



**ECHIQUIER AGENOR SRI MID
CAP 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 Agenor SRI Mid Cap 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 Agenor SRI Mid Cap 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 AGENOR SRI MID CAP EUROPE

Britvic Plc

Meeting Date: 01/28/2021

Country: United Kingdom

Record Date: 01/26/2021

Meeting Type: Annual

Ticker: BVIC

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 Policy	Mgmt	For
4	Approve Remuneration Report	Mgmt	For
5	Amend Performance Share Plan	Mgmt	For
6	Amend Executive Share Option Plan	Mgmt	For
7	Re-elect John Daly as Director	Mgmt	For
8	Re-elect Simon Litherland as Director	Mgmt	For
9	Re-elect Joanne Wilson as Director	Mgmt	For
10	Re-elect Suniti Chauhan as Director	Mgmt	For
11	Re-elect Sue Clark as Director	Mgmt	For
12	Re-elect William Eccleshare as Director	Mgmt	Against
13	Re-elect Ian McHoul as Director	Mgmt	For
14	Re-elect Euan Sutherland as Director	Mgmt	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	Against
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
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	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For
23	Approve Matters Relating to the Distributable Reserves Amendment	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

RWS Holdings Plc

Meeting Date: 02/10/2021

Country: United Kingdom

Record Date: 02/08/2021

Meeting Type: Annual

Ticker: RWS

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	Against
3	Approve Final Dividend	Mgmt	For
4	Re-elect Andrew Brode as Director	Mgmt	For
5	Re-elect Richard Thompson as Director	Mgmt	For
6	Re-elect Desmond Glass as Director	Mgmt	For
7	Re-elect Lara Boro as Director	Mgmt	For
8	Elect Frances Earl as Director	Mgmt	For
9	Elect David Clayton as Director	Mgmt	For
10	Elect Gordon Stuart as Director	Mgmt	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
13	Authorise Issue of Equity	Mgmt	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For
17	Adopt New Articles of Association	Mgmt	Against

Beijer Ref AB

Meeting Date: 03/03/2021

Country: Sweden

Record Date: 02/23/2021

Meeting Type: Special

Ticker: BEIJ.B

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Beijer Ref AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For
3	Prepare and Approve List of Shareholders	Mgmt	For
4	Approve Agenda of Meeting	Mgmt	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For
6	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For
7.1	Elect Kate Swann as New Director	Mgmt	For
7.2	Elect Albert Gustafsson as New Director	Mgmt	Against
7.3	Elect Per Bertland as New Director	Mgmt	For
8	Elect Kate Swann as New Board Chairperson	Mgmt	For
9	Close Meeting	Mgmt	

Nexi SpA

Meeting Date: 03/03/2021

Country: Italy

Record Date: 02/22/2021

Meeting Type: Special

Ticker: NEXI

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Extraordinary Business	Mgmt	
1	Approve Merger by Incorporation of Nets Topco 2 Sarl into Nexi SpA	Mgmt	For
	Ordinary Business	Mgmt	
1.1	Approve Increase in Size of Board from 13 to 15	Mgmt	For
1.2	Elect Bo Nilsson and Stefan Goetz as Directors	Mgmt	For
1.3	Fix Board Terms for New Directors	Mgmt	For
1.4	Approve Remuneration of New Directors	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

GN Store Nord A/S

Meeting Date: 03/17/2021

Country: Denmark

Record Date: 03/10/2021

Meeting Type: Annual

Ticker: GN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Report of Board	Mgmt	
2	Accept Financial Statements and Statutory Reports	Mgmt	For
3	Approve Discharge of Management and Board	Mgmt	For
4	Approve Allocation of Income and Dividends of DKK 1.45 Per Share	Mgmt	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For
6	Approve Remuneration of Directors in the Amount of DKK 870,000 for Chairman, DKK 580,000 for Vice Chairman, and DKK 290,000 for Other Members; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For
7.1	Reelect Per Wold-Olsen as Director	Mgmt	For
7.2	Reelect Jukka Pekka Pertola as Director	Mgmt	Abstain
7.3	Reelect Helene Barnekow as Director	Mgmt	For
7.4	Reelect Montserrat Maresch Pascual as Director	Mgmt	For
7.5	Reelect Wolfgang Reim as Director	Mgmt	Abstain
7.6	Reelect Ronica Wang as Director	Mgmt	For
7.7	Reelect Anette Weber as New Director	Mgmt	For
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For
9.1	Authorize Share Repurchase Program	Mgmt	Against
9.2	Approve DKK 16.4 Million Reduction in Share Capital via Share Cancellation	Mgmt	For
9.3.a	Allow Shareholder Meetings to be Held Partially or Fully by Electronic Means	Mgmt	For
9.3.b	Amend Articles Re: Company Calendar	Mgmt	For
	Shareholder Proposal Submitted by AkademikerPension and LD Fonde	Mgmt	
10	Instruct Board to Complete an Assessment of the Ability of GN Store Nord to Publish Corporate Country-by-Country Tax Reporting in Line with the Global Reporting Initiative's Standard (GRI 207: Tax 2019)	SH	Against

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

GN Store Nord A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
11	Other Business (Non-Voting)	Mgmt	

Sartorius Stedim Biotech SA

Meeting Date: 03/24/2021

Country: France

Record Date: 03/22/2021

Meeting Type: Annual/Special

Ticker: DIM

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Discharge Directors	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 0.68 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Against
5	Approve Remuneration of Directors in the Aggregate Amount of EUR 313,800	Mgmt	For
6	Approve Compensation of Corporate Officers	Mgmt	For
7	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Mgmt	For
8	Approve Remuneration Policy of Corporate Officers	Mgmt	For
9	Authorize Repurchase of Up to 0.10 Percent of Issued Share Capital	Mgmt	For
10	Reelect Anne-Marie Graffin as Director	Mgmt	For
11	Reelect Susan Dexter as Director	Mgmt	For
12	Renew Appointment of KPMG as Auditor	Mgmt	For
13	Acknowledge End of Mandate of Salustro Reydel as Alternate Auditor and Decision to Neither Replace Nor Renew	Mgmt	For
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For
	Extraordinary Business	Mgmt	
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

SimCorp A/S

Meeting Date: 03/24/2021

Country: Denmark

Record Date: 03/17/2021

Meeting Type: Annual

Ticker: SIM

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 (Advisory Vote)	Mgmt	For
5.a	Reelect Peter Schutze (Chair) as Director	Mgmt	Abstain
5.b	Reelect Morten Hubbe (Vice Chair) as Director	Mgmt	Abstain
5.c	Reelect Herve Couturier as Director	Mgmt	Abstain
5.d	Reelect Simon Jeffreys as Director	Mgmt	For
5.e	Reelect Adam Warby as Director	Mgmt	For
5.f	Reelect Joan Binstock as Director	Mgmt	For
5.g	Elect Susan Standiford as New Director	Mgmt	For
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For
7a	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For
7b	Approve Remuneration of Directors	Mgmt	For
7c.a	Amend Corporate Purpose	Mgmt	For
7c.b	Authorize Share Repurchase Program	Mgmt	For
8	Other Business	Mgmt	

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Moncler SpA

Meeting Date: 03/25/2021

Country: Italy

Record Date: 03/16/2021

Meeting Type: Special

Ticker: MONC

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Extraordinary Business	Mgmt	
1	Approve Issuance of Shares for a Private Placement Reserved to Rivetex Srl, Mattia Rivetti Riccardi, Ginevra Alexandra Shapiro, Pietro Brando Shapiro, Alessandro Gilberti and Venezia Investments Pte Ltd	Mgmt	For
2	Amend Company Bylaws Re: Article 8, 12 and 13	Mgmt	For

BELIMO Holding AG

Meeting Date: 03/29/2021

Country: Switzerland

Record Date:

