



**ECHIQUIER MAJOR SRI GROWTH
EUROPE**

INVENTAIRE DES VOTES 2021

-

VOTE INVENTORY 2021

PREAMBULE

Dans le cadre du cahier des charges du label ISR de l'Etat Français et en cohérence avec son engagement de transparence en tant qu'investisseur responsable, la Financière de l'Echiquier présente dans ce document l'inventaire des votes exercés, résolutions par résolutions, aux assemblées générales de l'ensemble des sociétés pour lesquelles nous avons été invité à voter dans le cadre d'**Echiquier Major SRI Growth Europe** au cours de l'année **2021**.

Elles apparaissent, par ordre chronologique selon la date de l'assemblée générale.

Les valeurs citées dans ce document ont fait l'objet d'au moins un vote au cours de l'exercice passé. Ni leur présence dans les portefeuilles gérés, ni leur performance ne sont garanties.

Données au 31/12/2021

Source : ISS

INTRODUCTION

As part of the requirements of the French government's SRI label and in line with its commitment to transparency as a responsible investor, La Financière de l'Echiquier presents in this document the inventory of votes exercised, resolution by resolution, at the general meetings of all the companies for which we have been invited to vote within the framework of **Echiquier Major SRI Growth Europe** during the year **2021**.

They appear in chronological order according to the date of the general meeting.

The companies mentioned in this document were voted on at least once during the past financial year. Neither their presence in the managed portfolios nor their performance is guaranteed.

Data as at 31/12/2021

Source : ISS

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Visa Inc.

Meeting Date: 01/26/2021

Country: USA

Record Date: 11/27/2020

Meeting Type: Annual

Ticker: V

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For
1b	Elect Director Mary B. Cranston	Mgmt	Against
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	Against
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For
1e	Elect Director Ramon Laguarta	Mgmt	For
1f	Elect Director John F. Lundgren	Mgmt	For
1g	Elect Director Robert W. Matschullat	Mgmt	Against
1h	Elect Director Denise M. Morrison	Mgmt	For
1i	Elect Director Suzanne Nora Johnson	Mgmt	Against
1j	Elect Director Linda J. Rendle	Mgmt	For
1k	Elect Director John A. C. Swainson	Mgmt	Against
1l	Elect Director Maynard G. Webb, Jr.	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify KPMG LLP as Auditors	Mgmt	Against
4	Amend Omnibus Stock Plan	Mgmt	For
5	Provide Holders of At Least 15% Class A Common Stock Right to Call Special Meeting	Mgmt	For
6	Provide Right to Act by Written Consent	SH	For
7	Amend Principles of Executive Compensation Program	SH	For

Kerry Group Plc

Meeting Date: 01/28/2021

Country: Ireland

Record Date: 01/26/2021

Meeting Type: Special

Ticker: KRZ

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Kerry Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Migration of the Participating Securities to Euroclear Bank's Central Securities Depository	Mgmt	For
2	Amend Articles of Association	Mgmt	For
3	Authorise Company to Take All Actions to Implement the Migration	Mgmt	For

Accenture plc

Meeting Date: 02/03/2021

Country: Ireland

Record Date: 12/07/2020

Meeting Type: Annual

Ticker: ACN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For
1b	Elect Director Herbert Hainer	Mgmt	For
1c	Elect Director Nancy McKinstry	Mgmt	Against
1d	Elect Director Beth E. Mooney	Mgmt	For
1e	Elect Director Gilles C. Pelisson	Mgmt	For
1f	Elect Director Paula A. Price	Mgmt	For
1g	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For
1h	Elect Director David Rowland	Mgmt	For
1i	Elect Director Arun Sarin	Mgmt	For
1j	Elect Director Julie Sweet	Mgmt	For
1k	Elect Director Frank K. Tang	Mgmt	For
1l	Elect Director Tracey T. Travis	Mgmt	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Against
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Accenture plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
5	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	Against
6	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For

Compass Group Plc

Meeting Date: 02/04/2021

Country: United Kingdom

Record Date: 02/02/2021

Meeting Type: Annual

Ticker: CPG

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Policy	Mgmt	For
3	Approve Remuneration Report	Mgmt	For
4	Elect Ian Meakins as Director	Mgmt	For
5	Re-elect Dominic Blakemore as Director	Mgmt	For
6	Re-elect Gary Green as Director	Mgmt	For
7	Re-elect Karen Witts as Director	Mgmt	For
8	Re-elect Carol Arrowsmith as Director	Mgmt	For
9	Re-elect John Bason as Director	Mgmt	For
10	Re-elect Stefan Bomhard as Director	Mgmt	For
11	Re-elect John Bryant as Director	Mgmt	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For
13	Re-elect Nelson Silva as Director	Mgmt	For
14	Re-elect Ireena Vittal as Director	Mgmt	Against
15	Reappoint KPMG LLP as Auditors	Mgmt	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
17	Authorise EU Political Donations and Expenditure	Mgmt	Against
18	Authorise Issue of Equity	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For
22	Adopt New Articles of Association	Mgmt	For
23	Authorise the Company to Call General Meeting with 14 Working Days' Notice	Mgmt	For

EDP Renovaveis SA

Meeting Date: 02/22/2021

Country: Spain

Record Date: 02/15/2021

Meeting Type: Special

Ticker: EDPR

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.A	Ratify Appointment of and Elect Miguel Stilwell de Andrade as Director	Mgmt	For
1.B	Ratify Appointment of and Elect Ana Paula Garrido Pina Marques as Director	Mgmt	For
1.C	Ratify Appointment of and Elect Joan Avalyn Dempsey as Director	Mgmt	For
2.A	Dismiss Antonio Luis Guerra Nunes Mexia as Director	Mgmt	For
2.B	Dismiss Joao Manuel Manso Neto as Director	Mgmt	For
3	Fix Number of Directors at 12	Mgmt	For
4	Amend Articles Re: General Meetings	Mgmt	For
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For

