USA **Ticker:** EL
Record Date: 09/09/2024 **Meeting Type:** Annual **Meeting ID:** 1899448
Primary Security ID: 518439104 **Primary CUSIP:** 518439104 **Primary ISIN:** US5184391044 **Primary SEDOL:** 2320524
Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Paul J. Fribourg	Mgmt	For	For
1b	Elect Director Jennifer Hyman	Mgmt	For	Withhold
1c	Elect Director Arturo Nunez	Mgmt	For	For
1d	Elect Director Barry S. Sternlicht	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	Amend Omnibus Stock Plan	Mgmt	For	For

Microsoft Corporation

Meeting Date: 12/10/2024 **Country:** USA **Ticker:** MSFT
Record Date: 09/30/2024 **Meeting Type:** Annual **Meeting ID:** 1906254
Primary Security ID: 594918104 **Primary CUSIP:** 594918104 **Primary ISIN:** US5949181045 **Primary SEDOL:** 2588173

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 Catherine MacGregor	Mgmt	For	For
1.5	Elect Director Mark A. L. Mason	Mgmt	For	For
1.6	Elect Director Satya Nadella	Mgmt	For	For
1.7	Elect Director Sandra E. Peterson	Mgmt	For	For
1.8	Elect Director Penny S. Pritzker	Mgmt	For	For
1.9	Elect Director Carlos A. Rodriguez	Mgmt	For	For
1.10	Elect Director Charles W. Scharf	Mgmt	For	For
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	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on Risks of Weapons Development	SH	Against	Against
5	Assess and Report on Investing in Bitcoin	SH	Against	Against
6	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	Against
7	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	SH	Against	Against
8	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Against
9	Report on AI Data Sourcing Accountability	SH	Against	For