Meeting Type: Annual

Ticker: BEAN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 150 per Share	Mgmt	Do Not Vote
3	Approve Remuneration Report (Non-Binding)	Mgmt	Do Not Vote
4	Approve Discharge of Board of Directors	Mgmt	Do Not Vote
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 970,000	Mgmt	Do Not Vote
5.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 5.9 Million	Mgmt	Do Not Vote
6.1.1	Reelect Adrian Altenburger as Director	Mgmt	Do Not Vote
6.1.2	Reelect Patrick Burkhalter as Director	Mgmt	Do Not Vote
6.1.3	Reelect Sandra Emme as Director	Mgmt	Do Not Vote

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

BELIMO Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
6.1.4	Reelect Urban Linsi as Director	Mgmt	Do Not Vote
6.1.5	Reelect Stefan Ranstrand as Director	Mgmt	Do Not Vote
6.1.6	Reelect Martin Zwyszig as Director	Mgmt	Do Not Vote
6.2.1	Reelect Patrick Burkhalter as Board Chairman	Mgmt	Do Not Vote
6.2.2	Reelect Martin Zwyszig as Deputy Chairman	Mgmt	Do Not Vote
6.3.1	Reappoint Sandra Emme as Member of the Compensation Committee	Mgmt	Do Not Vote
6.3.2	Reappoint Adrian Altenburger as Member of the Compensation Committee	Mgmt	Do Not Vote
6.3.3	Appoint Urban Linsi as Member of the Compensation Committee	Mgmt	Do Not Vote
6.4	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	Do Not Vote
6.5	Ratify KPMG AG as Auditors	Mgmt	Do Not Vote
7	Approve 1:20 Stock Split	Mgmt	Do Not Vote
8	Transact Other Business (Voting)	Mgmt	Do Not Vote

Nokian Renkaat Oyj

Meeting Date: 03/30/2021

Country: Finland

Record Date: 03/18/2021

Meeting Type: Annual

Ticker: TYRES

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	

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Nokian Renkaat Oyj

Proposal Number	Proposal Text	Proponent	Vote Instruction
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 1.20 Per Share	Mgmt	For
9	Approve Discharge of Board and President and CEO	Mgmt	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For
11	Approve Remuneration of Directors in the Amount of EUR 102,500 for Chairman, EUR 72,500 for Deputy Chairman and Audit Committee Chairman, and EUR 50,000 for Other Directors; Approve Meeting Fees	Mgmt	For
12	Fix Number of Directors at Nine	Mgmt	For
13	Reelect Jukka Hienonen (Chair), Heikki Allonen, Raimo Lind, Inka Mero, George Rietbergen, Pekka Vauramo and Veronica Lindholm as Directors; Elect Christopher Ostrander and Jouko Polonen as New Directors	Mgmt	Against
14	Approve Remuneration of Auditors	Mgmt	For
15	Ratify Ernst & Young as Auditors	Mgmt	For
16	Authorize Share Repurchase Program	Mgmt	For
17	Approve Issuance of up to 13.8 Million Shares without Preemptive Rights	Mgmt	Against
18	Close Meeting	Mgmt	

Rockwool International A/S

Meeting Date: 04/07/2021

Country: Denmark

Record Date: 03/31/2021

Meeting Type: Annual

Ticker: ROCK.B

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Report of Board	Mgmt	
2	Receive Annual Report and Auditor's Report	Mgmt	

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Rockwool International A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	Against
5	Approve Remuneration of Directors for 2021/2022	Mgmt	For
6	Approve Allocation of Income and Dividends of DKK 32.00 Per Share	Mgmt	For
7.a	Reelect Carsten Bjerg as Director	Mgmt	Abstain
7.b	Reelect Rebekka Glasser Herlofsen as Director	Mgmt	Abstain
7.c	Elect Carsten Kahler as New Director	Mgmt	For
7.d	Reelect Thomas Kahler as Director	Mgmt	Abstain
7.e	Reelect Andreas Ronken as Director	Mgmt	For
7.f	Reelect Jorgen Tang-Jensen as Director	Mgmt	For
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For
9.a	Authorize Share Repurchase Program	Mgmt	For
9.b	Approve Reduction in Share Capital via Share Cancellation	Mgmt	For
9.c.1	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For
9.c2	Amend Articles Re: Voting on the Company's Remuneration Report at Annual General Meetings	Mgmt	For
	Shareholder Proposal Submitted by Timothy L. Ross	Mgmt	
9.d	Assess Environmental and Community Impacts from Siting of Manufacturing Facilities	SH	Abstain
	Shareholder Proposals Submitted by Catherine Jozwik	Mgmt	
9.e	Disclose Report on Political Contributions	SH	For
10	Other Business	Mgmt	

Acciona SA

Meeting Date: 04/12/2021

Country: Spain

Record Date: 04/07/2021

Meeting Type: Special

Ticker: ANA

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Acciona SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Public Offering of Shares in Subsidiary Acciona Energias Renovables SA	Mgmt	For

Indutrade AB

Meeting Date: 04/13/2021 **Country:** Sweden
Record Date: 04/01/2021 **Meeting Type:** Annual **Ticker:** INDT

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For
2.1	Designate Henrik Didner as Inspector of Minutes of Meeting	Mgmt	For
2.2	Designate Anders Oscarsson as Inspector of Minutes of Meeting	Mgmt	For
3	Prepare and Approve List of Shareholders	Mgmt	For
4	Approve Agenda of Meeting	Mgmt	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For
6	Receive Financial Statements and Statutory Reports	Mgmt	
7	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt	
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For
8.b	Approve Allocation of Income and Dividends of SEK 1.80 Per Share	Mgmt	For
8.c	Approve Record Date for Dividend Payment	Mgmt	For
8.d.1	Approve Discharge of Bo Annvik	Mgmt	For
8.d.2	Approve Discharge of Susanna Campbell	Mgmt	For
8.d.3	Approve Discharge of Anders Jernhall	Mgmt	For
8.d.4	Approve Discharge of Bengt Kjell	Mgmt	For
8.d.5	Approve Discharge of Ulf Lundahl	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Indutrade AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
8.d.6	Approve Discharge of Katarina Martinson	Mgmt	For
8.d.7	Approve Discharge of Krister Mellve	Mgmt	For
8.d.8	Approve Discharge of Lars Pettersson	Mgmt	For
9.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For
9.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For
10.1	Approve Remuneration of Directors in the Amount of SEK 620,000 for Chairman, SEK 465,000 for Deputy Chairman and SEK 310,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For
10.2	Approve Remuneration of Auditors	Mgmt	For
11.1a	Reelect Bo Annvik as Director	Mgmt	For
11.1b	Reelect Susanna Campbell as Director	Mgmt	For
11.1c	Reelect Anders Jernhall as Director	Mgmt	Against
11.1d	Reelect Bengt Kjell as Director	Mgmt	Against
11.1e	Reelect Ulf Lundahl as Director	Mgmt	Against
11.1f	Reelect Katarina Martinson as Director	Mgmt	Against
11.1g	Reelect Krister Mellve as Director	Mgmt	For
11.1h	Reelect Lars Pettersson as Director	Mgmt	Against
11.2	Reelect Katarina Martinson as Board Chair	Mgmt	Against
12	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For
13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For
14	Approve Remuneration Report	Mgmt	For
15.a	Approve Performance Share Incentive Plan LTIP 2021 for Key Employees	Mgmt	For
15.b	Approve Equity Plan Financing	Mgmt	For
16	Amend Articles Re: Postal Voting	Mgmt	For