Infineon Technologies AG

Meeting Date: 02/25/2021

Country: Germany

Record Date:

Meeting Type: Annual

Ticker: IFX

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Infineon Technologies AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2020 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 0.22 per Share	Mgmt	For
3.1	Approve Discharge of Management Board Member Reinhard Ploss for Fiscal 2020	Mgmt	For
3.2	Approve Discharge of Management Board Member Helmut Gassel for Fiscal 2020	Mgmt	For
3.3	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal 2020	Mgmt	For
3.4	Approve Discharge of Management Board Member Sven Schneider for Fiscal 2020	Mgmt	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal 2020	Mgmt	For
4.2	Approve Discharge of Supervisory Board Member Peter Bauer (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For
4.3	Approve Discharge of Supervisory Board Member Xiaoqun Clever (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For
4.4	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal 2020	Mgmt	For
4.5	Approve Discharge of Supervisory Board Member Herbert Diess (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For
4.6	Approve Discharge of Supervisory Board Member Friedrich Eichiner (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For
4.7	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal 2020	Mgmt	For
4.8	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal 2020	Mgmt	For
4.9	Approve Discharge of Supervisory Board Member Gerhard Hobbach (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For
4.10	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal 2020	Mgmt	For
4.11	Approve Discharge of Supervisory Board Member Renate Koecher (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Infinion Technologies AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
4.12	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal 2020	Mgmt	For
4.13	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal 2020	Mgmt	For
4.14	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal 2020	Mgmt	For
4.15	Approve Discharge of Supervisory Board Member Melanie Riedl (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For
4.16	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf for Fiscal 2020	Mgmt	For
4.17	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal 2020	Mgmt	For
4.18	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For
4.19	Approve Discharge of Supervisory Board Member Margret Suckale (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For
4.20	Approve Discharge of Supervisory Board Member Eckart Suenner (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For
4.21	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal 2020	Mgmt	For
5	Ratify KPMG AG as Auditors for Fiscal 2021	Mgmt	Against
6	Approve Remuneration Policy	Mgmt	For
7	Approve Remuneration of Supervisory Board	Mgmt	For
8	Approve Creation of EUR 30 Million Pool of Capital for Employee Stock Purchase Plan	Mgmt	For
9	Amend Articles Re: Information for Registration in the Share Register	Mgmt	For
10	Amend Articles Re: Supervisory Board's Rules of Procedure	Mgmt	For

Stora Enso Oyj

Meeting Date: 03/19/2021

Country: Finland

Record Date: 03/09/2021

Meeting Type: Annual

Ticker: STERV

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Stora Enso Oyj

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Call the Meeting to Order	Mgmt	
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	
4	Acknowledge Proper Convening of Meeting	Mgmt	
5	Prepare and Approve List of Shareholders	Mgmt	
6	Receive Financial Statements and Statutory Reports	Mgmt	
7	Accept Financial Statements and Statutory Reports	Mgmt	For
8	Approve Allocation of Income and Dividends of EUR 0.30 Per Share	Mgmt	For
8A	Demand Minority Dividend	Mgmt	Abstain
9	Approve Discharge of Board and President	Mgmt	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	Against
11	Approve Remuneration of Directors in the Amount of EUR 197,000 for Chairman, EUR 112,000 for Vice Chairman, and EUR 76,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For
12	Fix Number of Directors at Nine	Mgmt	For
13	Reelect Elisabeth Fleuriot, Hock Goh, Mikko Helander, Christiane Kuehne, Antti Makinen (Chair), Richard Nilsson and Hakan Buskheand (Vice Chair) as Directors; Elect Helena Hedblom and Hans Sohlstrom as New Directors	Mgmt	Against
14	Approve Remuneration of Auditors	Mgmt	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For
17	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For
18	Decision Making Order	Mgmt	
19	Close Meeting	Mgmt	

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Novo Nordisk A/S

Meeting Date: 03/25/2021

Country: Denmark

Record Date: 03/18/2021

Meeting Type: Annual

Ticker: NOVO.B

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Report of Board	Mgmt	
2	Accept Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of DKK 5.85 Per Share	Mgmt	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For
5.1	Approve Remuneration of Directors for 2020 in the Aggregate Amount of DKK 17 Million	Mgmt	For
5.2	Approve Remuneration of Directors for 2021 in the Amount of DKK 2.2 Million for the Chairman, DKK 1.47 Million for the Vice Chairman, and DKK 736,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For
6.1	Reelect Helge Lund as Director and Board Chairman	Mgmt	For
6.2	Reelect Jeppe Christiansen as Director and Vice Chairman	Mgmt	For
6.3a	Reelect Laurence Debroux as Director	Mgmt	Abstain
6.3b	Reelect Andreas Fibig as Director	Mgmt	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For
6.3e	Reelect Martin Mackay as Director	Mgmt	For
6.3f	Elect Henrik Poulsen as New Director	Mgmt	Abstain
7	Ratify Deloitte as Auditors	Mgmt	For
8.1	Approve DKK 8 Million Reduction in Share Capital via B Share Cancellation	Mgmt	For
8.2	Authorize Share Repurchase Program	Mgmt	For
8.3a	Amend Articles Re: Delete Authorization to Increase Share Capital	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
8.3b	Approve Creation of DKK 46.2 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 46.2 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 46.2 Million	Mgmt	Against
8.4a	Approve Indemnification of Members of the Board of Directors	Mgmt	For
8.4b	Approve Indemnification of Members of Executive Management	Mgmt	For
8.5	Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For
8.6a	Allow Shareholder Meetings to be Held Partially or Fully by Electronic Means	Mgmt	Against
8.6b	Allow Electronic Distribution of Company Communication	Mgmt	For
8.6c	Amend Articles Re: Differentiation of Votes	Mgmt	For
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt	
8.7	Initiate Plan for Changed Ownership	SH	Against
	Management Proposals	Mgmt	
9	Other Business	Mgmt	