Beijer Ref AB

Meeting Date: 04/15/2021

Country: Sweden

Record Date: 04/07/2021

Meeting Type: Annual

Ticker: BEIJ.B

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Beijer Ref AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	
3	Prepare and Approve List of Shareholders	Mgmt	
4	Approve Agenda of Meeting	Mgmt	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For
6	Receive Financial Statements and Statutory Reports	Mgmt	
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For
7.b	Approve Allocation of Income and Dividends of SEK 3 Per Share	Mgmt	For
7.c	Approve Remuneration Report	Mgmt	For
7.d	Approve Discharge of Board and President	Mgmt	For
8	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For
9	Approve Remuneration of Directors in the Amount of SEK 775,000 for Chairman and SEK 375,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For
10	Approve Remuneration of Auditors	Mgmt	For
11.a	Reelect Kate Swann as Director	Mgmt	For
11.b	Reelect Joen Magnusson as Director	Mgmt	For
11.c	Reelect Albert Gustafsson as Director	Mgmt	Against
11.d	Reelect Per Bertland as Director	Mgmt	For
11.e	Reelect Frida Norrbom Sams as Director	Mgmt	For
11.f	Elect Kerstin Lindvall as New Director	Mgmt	For
11.g	Elect William Striebe as New Director	Mgmt	Against
12	Elect Kate Swann as Board Chair	Mgmt	For
13	Ratify Deloitte as Auditors	Mgmt	For
14	Approve 3:1 Stock Split	Mgmt	For
15	Amend Articles Re: Collecting of Proxies and Postal Voting	Mgmt	For
16	Approve Equity Plan Financing	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Beijer Ref AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
17	Approve Stock Option Plan for Key Employees; Authorize Share Repurchase Program to Finance Equity Plan; Authorize Transfer of up to 2.3 Million Class B Shares in Connection with Incentive Program	Mgmt	For
18	Close Meeting	Mgmt	

Elekta AB

Meeting Date: 04/16/2021

Country: Sweden

Record Date: 04/08/2021

Meeting Type: Special

Ticker: EKTA.B

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For
2	Prepare and Approve List of Shareholders	Mgmt	For
3	Approve Agenda of Meeting	Mgmt	For
4.1	Designate Per Colleen as Inspector of Minutes of Meeting	Mgmt	For
4.2	Designate Caroline Sjosten as Inspector of Minutes of Meeting	Mgmt	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For
6	Approve Extra Dividends of SEK 0.90 Per Share	Mgmt	For

Recordati SpA

Meeting Date: 04/20/2021

Country: Italy

Record Date: 04/09/2021

Meeting Type: Annual

Ticker: REC

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1a	Accept Financial Statements and Statutory Reports	Mgmt	For
1b	Approve Allocation of Income	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Recordati SpA

Proposal Number	Proposal Text	Proponent	Vote Instruction
2a	Approve Remuneration Policy	Mgmt	For
2b	Approve Second Section of the Remuneration Report	Mgmt	For
3	Approve Stock Option Plan	Mgmt	Against
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	Against

SimCorp A/S

Meeting Date: 04/21/2021

Country: Denmark

Record Date: 04/14/2021

Meeting Type: Special

Ticker: SIM

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Amend Corporate Purpose	Mgmt	For
2	Other Business	Mgmt	

DiaSorin SpA

Meeting Date: 04/22/2021

Country: Italy

Record Date: 04/13/2021

Meeting Type: Annual/Special

Ticker: DIA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For
1.2	Approve Allocation of Income	Mgmt	For
2.1	Approve Remuneration Policy	Mgmt	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For
3	Approve Stock Option Plan	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

DiaSorin SpA

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For
	Extraordinary Business	Mgmt	
1	Amend Company Bylaws: Articles 3, 8, 9-bis, 11 and 18	Mgmt	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	Against

Moncler SpA

Meeting Date: 04/22/2021

Country: Italy

Record Date: 04/13/2021

Meeting Type: Annual

Ticker: MONC

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For
1.2	Approve Allocation of Income	Mgmt	For
2	Approve Second Section of the Remuneration Report	Mgmt	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For
4	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For
5.1	Fix Number of Directors	Mgmt	For
5.2	Elect Director	Mgmt	For
5.3	Approve Remuneration of Directors	Mgmt	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	Against

Tele2 AB

Meeting Date: 04/22/2021

Country: Sweden

Record Date: 04/14/2021

Meeting Type: Annual

Ticker: TEL2.B

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Tele2 AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For
2.1	Designate Ossian Ekdahl as Inspector of Minutes of Meeting	Mgmt	For
2.2	Designate Jan Sarlvik as Inspector of Minutes of Meeting	Mgmt	For
3	Prepare and Approve List of Shareholders	Mgmt	For
4	Approve Agenda of Meeting	Mgmt	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For
6	Receive Financial Statements and Statutory Reports	Mgmt	
7	Accept Financial Statements and Statutory Reports	Mgmt	For
8	Approve Allocation of Income and Ordinary Dividends of SEK 6 Per Share	Mgmt	For
9a	Approve Discharge of Carla Smits-Nusteling	Mgmt	For
9b	Approve Discharge of Andrew Barron	Mgmt	For
9c	Approve Discharge of Anders Bjorkman	Mgmt	For
9d	Approve Discharge of Georgi Ganev	Mgmt	For
9e	Approve Discharge of Cynthia Gordon	Mgmt	For
9f	Approve Discharge of Eva Lindqvist	Mgmt	For
9g	Approve Discharge of Lars-Ake Norling	Mgmt	For
9h	Approve Discharge of Anders Nilsson (CEO)	Mgmt	For
9i	Approve Discharge of Kjell Johnsen (CEO)	Mgmt	For
10	Determine Number of Members (7) and Deputy Members of Board	Mgmt	For
11a	Approve Remuneration of Directors in the Aggregate Amount of SEK 6.6 Million	Mgmt	For
11b	Approve Remuneration of Auditors	Mgmt	For
12a	Reelect Andrew Barron as Director	Mgmt	For
12b	Elect Stina Bergfors as New Director	Mgmt	For
12c	Reelect Georgi Ganev as Director	Mgmt	Against
12d	Elect Sam Kini as New Director	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Tele2 AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
12e	Reelect Eva Lindqvist as Director	Mgmt	For
12f	Reelect Lars-Ake Norling as Director	Mgmt	For
12g	Reelect Carla Smits-Nusteling as Director	Mgmt	For
13	Reelect Carla Smits-Nusteling as Board Chairman	Mgmt	For
14a	Determine Number of Auditors and Deputy Auditors	Mgmt	For
14b	Ratify Deloitte as Auditors	Mgmt	Against
15	Approve Remuneration Report	Mgmt	For
16a	Approve Performance Share Matching Plan LTI 2021	Mgmt	For
16b	Approve Equity Plan Financing Through Issuance of Class C Shares	Mgmt	For
16c	Approve Equity Plan Financing Through Repurchase of Class C Shares	Mgmt	For
16d	Approve Equity Plan Financing Through Transfer of Class B Shares to Participants	Mgmt	For
16e	Approve Equity Plan Financing Through Reissuance of Class B Shares	Mgmt	For
16f	Authorize Share Swap Agreement	Mgmt	Abstain
17	Authorize Share Repurchase Program	Mgmt	For
	Shareholder Proposals Submitted by Martin Green	Mgmt	
18a	Investigate if Current Board Members and Leadership Team Fulfil Relevant Legislative and Regulatory Requirements, as well as the Demands of the Public Opinions' Ethical Values	SH	Against
18b	In the Event that the Investigation Clarifies that there is Need, Relevant Measures Shall be Taken to Ensure that the Requirements are Fulfilled	SH	Against
18c	The Investigation and Any Measures Should be Presented as soon as possible, however Not Later than AGM 2022	SH	Against
	Shareholder Proposals Submitted by Thomas Ahlin	Mgmt	
19a	Give Full Compensation to Private Customers who have Lost their Pool of Phone Call	SH	Against
19b	Instruct the Executive Management to Prepare a Code of Conduct for the Customer Service Department,	SH	Against

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Tele2 AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
20	Close Meeting	Mgmt	

Thule Group AB

Meeting Date: 04/22/2021 **Country:** Sweden
Record Date: 04/14/2021 **Meeting Type:** Annual **Ticker:** THULE

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For
2.a	Designate John Hernander as Inspector of Minutes of Meeting	Mgmt	For
2.b	Designate Adam Gerge as Inspector of Minutes of Meeting	Mgmt	For
3	Prepare and Approve List of Shareholders	Mgmt	For
4	Approve Agenda of Meeting	Mgmt	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For
6.a	Receive Financial Statements and Statutory Reports	Mgmt	
6.b	Receive Consolidated Accounts and Group Auditor's Report	Mgmt	
6.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt	
6.d	Receive Board's Report	Mgmt	
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For
7.b	Approve Allocation of Income and Dividends of SEK 15.50 Per Share	Mgmt	For
7.c1	Approve Discharge of Board Chairman Bengt Baron	Mgmt	For
7.c2	Approve Discharge of Board Member Mattias Ankarberg	Mgmt	For
7.c3	Approve Discharge of Board Member Hans Eckerstrom	Mgmt	For
7.c4	Approve Discharge of Board Member Helene Mellquist	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Thule Group AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
7.c5	Approve Discharge of Board Member Therese Reutersward	Mgmt	For
7.c6	Approve Discharge of Board Member Helene Willberg	Mgmt	For
7.c7	Approve Discharge of President Magnus Welander	Mgmt	For
8	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For
9	Approve Remuneration of Directors in the Amount of SEK 1.15 Million for Chairman and SEK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For
10.1	Reelect Bengt Baron as Director	Mgmt	For
10.2	Reelect Mattias Ankarberg as Director	Mgmt	For
10.3	Reelect Hans Eckerstrom as Director	Mgmt	For
10.4	Reelect Helene Mellquist as Director	Mgmt	For
10.5	Reelect Therese Reutersward as Director	Mgmt	For
10.6	Reelect Helene Willberg as Director	Mgmt	For
10.7	Reelect Bengt Baron as Board Chairman	Mgmt	For
11	Approve Remuneration of Auditors	Mgmt	For
12	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For
13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For
14	Approve Remuneration Report	Mgmt	For
15	Amend Articles Re: Postal Voting	Mgmt	For

Vidrala SA

Meeting Date: 04/27/2021

Country: Spain

Record Date: 04/22/2021

Meeting Type: Annual

Ticker: VID

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Vidrala SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Approve Discharge of Board	Mgmt	For
3	Approve Allocation of Income and Dividends	Mgmt	For
4	Approve Non-Financial Information Statement	Mgmt	For
5	Authorize Share Repurchase and Capital Reduction via Amortization of Repurchased Shares	Mgmt	For
6	Authorize Capitalization of Reserves for Bonus Issue	Mgmt	For
7	Reelect Carlos Delclaux Zulueta Astrand as Director	Mgmt	Against
8	Approve Remuneration Policy	Mgmt	Against
9	Advisory Vote on Remuneration Report	Mgmt	Against
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For
11	Approve Minutes of Meeting	Mgmt	For

Royal Unibrew A/S

Meeting Date: 04/28/2021

Country: Denmark

Record Date: 04/21/2021

Meeting Type: Annual

Ticker: RBREW

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Report of Board	Mgmt	
2	Accept Financial Statements and Statutory Reports	Mgmt	For
3	Approve Discharge of Management and Board	Mgmt	For
4	Approve Allocation of Income and Dividends of DKK 13.5 Per Share	Mgmt	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	Against
6	Approve Remuneration of Directors in the Amount of DKK 1.1 Million for Chairman, DKK 665,000 for Vice Chairman and DKK 380,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For
7.1	Approve DKK 1.1 Million Reduction in Share Capital via Share Cancellation	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Royal Unibrew A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
7.2	Authorize Share Repurchase Program	Mgmt	For
7.3	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For
7.4	Approve Company Announcements in English	Mgmt	For
7.5	Amend Articles Re: Attendance at General Meetings	Mgmt	For
8.a	Reelect Walther Thygesen as Director	Mgmt	Abstain
8.b	Reelect Jais Valeur as Director	Mgmt	For
8.c	Reelect Christian Sagild as Director	Mgmt	For
8.d	Reelect Catharina Stackelberg-Hammaren as Director	Mgmt	For
8.e	Reelect Heidi Kleinbach-Sauter as Director	Mgmt	For
8.f	Elect Peter Ruzicka as New Director	Mgmt	For
8.g	Elect Torben Carlsen as New Director	Mgmt	For
9	Ratify Deloitte as Auditors	Mgmt	For
10	Other Business	Mgmt	

Interpump Group SpA

Meeting Date: 04/30/2021

Country: Italy

Record Date: 04/21/2021

Meeting Type: Annual

Ticker: IP

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Receive Consolidated Non-Financial Statements and Statutory Reports (Non-Voting)	Mgmt	
3	Approve Allocation of Income	Mgmt	For
4.1	Approve Remuneration Policy	Mgmt	Against
4.2	Approve Second Section of the Remuneration Report	Mgmt	Against
5	Approve Remuneration of Directors	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Interpump Group SpA

Proposal Number	Proposal Text	Proponent	Vote Instruction
6	Approve External Auditors	Mgmt	For
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	Against

Nexi SpA

Meeting Date: 05/05/2021

Country: Italy

Record Date: 04/26/2021

Meeting Type: Annual

Ticker: NEXI

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements, Statutory Reports, and Allocation of Income	Mgmt	For
2	Approve Second Section of the Remuneration Report	Mgmt	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	Against

AAK AB

Meeting Date: 05/07/2021

Country: Sweden

Record Date: 04/29/2021

Meeting Type: Annual

Ticker: AAK

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For
2	Prepare and Approve List of Shareholders	Mgmt	For
3	Approve Agenda of Meeting	Mgmt	For
4.1	Designate Leif Tornvall as Inspector of Minutes of Meeting	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

AAK AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
4.2	Designate Yvonne Sorberg as Inspector of Minutes of Meeting	Mgmt	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For
6	Receive Financial Statements and Statutory Reports	Mgmt	
7a	Accept Financial Statements and Statutory Reports	Mgmt	For
7b	Approve Allocation of Income and Dividends of SEK 2.30 Per Share	Mgmt	For
7c1	Approve Discharge of Board Chairman Georg Brunstam	Mgmt	For
7c2	Approve Discharge of Board Member Bengt Baron	Mgmt	For
7c3	Approve Discharge of Board Member Gun Nilsson	Mgmt	For
7c4	Approve Discharge of Board Member Marianne Kirkegaard	Mgmt	For
7c5	Approve Discharge of Board Member Marta Schorling Andreen	Mgmt	For
7c6	Approve Discharge of Board Member Patrik Andersson	Mgmt	For
7c7	Approve Discharge of Employee Representative Leif Hakansson	Mgmt	For
7c8	Approve Discharge of Employee Representative Lena Nilsson	Mgmt	For
7c9	Approve Discharge of Deputy Employee Representative Mikael Myhre	Mgmt	For
7c10	Approve Discharge of Deputy Employee Representative Annica Edvardsson	Mgmt	For
7c11	Approve Discharge of Former Deputy Employee Representative Fredrik Rydberg	Mgmt	For
7c12	Approve Discharge of CEO Johan Westman	Mgmt	For
8	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For
9.1	Approve Remuneration of Directors in the Aggregate Amount of SEK 3.1 Million	Mgmt	For
9.2	Approve Remuneration of Auditors	Mgmt	For
10.1	Reelect Gun Nilsson as Director	Mgmt	Against
10.2	Reelect Marianne Kirkegaard as Director	Mgmt	For
10.3	Reelect Marta Schorling Andreen as Director	Mgmt	Against

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

AAK AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
10.4	Reelect Patrik Andersson as Director	Mgmt	For
10.5	Reelect Georg Brunstam as Director	Mgmt	For
10.6	Reelect Georg Brunstam as Board Chairman	Mgmt	For
10.7	Ratify KPMG as Auditors	Mgmt	For
11	Reelect Marta Schorling Andreen, Henrik Didner, Leif Tornvall and Elisabet Jamal Bergstrom as Members of Nominating Committee	Mgmt	For
12	Approve Remuneration Report	Mgmt	For
13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For
14	Approve Stock Option Plan for Key Employees; Approve Creation of SEK 8.3 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For
15	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	Against
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For
17	Amend Articles Re: Proxies and Postal Voting	Mgmt	For

Interroll Holding AG

Meeting Date: 05/07/2021

Country: Switzerland

Record Date:

Meeting Type: Annual

Ticker: INRN

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 per Share	Mgmt	For
3	Approve Discharge of Board and Senior Management	Mgmt	For
4.1	Amend Articles Re: AGM Chairman	Mgmt	For
4.2	Amend Articles Re: Board Composition	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Interroll Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	Mgmt	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.2 Million	Mgmt	For
6.1	Elect Paul Zumbuehl as Director and Board Chairman	Mgmt	For
6.2	Reelect Urs Tanner as Director	Mgmt	Against
6.3	Reelect Stefano Mercurio as Director	Mgmt	For
6.4	Reelect Ingo Specht as Director	Mgmt	Against
6.5	Reelect Elena Cortona as Director	Mgmt	For
6.6	Reelect Markus Asch as Director	Mgmt	For
6.7	Elect Susanne Schreiber as Director	Mgmt	For
7.1	Reappoint Urs Tanner as Member of the Compensation Committee	Mgmt	Against
7.2	Reappoint Stefano Mercurio as Member of the Compensation Committee	Mgmt	Against
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For
9	Designate Francesco Adami as Independent Proxy	Mgmt	Against
10	Transact Other Business (Voting)	Mgmt	Against

Edenred SA

Meeting Date: 05/11/2021

Country: France

Record Date: 05/07/2021

Meeting Type: Annual/Special

Ticker: EDEN

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 0.75 per Share	Mgmt	For
4	Approve Stock Dividend Program	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Edenred SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
5	Reelect Sylvia Coutinho as Director	Mgmt	For
6	Reelect Françoise Gri as Director	Mgmt	For
7	Elect Angeles Garcia-Poveda as Director	Mgmt	For
8	Elect Monica Mondardini as Director	Mgmt	Against
9	Elect Philippe Vallee as Director	Mgmt	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
11	Approve Remuneration Policy of Directors	Mgmt	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 800,000	Mgmt	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For
14	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For
15	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
17	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees, Corporate Officers and International Subsidiaries	Mgmt	For
18	Approve Change of Corporate Form to Societe Europeenne (SE) and Amend Bylaws Accordingly	Mgmt	For
19	Change Company Name to SE Edenred and Amend Article of Bylaws Accordingly	Mgmt	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Euronext NV

Meeting Date: 05/11/2021

Country: Netherlands

Record Date: 04/13/2021

Meeting Type: Annual

Ticker: ENX

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Euronext NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Presentation by CEO	Mgmt	
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
3.b	Approve Remuneration Report	Mgmt	Against
3.c	Adopt Financial Statements	Mgmt	For
3.d	Approve Dividends of EUR 2.25 Per Share	Mgmt	Against
3.e	Approve Discharge of Management Board	Mgmt	For
3.f	Approve Discharge of Supervisory Board	Mgmt	For
4.a	Elect Piero Novelli to Supervisory Board	Mgmt	For
4.b	Elect Alessandra Ferone to Supervisory Board	Mgmt	For
4.c	Elect Diana Chan to Supervisory Board	Mgmt	For
4.d	Elect Olivier Sichel to Supervisory Board	Mgmt	For
4.e	Elect Rika Coppens to Supervisory Board	Mgmt	For
5	Elect Delphine d'Amarzit to Management Board	Mgmt	For
6	Amend Remuneration Policy for Management Board	Mgmt	For
7	Amend Remuneration Policy for Supervisory Board	Mgmt	For
8	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For
9	Amend Articles of Association	Mgmt	For
10.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	Against
10.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Against
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
12	Other Business (Non-Voting)	Mgmt	
13	Close Meeting	Mgmt	

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Spirax-Sarco Engineering Plc

Meeting Date: 05/12/2021

Country: United Kingdom

Record Date: 05/10/2021

Meeting Type: Annual

Ticker: SPX

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
4	Reappoint Deloitte LLP as Auditors	Mgmt	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
6	Re-elect Jamie Pike as Director	Mgmt	For
7	Re-elect Nicholas Anderson as Director	Mgmt	For
8	Re-elect Dr Trudy Schoolenberg as Director	Mgmt	For
9	Re-elect Peter France as Director	Mgmt	For
10	Re-elect Caroline Johnstone as Director	Mgmt	For
11	Re-elect Jane Kingston as Director	Mgmt	For
12	Re-elect Kevin Thompson as Director	Mgmt	For
13	Elect Nimesh Patel as Director	Mgmt	For
14	Elect Angela Archon as Director	Mgmt	For
15	Elect Dr Olivia Qiu as Director	Mgmt	For
16	Elect Richard Gillingwater as Director	Mgmt	For
17	Authorise Issue of Equity	Mgmt	For
18	Approve Scrip Dividend Alternative	Mgmt	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For

CompuGroup Medical SE & Co. KGaA

Meeting Date: 05/19/2021

Country: Germany

Record Date:

Meeting Type: Annual

Ticker: COP

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

CompuGroup Medical SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2020	Mgmt	For
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For
3	Approve Discharge of Management Board of CompuGroup Medical SE for Fiscal Year 2020	Mgmt	For
4	Approve Discharge of Personally Liable Partner of CompuGroup Medical SE & Co. KGaA for Fiscal Year 2020	Mgmt	For
5	Approve Discharge of Supervisory Board of CompuGroup Medical SE for Fiscal Year 2020	Mgmt	For
6	Approve Discharge of Supervisory Board of CompuGroup Medical SE & Co. KGaA for Fiscal Year 2020	Mgmt	For
7	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For
8	Approve Creation of EUR 10.7 Million Pool of Capital without Preemptive Rights	Mgmt	Against
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For
10	Approve Remuneration Policy	Mgmt	For
11	Approve Remuneration of Supervisory Board	Mgmt	For
12	Approve Affiliation Agreement with CGM Clinical Europe GmbH	Mgmt	For
13	Amend Stock Option Plan	Mgmt	For
14	Amend Articles Re: Registration Requirements	Mgmt	For

bioMerieux SA

Meeting Date: 05/20/2021

Country: France

Record Date: 05/18/2021

Meeting Type: Annual/Special

Ticker: BIM

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

bioMerieux SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Discharge of Directors	Mgmt	For
4	Approve Allocation of Income and Dividends of EUR 0.62 per Share	Mgmt	For
5	Approve Transaction with Institut Merieux Re: Amendment to the Services Agreement	Mgmt	Against
6	Approve Transaction with Fondation Merieux Re: Payment of an Additional Envelope of EUR 12 Million under its Sponsorship Agreement	Mgmt	For
7	Approve Transaction with Fondation Merieux Re: Payment of an Additional Envelope of EUR 500,000 under its Sponsorship Agreement	Mgmt	For
8	Approve Transaction with Fonds de Dotation bioMerieux Re: Payment of an Initial Endowment of EUR 20 Million to Fonds de Dotation bioMerieux	Mgmt	For
9	Reelect Alain Merieux as Founder Chairman	Mgmt	For
10	Reelect Marie-Paule Kieny as Director	Mgmt	For
11	Reelect Fanny Letier as Director	Mgmt	For
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	Against
14	Approve Remuneration Policy of Vice-CEO	Mgmt	Against
15	Approve Remuneration Policy of Directors	Mgmt	For
16	Approve Compensation Report of Corporate Officers	Mgmt	For
17	Approve Compensation of Alexandre Merieux, Chairman and CEO	Mgmt	Against
18	Approve Compensation of Didier Boulud, Vice-CEO	Mgmt	Against
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

bioMerieux SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.21 Million	Mgmt	Against
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4.21 Million	Mgmt	Against
23	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements	Mgmt	Against
24	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	Against
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23	Mgmt	Against
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
27	Authorize Capitalization of Reserves of Up to EUR 4.21 Million for Bonus Issue or Increase in Par Value	Mgmt	For
28	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4.21 Million	Mgmt	Against
29	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Against
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
31	Eliminate Preemptive Rights Pursuant to Item 30 Above, in Favor of Employees	Mgmt	For
32	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-28 and 30 at EUR 4.21 Million	Mgmt	For
33	Amend Articles 12, 14, 15 and 17 of Bylaws Re: Remuneration of Corporate Officers; Written Consultation; Corporate Purpose	Mgmt	For
34	Approve Change of Corporate Form to Societe Europeenne (SE)	Mgmt	For
35	Pursuant to Item 34 Above, Adopt New Bylaws	Mgmt	For
36	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 AGENOR SRI MID CAP EUROPE