Cellnex Telecom SA

Meeting Date: 03/26/2021

Country: Spain

Record Date: 03/19/2021

Meeting Type: Annual

Ticker: CLNX

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For
2	Approve Non-Financial Information Statement	Mgmt	For
3	Approve Treatment of Net Loss	Mgmt	For
4	Approve Discharge of Board	Mgmt	For
5.1	Approve Annual Maximum Remuneration	Mgmt	For
5.2	Approve Remuneration Policy	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Cellnex Telecom SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
6	Approve Grant of Shares to CEO	Mgmt	For
7.1	Fix Number of Directors at 11	Mgmt	For
7.2	Ratify Appointment of and Elect Alexandra Reich as Director	Mgmt	For
8.1	Amend Articles	Mgmt	For
8.2	Remove Articles	Mgmt	For
8.3	Re-number Article 27 as New Article 21	Mgmt	For
8.4	Amend Article 5	Mgmt	For
8.5	Amend Article 10	Mgmt	For
8.6	Amend Articles and Add New Article 13	Mgmt	For
8.7	Amend Articles	Mgmt	For
8.8	Add New Article 15	Mgmt	For
9.1	Amend Articles of General Meeting Regulations Re: Technical Adjustments	Mgmt	For
9.2	Amend Articles of General Meeting Regulations Re: Remote Voting	Mgmt	For
9.3	Add New Article 15 to General Meeting Regulations	Mgmt	For
10	Approve Capital Raising	Mgmt	For
11	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	Against
12	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	Against
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For
14	Advisory Vote on Remuneration Report	Mgmt	For

Straumann Holding AG

Meeting Date: 04/09/2021

Country: Switzerland

Record Date:

Meeting Type: Annual

Ticker: STMN

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For
1.2	Approve Remuneration Report	Mgmt	For
2	Approve Allocation of Income and Dividends of CHF 5.75 per Share	Mgmt	For
3	Approve Discharge of Board of Directors	Mgmt	For
4	Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9 Million	Mgmt	For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.5 Million	Mgmt	For
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Mgmt	For
6.1	Reelect Gilbert Achermann as Director and Board Chairman	Mgmt	Against
6.2	Reelect Sebastian Burckhardt as Director	Mgmt	Against
6.3	Reelect Marco Gadola as Director	Mgmt	Against
6.4	Reelect Juan Gonzalez as Director	Mgmt	For
6.5	Reelect Beat Luethi as Director	Mgmt	Against
6.6	Reelect Thomas Straumann as Director	Mgmt	Against
6.7	Reelect Regula Wallimann as Director	Mgmt	For
6.8	Elect Petra Rumpf as Director	Mgmt	For
7.1	Appoint Beat Luethi as Member of the Compensation Committee	Mgmt	For
7.2	Appoint Regula Wallimann as Member of the Compensation Committee	Mgmt	For
7.3	Appoint Juan Gonzalez as Member of the Compensation Committee	Mgmt	For
8	Designate Neovius AG as Independent Proxy	Mgmt	Against
9	Ratify Ernst & Young AG as Auditors	Mgmt	For
10	Transact Other Business (Voting)	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

EDP Renovaveis SA

Meeting Date: 04/12/2021

Country: Spain

Record Date: 04/01/2021

Meeting Type: Annual

Ticker: EDPR

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For
2	Approve Allocation of Income and Dividends	Mgmt	For
3	Approve Consolidated and Standalone Management Reports, and Corporate Governance Report	Mgmt	For
4	Approve Non-Financial Information Statement	Mgmt	For
5	Appraise Management of Company and Approve Vote of Confidence to Board of Directors and Executive Committee	Mgmt	For
6a	Reelect Miguel Stilwell de Andrade as Director	Mgmt	For
6b	Reelect Rui Manuel Rodrigues Lopes Teixeira as Director	Mgmt	For
6c	Reelect Vera de Morais Pinto Pereira Carneiro as Director	Mgmt	For
6d	Reelect Ana Paula Garrido de Pina Marques as Director	Mgmt	For
6e	Reelect Manuel Menendez Menendez as Director	Mgmt	For
6f	Reelect Acacio Liberado Mota Piloto as Director	Mgmt	For
6g	Reelect Allan J. Katz as Director	Mgmt	For
6h	Reelect Joan Avalyn Dempsey as Director	Mgmt	For
6i	Elect Antonio Sarmiento Gomes Mota as Director	Mgmt	For
6j	Elect Miguel Nuno Simoes Nunes Ferreira Setas as Director	Mgmt	For
6k	Elect Rosa Maria Garcia Garcia as Director	Mgmt	For
6l	Elect Jose Manuel Felix Morgado as Director	Mgmt	For
7	Approve Remuneration Policy	Mgmt	For
8	Renew PricewaterhouseCoopers as Auditor	Mgmt	For
9	Approve Capital Raising	Mgmt	For
10	Approve Dividends Charged Against Reserves	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

EDP Renovaveis SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/15/2021

Country: France

Record Date: 04/13/2021

Meeting Type: Annual/Special

Ticker: MC

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 6.00 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Against
5	Reelect Antoine Arnault as Director	Mgmt	For
6	Reelect Nicolas Bazire as Director	Mgmt	Against
7	Reelect Charles de Croisset as Director	Mgmt	Against
8	Reelect Yves-Thibault de Silguy as Director	Mgmt	Against
9	Appoint Olivier Lenel as Alternate Auditor	Mgmt	For
10	Approve Amendment of Remuneration Policy of Directors Re: FY 2020	Mgmt	For
11	Approve Amendment of Remuneration Policy of Executive Corporate Officers Re: FY 2020	Mgmt	For
12	Approve Compensation of Corporate Officers	Mgmt	Against
13	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For
14	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For
15	Approve Remuneration Policy of Directors	Mgmt	For
16	Approve Remuneration Policy of Chairman and CEO	Mgmt	Against
17	Approve Remuneration Policy of Vice-CEO	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