Elis SA

Meeting Date: 05/20/2021

Country: France

Record Date: 05/18/2021

Meeting Type: Annual/Special

Ticker: ELIS

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	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Reelect Florence Noblot as Supervisory Board Member	Mgmt	For
6	Reelect Joy Verle as Supervisory Board Member	Mgmt	For
7	Reelect Anne-Laure Commault as Supervisory Board Member	Mgmt	For
8	Approve Remuneration Policy for 2020 of Chairman of the Management Board	Mgmt	For
9	Approve Remuneration Policy for 2020 of Management Board Members	Mgmt	For
10	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For
11	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For
12	Approve Remuneration Policy for 2021 of Chairman of the Management Board	Mgmt	For
13	Approve Remuneration Policy for 2021 of Management Board Members	Mgmt	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For
15	Approve Compensation of Thierry Morin, Chairman of the Supervisory Board	Mgmt	For
16	Approve Compensation of Xavier Martire, Chairman of the Management Board	Mgmt	For
17	Approve Compensation of Louis Guyot, Management Board Member	Mgmt	For
18	Approve Compensation of Matthieu Lecharny, Management Board Member	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Elis SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
19	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 800,000	Mgmt	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Worldline SA

Meeting Date: 05/20/2021

Country: France

Record Date: 05/18/2021

Meeting Type: Annual/Special

Ticker: WLN

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	Mgmt	For
4	Approve Transaction with SIX Group AG Re: Second Settlement Agreement and Lock-up Agreement	Mgmt	For
5	Approve Transaction with Deutscher Sparkassen Verlag GmbH Re: Amendment to the Business Combination Agreement	Mgmt	For
6	Reelect Agnes Audier as Director	Mgmt	For
7	Reelect Nazan Somer Ozelgin as Director	Mgmt	For
8	Reelect Danielle Lagarde as Director	Mgmt	For
9	Reelect Lorenz von Habsburg Lothringen as Director	Mgmt	For
10	Reelect Daniel Schmucki as Director	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Worldline SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
11	Renew Appointment of Johannes Dijsselhof as Censor	Mgmt	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For
13	Approve Compensation of Gilles Grapinet, Chairman and CEO	Mgmt	For
14	Approve Compensation of Marc-Henri Desportes, Vice-CEO	Mgmt	For
15	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
16	Approve Remuneration Policy of Vice-CEO	Mgmt	For
17	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
18	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	Mgmt	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights Up to 10 Percent of Issued Capital	Mgmt	Against
22	Approve Issuance of Equity or Equity-Linked Securities for Up to 10 Percent of Issued Capital Per Year for Private Placements	Mgmt	Against
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20-22	Mgmt	Against
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
25	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.5 Million	Mgmt	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Worldline SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
28	Authorize up to 1.40 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For
29	Authorize up to 0.50 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
30	Approve Acquisition of Worldline France SAS, its Valuation and Remuneration	Mgmt	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Croda International Plc

Meeting Date: 05/21/2021

Country: United Kingdom

Record Date: 05/19/2021

Meeting Type: Annual

Ticker: CRDA

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
4	Re-elect Roberto Cirillo as Director	Mgmt	For
5	Re-elect Jacqui Ferguson as Director	Mgmt	For
6	Re-elect Steve Foots as Director	Mgmt	For
7	Re-elect Anita Frew as Director	Mgmt	For
8	Re-elect Helena Ganczakowski as Director	Mgmt	For
9	Re-elect Keith Layden as Director	Mgmt	For
10	Re-elect Jez Maiden as Director	Mgmt	For
11	Re-elect John Ramsay as Director	Mgmt	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
14	Authorise UK Political Donations and Expenditure	Mgmt	Against
15	Authorise Issue of Equity	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Croda International Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For
20	Adopt New Articles of Association	Mgmt	For

Neoen SA

Meeting Date: 05/25/2021

Country: France

Record Date: 05/21/2021

Meeting Type: Annual/Special

Ticker: NEOEN

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 Absence of Dividends	Mgmt	For
4	Approve Compensation Report	Mgmt	For
5	Approve Compensation of Xavier Barbaro, Chairman and CEO	Mgmt	For
6	Approve Compensation of Romain Desrousseaux, Vice-CEO	Mgmt	For
7	Approve Remuneration Policy of Directors	Mgmt	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
9	Approve Remuneration Policy of Vice-CEO	Mgmt	For
10	Reelect Bpifrance Investissement as Director	Mgmt	For
11	Reelect Helen Lee Bouygues as Director	Mgmt	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Neoen SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Extraordinary Business	Mgmt	
13	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
14	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	Against
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
16	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Against
	Ordinary Business	Mgmt	
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Aalberts NV

Meeting Date: 05/27/2021

Country: Netherlands

Record Date: 04/29/2021

Meeting Type: Annual

Ticker: AALB

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Receive Annual Report	Mgmt	
3.a	Approve Remuneration Report	Mgmt	Against
3.b	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
4.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
4.b	Approve Dividends of EUR 0.60 Per Share	Mgmt	For
5	Approve Discharge of Management Board	Mgmt	For
6	Approve Discharge of Supervisory Board	Mgmt	For
7	Elect L. (Lieve) Declercq to Supervisory Board	Mgmt	For
8	Reelect A.R. (Arno) Moninx 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 AGENOR SRI MID CAP EUROPE

Aalberts NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
9	Adopt Revised Remuneration Policy for Management Board	Mgmt	For
10	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	Against
11	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Against
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
13	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For
14	Other Business (Non-Voting)	Mgmt	
15	Close Meeting	Mgmt	

Carl Zeiss Meditec AG

Meeting Date: 05/27/2021

Country: Germany

Record Date: 05/05/2021

Meeting Type: Annual

Ticker: AFX

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2019/20 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal Year 2019/20	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2019/20	Mgmt	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2020/21	Mgmt	For
6.1	Elect Peter Kameritsch to the Supervisory Board	Mgmt	Against
6.2	Elect Christian Mueller to the Supervisory Board	Mgmt	Against
6.3	Elect Torsten Reitze to the Supervisory Board	Mgmt	Against
7	Approve Remuneration Policy	Mgmt	For
8	Approve Remuneration of Supervisory Board	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Alten SA

Meeting Date: 05/28/2021

Country: France

Record Date: 05/26/2021

Meeting Type: Annual/Special

Ticker: ATE

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 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Renew Appointment of KPMG Audit as Auditor	Mgmt	For
6	Acknowledge End of Mandate of Salustro Reydel as Alternate Auditor and Decision Not to Replace	Mgmt	For
7	Renew Appointment of Grant Thornton as Auditor	Mgmt	For
8	Acknowledge End of Mandate of IGEC as Alternate Auditor and Decision Not to Replace	Mgmt	For
9	Reelect Simon Azoulay as Director	Mgmt	For
10	Reelect Alette Mardyks as Director	Mgmt	For
11	Ratify Appointment of Maryvonne Labeille as Director	Mgmt	For
12	Approve Remuneration Policy of Directors	Mgmt	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
14	Approve Remuneration Policy of Vice-CEOs	Mgmt	For
15	Approve Compensation Report	Mgmt	For
16	Approve Compensation of Simon Azoulay, Chairman and CEO	Mgmt	For
17	Approve Compensation of Gerald Attia, Vice-CEO	Mgmt	For
18	Approve Compensation of Pierre Marcel, Vice-CEO	Mgmt	For
19	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Alten SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Extraordinary Business	Mgmt	
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
21	Authorize Capitalization of Reserves of Up to 10 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 25 Percent of Issued Share Capital	Mgmt	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and with Binding Priority Rights, but Including for Public Exchange Offers, up to 10 Percent of Issued Share Capital	Mgmt	Against
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	Mgmt	Against
25	Approve Issuance of Equity-Linked Securities for up to 5 Percent of Issued Capital Per Year for Private Placements	Mgmt	Against
26	Approve Issuance of Equity for up to 5 Percent of Issued Capital Per Year for Private Placements	Mgmt	Against
27	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	Against
28	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 22-26 and 30	Mgmt	Against
29	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
30	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 23-26 and 29 at 10 Percent of Issued Share Capital	Mgmt	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
32	Authorize up to 0.92 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
33	Amend Articles 17 and 20 of Bylaws Re: Chairman, CEO, Vice-CEOs Age Limit	Mgmt	For
34	Amend Articles 17 and 20 of Bylaws to Comply with Legal Changes	Mgmt	For
35	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 AGENOR SRI MID CAP EUROPE

Nexi SpA

Meeting Date: 06/21/2021

Country: Italy

Record Date: 06/10/2021

Meeting Type: Extraordinary
Shareholders

Ticker: NEXI

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Extraordinary Business Approve Merger by Incorporation of SIA SpA into Nexi SpA	Mgmt	For

Coca-Cola HBC AG

Meeting Date: 06/22/2021

Country: Switzerland

Record Date: 06/18/2021

Meeting Type: Annual

Ticker: CCH

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2.1	Approve Allocation of Income	Mgmt	For
2.2	Approve Dividend from Reserves	Mgmt	For
3	Approve Discharge of Board and Senior Management	Mgmt	For
4.1.1	Re-elect Anastassis David as Director and as Board Chairman	Mgmt	For
4.1.2	Re-elect Zoran Bogdanovic as Director	Mgmt	For
4.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For
4.1.4	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Mgmt	Against
4.1.5	Re-elect Olusola David-Borha as Director	Mgmt	For
4.1.6	Re-elect William Douglas III as Director	Mgmt	For
4.1.7	Re-elect Anastasios Leventis as Director	Mgmt	For
4.1.8	Re-elect Christodoulos Leventis as Director	Mgmt	For
4.1.9	Re-elect Alexandra Papalexopoulou as Director	Mgmt	For
4.1.A	Re-elect Ryan Rudolph as Director	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Coca-Cola HBC AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
4.1.B	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Mgmt	For
4.2	Elect Bruno Pietracchi as Director	Mgmt	For
4.3	Elect Henrique Braun as Director	Mgmt	For
5	Designate Ines Poeschel as Independent Proxy	Mgmt	Against
6.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	Against
6.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	Against
7	Approve UK Remuneration Report	Mgmt	Against
8	Approve Remuneration Policy	Mgmt	For
9	Approve Swiss Remuneration Report	Mgmt	Against
10.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For
10.2	Approve Maximum Aggregate Amount of Remuneration for the Operating Committee	Mgmt	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For

Orpea SA

Meeting Date: 06/24/2021

Country: France

Record Date: 06/22/2021

Meeting Type: Annual/Special

Ticker: ORP

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 0.90 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Orpea SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
5	Ratify Appointment of Olivier Lecomte as Director	Mgmt	For
6	Reelect Bernadette Danet-Chevallier as Director	Mgmt	For
7	Reelect Olivier Lecomte as Director	Mgmt	For
8	Approve Amendment of Remuneration Policy for 2020 of Yves Le Masne, CEO	Mgmt	For
9	Approve Amendment of Remuneration Policy for 2018 of Jean-Claude Brdenk, Vice-CEO Until 31 December 2020	Mgmt	For
10	Approve Amendment of Remuneration Policy for 2019 of Jean-Claude Brdenk, Vice-CEO Until 31 December 2020	Mgmt	For
11	Approve Amendment of Remuneration Policy for 2020 of Jean-Claude Brdenk, Vice-CEO Until 31 December 2020	Mgmt	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For
13	Approve Compensation of Philippe Charrier, Chairman of the Board	Mgmt	For
14	Approve Compensation of Yves Le Masne, CEO	Mgmt	For
15	Approve Compensation of Jean-Claude Brdenk, Vice-CEO Until 31 December 2020	Mgmt	Against
16	Approve Remuneration Policy of Directors	Mgmt	For
17	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
18	Approve Remuneration Policy of CEO	Mgmt	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 40 Million	Mgmt	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8,078,915	Mgmt	Against
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8,078,915	Mgmt	Against

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Orpea SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23 and 25	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 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
28	Ratify Amendments of Bylaws to Comply with Legal Changes	Mgmt	For
29	Amend Article 24 and 25 of Bylaws Re: General Meetings	Mgmt	For
30	Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	Against
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Acciona SA

Meeting Date: 06/29/2021

Country: Spain

Record Date: 06/25/2021

Meeting Type: Annual

Ticker: ANA

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For
1.2	Approve Consolidated and Standalone Management Reports	Mgmt	For
1.3	Approve Discharge of Board	Mgmt	For
1.4	Approve Non-Financial Information Statement	Mgmt	For
1.5	Approve Sustainability Report	Mgmt	For
1.6	Approve Allocation of Income and Dividends	Mgmt	For
1.7	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For
2.1	Reelect Jose Manuel Entrecanales Domecq as Director	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Acciona SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
2.2	Reelect Juan Ignacio Entrecanales Franco as Director	Mgmt	For
2.3	Reelect Daniel Entrecanales Domecq as Director	Mgmt	For
2.4	Reelect Javier Entrecanales Franco as Director	Mgmt	For
2.5	Reelect Javier Sendagorta Gomez del Campillo as Director	Mgmt	For
2.6	Reelect Jose Maria Pacheco Guardiola as Director	Mgmt	For
2.7	Reelect Ana Saiz de Vicuna Bemberg as Director	Mgmt	For
2.8	Elect Maria Dolores Dancausa Trevino as Director	Mgmt	For
3.1	Authorize Share Repurchase Program	Mgmt	For
3.2	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For
4.1	Amend Articles Re: Corporate Purpose and Representation of Shares	Mgmt	For
4.2	Amend Article 18 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For
4.3	Amend Articles Re: Competences, Proxies, Adoption of Resolution, Minutes of Meetings and Certifications	Mgmt	For
4.4	Amend Article 31 Re: Board Term and Remuneration	Mgmt	For
4.5	Amend Articles Re: Board of Directors and Board Committees	Mgmt	For
4.6	Amend Articles Re: Annual Accounts	Mgmt	For
5.1	Amend Articles of General Meeting Regulations Re: Interpretation, Competences, Information Available for Shareholders, Information Subject to Request by Shareholders, Meeting Location and Request for Information	Mgmt	For
5.2	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For
6	Advisory Vote on Remuneration Report	Mgmt	For
7	Receive Amendments to Board of Directors Regulations	Mgmt	
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Adevinta ASA

Meeting Date: 06/29/2021

Country: Norway

Record Date:

Meeting Type: Annual

Ticker: ADE

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For
2	Elect Chairman of Meeting	Mgmt	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For
5	Approve Company's Corporate Governance Statement	Mgmt	For
6	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For
7	Approve Remuneration of Auditors	Mgmt	For
8a	Reelect Orla Noonan (Chairman) as Director	Mgmt	For
8b	Reelect Fernando Abril-Martorell Hernandez as Director	Mgmt	For
8c	Reelect Peter Brooks-Johnson as Director	Mgmt	For
8d	Reelect Sophie Javary as Director	Mgmt	For
8e	Reelect Kristin Skogen Lund as Director	Mgmt	For
8f	Elect Julia Jaekel as New Director	Mgmt	For
8g	Elect Michael Nilles as New Director	Mgmt	For
9	Approve Remuneration of Directors in the Amount of NOK 1.45 Million for Chairman and NOK 750,000 for the Other Directors; Approve Committee Fees	Mgmt	For
10	Elect Ole E. Dahl as Member of Nominating Committee	Mgmt	For
11	Approve Remuneration of Nominating Committee	Mgmt	For
12	Approve Creation of NOK 24.5 Million Pool of Capital without Preemptive Rights	Mgmt	Against
13	Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 7.5 Billion; Approve Creation of NOK 24.5 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	Against

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Adevinta ASA

Proposal Number	Proposal Text	Proponent	Vote Instruction
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For
15	Amend eBay Classified Closing Articles Re: Shareholder Rights	Mgmt	For

Scout24 AG

Meeting Date: 07/08/2021

Country: Germany

Record Date:

Meeting Type: Annual

Ticker: G24

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 0.70 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
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For
6	Approve Remuneration Policy	Mgmt	For
7	Approve Remuneration of Supervisory Board	Mgmt	For
8	Change of Corporate Form to Societas Europaea (SE)	Mgmt	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For