LVMH Moet Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
20	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	Against
23	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	Against
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	Against
25	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	Against
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
27	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-26 at EUR 20 Million	Mgmt	For
30	Amend Article 22 of Bylaws Re: Auditors	Mgmt	For

Nestle SA

Meeting Date: 04/15/2021

Country: Switzerland

Record Date:

Meeting Type: Annual

Ticker: NESN

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Nestle SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For
1.2	Approve Remuneration Report	Mgmt	For
2	Approve Discharge of Board and Senior Management	Mgmt	For
3	Approve Allocation of Income and Dividends of CHF 2.75 per Share	Mgmt	For
4.1.a	Reelect Paul Bulcke as Director and Board Chairman	Mgmt	For
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For
4.1.c	Reelect Henri de Castries as Director	Mgmt	For
4.1.d	Reelect Renato Fassbind as Director	Mgmt	For
4.1.e	Reelect Pablo Isla as Director	Mgmt	For
4.1.f	Reelect Ann Veneman as Director	Mgmt	For
4.1.g	Reelect Eva Cheng as Director	Mgmt	For
4.1.h	Reelect Patrick Aebischer as Director	Mgmt	For
4.1.i	Reelect Kasper Rorsted as Director	Mgmt	Against
4.1.j	Reelect Kimberly Ross as Director	Mgmt	For
4.1.k	Reelect Dick Boer as Director	Mgmt	For
4.1.l	Reelect Dinesh Paliwal as Director	Mgmt	For
4.1.m	Reelect Hanne Jimenez de Mora as Director	Mgmt	For
4.2	Elect Lindiwe Sibanda as Director	Mgmt	For
4.3.1	Appoint Pablo Isla as Member of the Compensation Committee	Mgmt	For
4.3.2	Appoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For
4.3.3	Appoint Dick Boer as Member of the Compensation Committee	Mgmt	For
4.3.4	Appoint Kasper Rorsted as Member of the Compensation Committee	Mgmt	Against
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Nestle SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 57.5 Million	Mgmt	For
6	Approve CHF 6.6 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For
7	Approve Climate Action Plan	Mgmt	For
8	Transact Other Business (Voting)	Mgmt	Against

L'Oreal SA

Meeting Date: 04/20/2021

Country: France

Record Date: 04/16/2021

Meeting Type: Annual/Special

Ticker: OR

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 4 per Share and an Extra of EUR 0.40 per Share to Long Term Registered Shares	Mgmt	For
4	Elect Nicolas Hieronimus as Director	Mgmt	For
5	Elect Alexandre Ricard as Director	Mgmt	For
6	Reelect Francoise Bettencourt Meyers as Director	Mgmt	For
7	Reelect Paul Bulcke as Director	Mgmt	For
8	Reelect Virginie Morgon as Director	Mgmt	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For
10	Approve Compensation of Jean-Paul Agon, Chairman and CEO	Mgmt	For
11	Approve Remuneration Policy of Directors	Mgmt	For
12	Approve Remuneration Policy of Jean-Paul Agon, Chairman and CEO Until April 30, 2021	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
13	Approve Remuneration Policy of Nicolas Hieronimus, CEO Since May 1, 2021	Mgmt	For
14	Approve Remuneration Policy of Jean-Paul Agon, Chairman of the Board Since May 1, 2021	Mgmt	Against
15	Approve Amendment of Employment Contract of Nicolas Hieronimus, CEO Since May 1, 2021	Mgmt	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up a Maximum Nominal Share Capital value of EUR 156,764,042.40	Mgmt	For
18	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For
19	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
22	Amend Article 9.2 of Bylaws Re: Written Consultation	Mgmt	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

RELX Plc

Meeting Date: 04/22/2021

Country: United Kingdom

Record Date: 04/20/2021

Meeting Type: Annual

Ticker: REL

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	For
3	Approve Final Dividend	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

RELX Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
6	Elect Paul Walker as Director	Mgmt	For
7	Elect June Felix as Director	Mgmt	For
8	Re-elect Erik Engstrom as Director	Mgmt	For
9	Re-elect Wolfhart Hauser as Director	Mgmt	For
10	Re-elect Charlotte Hogg as Director	Mgmt	For
11	Re-elect Marike van Lier Lels as Director	Mgmt	For
12	Re-elect Nick Luff as Director	Mgmt	For
13	Re-elect Robert MacLeod as Director	Mgmt	For
14	Re-elect Linda Sanford as Director	Mgmt	Against
15	Re-elect Andrew Sukawaty as Director	Mgmt	For
16	Re-elect Suzanne Wood as Director	Mgmt	Against
17	Authorise Issue of Equity	Mgmt	Against
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

Teleperformance SE

Meeting Date: 04/22/2021

Country: France

Record Date: 04/20/2021

Meeting Type: Annual/Special

Ticker: TEP

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 2.40 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Approve Compensation of Corporate Officers	Mgmt	For
6	Approve Compensation of Daniel Julien, Chairman and CEO	Mgmt	Against
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	Against
8	Approve Remuneration Policy of Directors	Mgmt	For
9	Approve Remuneration Policy of the Chairman and CEO	Mgmt	For
10	Approve Remuneration Policy of the Vice-CEO	Mgmt	For
11	Reelect Daniel Julien as Director	Mgmt	For
12	Reelect Emily Abrera as Director	Mgmt	For
13	Reelect Alain Boulet as Director	Mgmt	For
14	Reelect Robert Paszczak as Director	Mgmt	For
15	Reelect Stephen Winningham as Director	Mgmt	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
18	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	Mgmt	For
19	Amend Article 21 of Bylaws Re: Transactions	Mgmt	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

London Stock Exchange Group Plc

Meeting Date: 04/28/2021

Country: United Kingdom

Record Date: 04/26/2021

Meeting Type: Annual

Ticker: LSEG

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

London Stock Exchange Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Final Dividend	Mgmt	For
3	Approve Remuneration Report	Mgmt	Against
4	Re-elect Jacques Aigrain as Director	Mgmt	For
5	Re-elect Dominic Blakemore as Director	Mgmt	For
6	Re-elect Kathleen DeRose as Director	Mgmt	For
7	Re-elect Cressida Hogg as Director	Mgmt	For
8	Re-elect Stephen O'Connor as Director	Mgmt	For
9	Re-elect Val Rahmani as Director	Mgmt	For
10	Re-elect Don Robert as Director	Mgmt	For
11	Re-elect David Schwimmer as Director	Mgmt	For
12	Elect Martin Brand as Director	Mgmt	Against
13	Elect Erin Brown as Director	Mgmt	For
14	Elect Anna Manz as Director	Mgmt	For
15	Elect Douglas Steenland as Director	Mgmt	Against
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
18	Authorise Issue of Equity	Mgmt	Against
19	Authorise UK Political Donations and Expenditure	Mgmt	Against
20	Approve SAYE Option Plan	Mgmt	For
21	Adopt New Articles of Association	Mgmt	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Schneider Electric SE

Meeting Date: 04/28/2021

Country: France

Record Date: 04/26/2021

Meeting Type: Annual/Special

Ticker: SU

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Treatment of Losses and Dividends of EUR 2.60 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
8	Approve Remuneration Policy of Directors	Mgmt	For
9	Reelect Jean-Pascal Tricoire as Director	Mgmt	For
10	Elect Anna Ohlsson-Leijon as Director	Mgmt	Against
11	Elect Thierry Jacquet as Representative of Employee Shareholders to the Board	Mgmt	Against
12	Elect Zennia Csikos as Representative of Employee Shareholders to the Board	Mgmt	Against
13	Reelect Xiaoyun Ma as Representative of Employee Shareholders to the Board	Mgmt	For
14	Elect Malene Kvist Kristensen as Representative of Employee Shareholders to the Board	Mgmt	Against
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	Against
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	Against
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	Against
20	Authorize Capital Increase of up to 9.88 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
21	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
25	Amend Article 13 of Bylaws Re: Editorial Change	Mgmt	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

ASML Holding NV

Meeting Date: 04/29/2021

Country: Netherlands

Record Date: 04/01/2021

Meeting Type: Annual

Ticker: ASML

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt	

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
3.a	Approve Remuneration Report	Mgmt	For
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	For
3.c	Receive Clarification on Company's Reserves and Dividend Policy	Mgmt	
3.d	Approve Dividends of EUR 2.75 Per Share	Mgmt	For
4.a	Approve Discharge of Management Board	Mgmt	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For
5	Approve Number of Shares for Management Board	Mgmt	For
6	Approve Certain Adjustments to the Remuneration Policy for Management Board	Mgmt	For
7	Approve Certain Adjustments to the Remuneration Policy for Supervisory Board	Mgmt	For
8	Receive Information on the Composition of the Management Board	Mgmt	
9.a	Elect B. Conix to Supervisory Board	Mgmt	For
9.b	Receive Information on the Composition of the Supervisory Board	Mgmt	
10	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For
11.a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital for General Purposes	Mgmt	Against
11.b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 11.a	Mgmt	Against
11.c	Grant Board Authority to Issue or Grant Rights to Subscribe for Ordinary Shares Up to 5 Percent in Case of Merger or Acquisition	Mgmt	Against
11.d	Authorize Board to Exclude Preemptive Rights from Share Issuances under 11.c	Mgmt	Against
12.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
12.b	Authorize Additional Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
13	Authorize Cancellation of Repurchased Shares	Mgmt	For
14	Other Business (Non-Voting)	Mgmt	
15	Close Meeting	Mgmt	

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Kerry Group Plc

Meeting Date: 04/29/2021

Country: Ireland

Record Date: 04/25/2021

Meeting Type: Annual

Ticker: KRZ

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Final Dividend	Mgmt	For
3a	Elect Emer Gilvarry as Director	Mgmt	For
3b	Elect Jinlong Wang as Director	Mgmt	For
4a	Re-elect Gerry Behan as Director	Mgmt	For
4b	Re-elect Dr Hugh Brady as Director	Mgmt	For
4c	Re-elect Gerard Culligan as Director	Mgmt	For
4d	Re-elect Dr Karin Dorrepaal as Director	Mgmt	For
4e	Re-elect Marguerite Larkin as Director	Mgmt	For
4f	Re-elect Tom Moran as Director	Mgmt	For
4g	Re-elect Con Murphy as Director	Mgmt	For
4h	Re-elect Christopher Rogers as Director	Mgmt	For
4i	Re-elect Edmond Scanlon as Director	Mgmt	For
4j	Re-elect Philip Toomey as Director	Mgmt	Against
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
6	Approve Remuneration Report	Mgmt	For
7	Approve Remuneration Policy	Mgmt	For
8	Authorise Issue of Equity	Mgmt	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	Against
11	Authorise Market Purchase of A Ordinary Shares	Mgmt	For
12	Approve Long Term Incentive Plan	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Air Liquide SA

Meeting Date: 05/04/2021

Country: France

Record Date: 04/30/2021

Meeting Type: Annual/Special

Ticker: AI

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 2.75 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	Mgmt	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
5	Reelect Xavier Huillard as Director	Mgmt	For
6	Elect Pierre Breber as Director	Mgmt	For
7	Elect Aiman Ezzat as Director	Mgmt	For
8	Elect Bertrand Dumazy as Director	Mgmt	Against
9	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of the New Transactions	Mgmt	For
10	Approve Compensation of Benoit Potier	Mgmt	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For
13	Approve Remuneration Policy of Directors	Mgmt	For
	Extraordinary Business	Mgmt	
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
	Ordinary Business	Mgmt	
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Koninklijke DSM NV

Meeting Date: 05/06/2021

Country: Netherlands

Record Date: 04/08/2021

Meeting Type: Annual

Ticker: DSM

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Amend Articles of Association	Mgmt	For
3	Receive Report of Management Board (Non-Voting)	Mgmt	
4	Approve Remuneration Report	Mgmt	For
5	Adopt Financial Statements and Statutory Reports	Mgmt	For
6.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
6.b	Approve Dividends of EUR 2.40 Per Share	Mgmt	For
7.a	Approve Discharge of Management Board	Mgmt	For
7.b	Approve Discharge of Supervisory Board	Mgmt	For
8	Reelect Dimitri de Vreeze to Management Board	Mgmt	For
9.a	Reelect Frits van Paasschen to Supervisory Board	Mgmt	For
9.b	Reelect John Ramsay to Supervisory Board	Mgmt	For
9.c	Elect Carla Mahieu to Supervisory Board	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Koninklijke DSM NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
9.d	Elect Corien M. Wortmann-Kool to Supervisory Board	Mgmt	Against
10	Ratify KPMG Accountants N.V as Auditors	Mgmt	For
11.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	Against
11.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
13	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For
14	Other Business (Non-Voting)	Mgmt	
15	Discuss Voting Results	Mgmt	
16	Close Meeting	Mgmt	

Koninklijke Philips NV

Meeting Date: 05/06/2021

Country: Netherlands

Record Date: 04/08/2021

Meeting Type: Annual

Ticker: PHIA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	President's Speech	Mgmt	
2.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For
2.c	Approve Dividends of EUR 0.85 Per Share	Mgmt	For
2.d	Approve Remuneration Report	Mgmt	For
2.e	Approve Discharge of Management Board	Mgmt	For
2.f	Approve Discharge of Supervisory Board	Mgmt	For
3	Reelect Marnix van Ginneken to Management Board	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Koninklijke Philips NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
4.a	Elect Chua Sock Koong to Supervisory Board	Mgmt	For
4.b	Elect Indra Nooyi to Supervisory Board	Mgmt	For
5.a	Grant Board Authority to Issue Shares	Mgmt	Against
5.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Against
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
7	Approve Cancellation of Repurchased Shares	Mgmt	For
8	Other Business (Non-Voting)	Mgmt	

Lonza Group AG

Meeting Date: 05/06/2021

Country: Switzerland

Record Date:

Meeting Type: Annual

Ticker: LONN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	For
3	Approve Discharge of Board and Senior Management	Mgmt	For
4	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For
5.1.1	Reelect Werner Bauer as Director	Mgmt	For
5.1.2	Reelect Albert Baehny as Director	Mgmt	For
5.1.3	Reelect Dorothee Deuring as Director	Mgmt	For
5.1.4	Reelect Angelica Kohlmann as Director	Mgmt	For
5.1.5	Reelect Christoph Maeder as Director	Mgmt	For
5.1.6	Reelect Barbara Richmond as Director	Mgmt	For
5.1.7	Reelect Juergen Steinemann as Director	Mgmt	For
5.1.8	Reelect Olivier Verscheure as Director	Mgmt	For
5.2	Reelect Albert Baehny as Board Chairman	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
5.3.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For
5.3.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For
5.3.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For
6	Ratify KPMG Ltd as Auditors	Mgmt	Against
7	Designate ThomannFischer as Independent Proxy	Mgmt	Against
8	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For
9.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.6 Million for the Period July 1, 2021 - June 30, 2022	Mgmt	For
9.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.3 Million for Fiscal Year 2020	Mgmt	For
9.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 10.5 Million for Fiscal Year 2021	Mgmt	For
10	Approve Renewal of CHF 7.5 Million Pool of Authorized Capital without Preemptive Rights	Mgmt	Against
11	Transact Other Business (Voting)	Mgmt	Against

AstraZeneca Plc

Meeting Date: 05/11/2021

Country: United Kingdom

Record Date: 05/07/2021

Meeting Type: Annual

Ticker: AZN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Dividends	Mgmt	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
5a	Re-elect Leif Johansson as Director	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

AstraZeneca Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
5b	Re-elect Pascal Soriot as Director	Mgmt	For
5c	Re-elect Marc Dunoyer as Director	Mgmt	For
5d	Re-elect Philip Broadley as Director	Mgmt	For
5e	Elect Euan Ashley as Director	Mgmt	For
5f	Re-elect Michel Demare as Director	Mgmt	For
5g	Re-elect Deborah DiSanzo as Director	Mgmt	Against
5h	Elect Diana Layfield as Director	Mgmt	For
5i	Re-elect Sheri McCoy as Director	Mgmt	Against
5j	Re-elect Tony Mok as Director	Mgmt	For
5k	Re-elect Nazneen Rahman as Director	Mgmt	For
5l	Re-elect Marcus Wallenberg as Director	Mgmt	For
6	Approve Remuneration Report	Mgmt	For
7	Approve Remuneration Policy	Mgmt	Against
8	Authorise UK Political Donations and Expenditure	Mgmt	Against
9	Authorise Issue of Equity	Mgmt	Against
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For
14	Amend Performance Share Plan	Mgmt	Against

AstraZeneca Plc

Meeting Date: 05/11/2021

Country: United Kingdom

Record Date: 05/07/2021

Meeting Type: Special

Ticker: AZN

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

AstraZeneca Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Acquisition of Alexion Pharmaceuticals, Inc.	Mgmt	For

Partners Group Holding AG

Meeting Date: 05/12/2021

Country: Switzerland

Record Date:

Meeting Type: Annual

Ticker: PGHN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Allocation of Income and Dividends of CHF 27.50 per Share	Mgmt	For
3	Approve Discharge of Board and Senior Management	Mgmt	For
4	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For
5	Approve Remuneration Report	Mgmt	Against
6.1	Approve Short-Term Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For
6.2	Approve Long-Term Remuneration of Directors in the Amount of CHF 3.8 Million	Mgmt	For
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 10.1 Million	Mgmt	For
6.4	Approve Short-Term Remuneration of Executive Committee in the Amount of CHF 9 Million for Fiscal Year 2021	Mgmt	For
6.5	Approve Short-Term Remuneration of Executive Committee in the Amount of CHF 9 Million for Fiscal Year 2022	Mgmt	For
6.6	Approve Long-Term Remuneration of Executive Committee in the Amount of CHF 15.1 Million	Mgmt	For
6.7	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 60,000	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
7.1.1	Elect Steffen Meister as Director and as Board Chairman	Mgmt	For
7.1.2	Elect Marcel Erni as Director	Mgmt	For
7.1.3	Elect Alfred Gantner as Director	Mgmt	For
7.1.4	Elect Lisa Hook as Director	Mgmt	Against
7.1.5	Elect Joseph Landy as Director	Mgmt	For
7.1.6	Elect Grace del Rosario-Castano as Director	Mgmt	Against
7.1.7	Elect Martin Strobel as Director	Mgmt	For
7.1.8	Elect Urs Wietlisbach as Director	Mgmt	For
7.2.1	Appoint Grace del Rosario-Castano as Member of the Nomination and Compensation Committee	Mgmt	Against
7.2.2	Appoint Lisa Hook as Member of the Nomination and Compensation Committee	Mgmt	Against
7.2.3	Appoint Martin Strobel as Member of the Nomination and Compensation Committee	Mgmt	For
7.3	Designate Hotz & Goldmann as Independent Proxy	Mgmt	Against
7.4	Ratify KPMG AG as Auditors	Mgmt	Against
8	Transact Other Business (Voting)	Mgmt	Against

SAP SE

Meeting Date: 05/12/2021

Country: Germany

Record Date: 04/20/2021

Meeting Type: Annual

Ticker: SAP

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

SAP SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	Against
6.1	Elect Qi Lu to the Supervisory Board	Mgmt	For
6.2	Elect Rouven Westphal to the Supervisory Board	Mgmt	Against
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 100 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	Against
8	Amend Corporate Purpose	Mgmt	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For

Dassault Systemes SA

Meeting Date: 05/26/2021

Country: France

Record Date: 05/24/2021

Meeting Type: Annual/Special

Ticker: DSY

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 0.56 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Approve Remuneration Policy of Corporate Officers	Mgmt	Against
6	Approve Compensation of Charles Edelstenne, Chairman of the Board	Mgmt	For
7	Approve Compensation of Bernard Charles, Vice Chairman of the Board and CEO	Mgmt	Against
8	Approve Compensation Report of Corporate Officers	Mgmt	For
9	Reelect Odile Desforges as Director	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
10	Reelect Soumitra Dutta as Director	Mgmt	For
11	Ratify Appointment of Pascal Daloz as Interim Director	Mgmt	For
12	Authorize Repurchase of Up to 5 Million Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	Against
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	Against
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	Mgmt	Against
18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	Mgmt	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Against
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For
23	Approve 5-for-1 Stock Split	Mgmt	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Legrand SA

Meeting Date: 05/26/2021

Country: France

Record Date: 05/24/2021

Meeting Type: Annual/Special

Ticker: LR

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Legrand SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 1.42 per Share	Mgmt	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For
5	Approve Compensation of Gilles Schnepp, Chairman of the Board Until 30 June 2020	Mgmt	For
6	Approve Compensation of Angeles Garcia-Poveda, Chairman of the Board Since 1 July 2020	Mgmt	For
7	Approve Compensation of Benoit Coquart, CEO	Mgmt	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
9	Approve Remuneration Policy of CEO	Mgmt	For
10	Approve Remuneration Policy of Board Members	Mgmt	For
11	Reelect Annalisa Loustau Elia as Director	Mgmt	For
12	Elect Jean-Marc Chery as Director	Mgmt	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
15	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
16	Amend Article 12.4 of Bylaws Re: Vote Instructions	Mgmt	For
	Ordinary Business	Mgmt	
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

LVMH Moet Hennessy Louis Vuitton SE

Meeting Date: 05/28/2021

Country: France

Record Date: 05/26/2021

Meeting Type: Extraordinary Shareholders

Ticker: MC

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For

Amadeus IT Group SA

Meeting Date: 06/16/2021

Country: Spain

Record Date: 06/11/2021

Meeting Type: Annual

Ticker: AMS

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For
2	Approve Non-Financial Information Statement	Mgmt	For
3	Approve Treatment of Net Loss	Mgmt	For
4	Approve Discharge of Board	Mgmt	For
5.1	Elect Jana Eggers as Director	Mgmt	For
5.2	Elect Amanda Mesler as Director	Mgmt	For
5.3	Reelect Luis Maroto Camino as Director	Mgmt	For
5.4	Reelect David Webster as Director	Mgmt	For
5.5	Reelect Clara Furse as Director	Mgmt	For
5.6	Reelect Nicolas Huss as Director	Mgmt	For
5.7	Reelect Stephan Gemkow as Director	Mgmt	For
5.8	Reelect Peter Kuerpick as Director	Mgmt	For
5.9	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For
5.10	Reelect Francesco Loredan as Director	Mgmt	For
6	Advisory Vote on Remuneration Report	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
7	Approve Remuneration of Directors	Mgmt	For
8	Approve Remuneration Policy	Mgmt	Against
9	Approve Performance Share Plan	Mgmt	For
10.1	Amend Article 11 Re: Share Capital Increase	Mgmt	For
10.2	Amend Article 24 Re: Remote Voting	Mgmt	For
10.3	Add New Article 24 bis Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For
10.4	Amend Articles Re: Board Functions and Remuneration	Mgmt	For
10.5	Amend Articles Re: Board Committees	Mgmt	For
11.1	Amend Articles of General Meeting Regulations Re: Company's Name and Corporate Website	Mgmt	For
11.2	Amend Article 7 of General Meeting Regulations Re: Right to Information	Mgmt	For
11.3	Amend Articles of General Meeting Regulations Re: Holding of the General Meeting	Mgmt	For
11.4	Amend Articles of General Meeting Regulations Re: Constitution and Start of the Session	Mgmt	For
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For

Prosus NV

Meeting Date: 07/09/2021

Country: Netherlands

Record Date: 06/11/2021

Meeting Type: Special

Ticker: PRX

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Special Meeting Agenda	Mgmt	
1	Approve Proposed Transaction	Mgmt	Against
2	Close Meeting	Mgmt	

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Experian Plc

Meeting Date: 07/21/2021

Country: Jersey

Record Date: 07/19/2021

Meeting Type: Annual

Ticker: EXPN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	For
3	Elect Alison Brittain as Director	Mgmt	For
4	Elect Jonathan Howell as Director	Mgmt	For
5	Re-elect Dr Ruba Borno as Director	Mgmt	For
6	Re-elect Brian Cassin as Director	Mgmt	For
7	Re-elect Caroline Donahue as Director	Mgmt	For
8	Re-elect Luiz Fleury as Director	Mgmt	For
9	Re-elect Deirdre Mahlan as Director	Mgmt	For
10	Re-elect Lloyd Pitchford as Director	Mgmt	For
11	Re-elect Mike Rogers as Director	Mgmt	For
12	Re-elect George Rose as Director	Mgmt	For
13	Re-elect Kerry Williams as Director	Mgmt	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
16	Authorise Issue of Equity	Mgmt	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For
20	Adopt New Articles of Association	Mgmt	For

Alstom SA

Meeting Date: 07/28/2021

Country: France

Record Date: 07/26/2021

Meeting Type: Annual/Special

Ticker: ALO

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Alstom SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 0.25 per Share With an Option for Payment of Dividends in Cash or in Shares	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For
6	Acknowledge End of Mandate of Jean-Christophe Georghiou as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For
7	Renew Appointment of Mazars as Auditor	Mgmt	For
8	Acknowledge End of Mandate of Jean-Maurice El Nouchi as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
10	Approve Remuneration Policy of Directors	Mgmt	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For
12	Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO	Mgmt	Against
13	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
17	Authorize up to 5 Million Shares for Use in Restricted Stock Plans	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Alstom SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
18	Remove Articles Related to Preferred Stock	Mgmt	For
19	Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 911 Million	Mgmt	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 260 Million	Mgmt	Against
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 260 Million	Mgmt	Against
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	Against
25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	Against
26	Authorize Capital Increase of Up to EUR 260 Million for Future Exchange Offers	Mgmt	Against
27	Approve Issuance of Equity or Equity-Linked Securities for Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 260 Million	Mgmt	Against
	Ordinary Business	Mgmt	
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Prosus NV

Meeting Date: 08/24/2021

Country: Netherlands

Record Date: 07/27/2021

Meeting Type: Annual

Ticker: PRX

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Prosus NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Report of Management Board (Non-Voting)	Mgmt	
2	Approve Remuneration Report	Mgmt	Against
3	Adopt Financial Statements	Mgmt	For
4	Approve Dividend Distribution in Relation to the Financial Year Ending March 31, 2021	Mgmt	For
5	Approve Dividend Distribution in Relation to the Financial Year Ending March 31, 2022 and Onwards	Mgmt	For
6	Approve Discharge of Executive Directors	Mgmt	For
7	Approve Discharge of Non-Executive Directors	Mgmt	For
8	Approve Remuneration Policy for Executive and Non-Executive Directors	Mgmt	Against
9	Elect Angeliem Kemna as Non-Executive Director	Mgmt	For
10.1	Reelect Hendrik du Toit as Non-Executive Director	Mgmt	For
10.2	Reelect Craig Enenstein as Non-Executive Director	Mgmt	For
10.3	Reelect Nolo Letele as Non-Executive Director	Mgmt	Against
10.4	Reelect Roberto Oliveira de Lima as Non-Executive Director	Mgmt	For
11	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	Against
12	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	Against
13	Authorize Repurchase of Shares	Mgmt	For
14	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For
15	Close Meeting	Mgmt	

Pernod Ricard SA

Meeting Date: 11/10/2021

Country: France

Record Date: 11/08/2021

Meeting Type: Annual/Special

Ticker: RI

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 3.12 per Share	Mgmt	For
4	Reelect Anne Lange as Director	Mgmt	For
5	Reelect Societe Paul Ricard as Director	Mgmt	For
6	Reelect Veronica Vargas as Director	Mgmt	Against
7	Elect Namita Shah as Director	Mgmt	For
8	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For
10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Mgmt	For
11	Approve Remuneration Policy of Directors	Mgmt	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
	Extraordinary Business	Mgmt	
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 134 Million	Mgmt	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 41 Million	Mgmt	Against
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	Against

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Pernod Ricard SA

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

Coloplast A/S

Meeting Date: 12/02/2021

Country: Denmark

Record Date: 11/25/2021

Meeting Type: Annual

Ticker: COLO.B

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Report of Board	Mgmt	
2	Accept Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income	Mgmt	For
4	Approve Remuneration Report	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021

Location(s): All Locations

Institution Account(s): ECHIQUIER MAJOR SRI GROWTH EUROPE

Coloplast A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 787,500 for Deputy Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For
6	Approve Update of the Company's Overall Guidelines for Incentive Pay to the Executive Management	Mgmt	For
7.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For
7.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For
7.3	Reelect Jette Nygaard-Andersen as Director	Mgmt	For
7.4	Reelect Carsten Hellmann as Director	Mgmt	For
7.5	Reelect Marianne Wiinholt as Director	Mgmt	Abstain
7.6	Elect Annette Bruls as New Director	Mgmt	For
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	Abstain
9	Other Business	Mgmt	



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S.A. AU CAPITAL DE 10 060 000 € - SIREN 352 045 454 – R.C.S PARIS
SOCIETE DE GESTION AGREE PAR L'AMF SOUS LE NUMERO 91 004

S.A. WITH SHARE CAPITAL OF 10 060 000 € - SIREN 352 045 454 – PARIS TRADE REGISTER LICENSED
INVESTMENT MANAGEMENT COMPANY ACCREDITED BY THE AMF WITH NO.91 004