Halma Plc

Meeting Date: 07/22/2021

Country: United Kingdom

Record Date: 07/20/2021

Meeting Type: Annual

Ticker: HLMA

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Halma 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	For
4	Approve Remuneration Policy	Mgmt	For
5	Elect Dame Louise Makin as Director	Mgmt	For
6	Elect Dharmash Mistry as Director	Mgmt	For
7	Re-elect Carole Cran as Director	Mgmt	For
8	Re-elect Jo Harlow as Director	Mgmt	For
9	Re-elect Tony Rice as Director	Mgmt	For
10	Re-elect Marc Ronchetti as Director	Mgmt	For
11	Re-elect Roy Twite as Director	Mgmt	For
12	Re-elect Jennifer Ward as Director	Mgmt	For
13	Re-elect Andrew Williams as Director	Mgmt	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
16	Authorise Issue of Equity	Mgmt	For
17	Authorise UK Political Donations and Expenditure	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

Elekt AB

Meeting Date: 08/25/2021

Country: Sweden

Record Date: 08/17/2021

Meeting Type: Annual

Ticker: EKTA.B

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Elektá AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Management Proposals	Mgmt	
1	Open Meeting	Mgmt	
2	Open Meeting	Mgmt	
2	Elect Chairman of Meeting	Mgmt	For
3	Prepare and Approve List of Shareholders	Mgmt	For
4	Approve Agenda of Meeting	Mgmt	For
5.1	Designate Per Colleen as Inspector of Minutes of Meeting	Mgmt	For
5.2	Designate Filippa Gerstadt as Inspector of Minutes of Meeting	Mgmt	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For
7	Receive Financial Statements and Statutory Reports	Mgmt	
8	Accept Financial Statements and Statutory Reports	Mgmt	For
9	Approve Allocation of Income and Dividends of SEK 2.20 Per Share	Mgmt	For
10.1	Approve Discharge of Board Member and Chair Laurent Leksell	Mgmt	For
10.2	Approve Discharge of Board Member Caroline Leksell Cooke	Mgmt	For
10.3	Approve Discharge of Board Member Johan Malmquist	Mgmt	For
10.4	Approve Discharge of Board Member Wolfgang Reim	Mgmt	For
10.5	Approve Discharge of Board Member Jan Secher	Mgmt	For
10.6	Approve Discharge of Board Member Birgitta Stymne Goransson	Mgmt	For
10.7	Approve Discharge of Board Member Cecilia Wikstrom	Mgmt	For
10.8	Approve Discharge of President and CEO Gustaf Salford	Mgmt	For
10.9	Approve Discharge of Former President and CEO Richard Hausmann	Mgmt	For
11.1	Determine Number of Members (7) of Board	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Elekta AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
11.2	Determine Number Deputy Members (0) of Board	Mgmt	For
12.1	Approve Remuneration of Directors in the Aggregate Amount of SEK 5.04 Million	Mgmt	For
12.2	Approve Remuneration of Auditors	Mgmt	For
13.1	Reelect Laurent Leksell as Director	Mgmt	For
13.2	Reelect Caroline Leksell Cooke as Director	Mgmt	For
13.3	Reelect Johan Malmquist as Director	Mgmt	Against
13.4	Reelect Wolfgang Reim as Director	Mgmt	For
13.5	Reelect Jan Secher as Director	Mgmt	For
13.6	Reelect Birgitta Stymne Goransson as Director	Mgmt	Against
13.7	Reelect Cecilia Wikstrom as Director	Mgmt	For
13.8	Reelect Laurent Leksell as Board Chair	Mgmt	For
14	Ratify Ernst & Young as Auditors	Mgmt	For
15	Approve Remuneration Report	Mgmt	For
16.a	Approve Performance Share Plan 2021	Mgmt	For
16.b	Approve Equity Plan Financing	Mgmt	For
17	Approve Equity Plan Financing of 2019, 2020 and 2021 Performance Share Plans	Mgmt	For
18.a	Authorize Share Repurchase Program	Mgmt	For
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For
19	Authorize Contribution in Order to Establish Philanthropic Foundation	Mgmt	For
	Shareholder Proposal Submitted by Thorwald Arvidsson	Mgmt	
20	Amend Articles	SH	Against
	Management Proposal	Mgmt	
21	Close Meeting	Mgmt	

SimCorp A/S

Meeting Date: 09/13/2021

Country: Denmark

Record Date: 09/06/2021

Meeting Type: Extraordinary Shareholders

Ticker: SIM

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

SimCorp A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For
2	Other Business	Mgmt	

Smiths Group Plc

Meeting Date: 09/17/2021

Country: United Kingdom

Record Date: 09/15/2021

Meeting Type: Special

Ticker: SMIN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve the Sale of Smiths Medical 2020 Limited to Trulli Bidco Limited Pursuant to the Sale and Purchase Agreement	Mgmt	For
2	Approve Share Buyback Programme	Mgmt	For

Aalberts NV

Meeting Date: 09/30/2021

Country: Netherlands

Record Date: 09/02/2021

Meeting Type: Extraordinary Shareholders

Ticker: AALB

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Elect P.A.M. (Peter) van Bommel to Supervisory Board	Mgmt	For
3	Other Business (Non-Voting)	Mgmt	
4	Close Meeting	Mgmt	

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

DiaSorin SpA

Meeting Date: 10/04/2021

Country: Italy

Record Date: 09/23/2021

Meeting Type: Extraordinary
Shareholders

Ticker: DIA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Extraordinary Business	Mgmt	
1	Authorize the Conversion of Bonds "EUR 500,000,000 Zero Coupon Equity Linked Bonds due 2028" and Approve Capital Increase without Preemptive Rights to Service the Conversion of Bonds	Mgmt	For

Nexi SpA

Meeting Date: 10/15/2021

Country: Italy

Record Date: 10/06/2021

Meeting Type: Extraordinary
Shareholders

Ticker: NEXI

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Extraordinary Business	Mgmt	
	Management Proposal	Mgmt	
1	Authorize the Conversion of Bonds "EUR 1,000,000,000 Zero Coupon Equity Linked Bonds due 2028" and Approve Capital Increase without Preemptive Rights to Service the Conversion of Bonds	Mgmt	For
	Ordinary Business	Mgmt	
	Shareholder Proposal Submitted by CDP Equity SpA, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, and Eagle (AIBC) & CY SCA	Mgmt	
1	Appoint Eugenio Pinto as Internal Statutory Auditor and Appoint Serena Gatteschi and Emiliano Ribacchi as Alternate Internal Statutory Auditors	SH	For
	Management Proposal	Mgmt	
2	Approve Retention Plan Nets 2 - Cash Incentive Plan for NETS MEP Non Joiners	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Dechra Pharmaceuticals PLC

Meeting Date: 10/21/2021

Country: United Kingdom

Record Date: 10/19/2021

Meeting Type: Annual

Ticker: DPH

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	
2	Approve Remuneration Report	Mgmt	
3	Approve Final Dividend	Mgmt	
4	Elect Denise Goode as Director	Mgmt	
5	Re-elect William Rice as Director	Mgmt	
6	Re-elect Ian Page as Director	Mgmt	
7	Re-elect Anthony Griffin as Director	Mgmt	
8	Re-elect Paul Sandland as Director	Mgmt	
9	Re-elect Lisa Bright as Director	Mgmt	
10	Re-elect Julian Heslop as Director	Mgmt	
11	Re-elect Ishbel Macpherson as Director	Mgmt	
12	Re-elect Lawson Macartney as Director	Mgmt	
13	Re-elect Alison Platt as Director	Mgmt	
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	
16	Authorise Issue of Equity	Mgmt	
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	
19	Authorise Market Purchase of Ordinary Shares	Mgmt	
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	
21	Approve Deferred Bonus Plan	Mgmt	

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Smiths Group Plc

Meeting Date: 11/17/2021

Country: United Kingdom

Record Date: 11/15/2021

Meeting Type: Annual

Ticker: SMIN

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	Approve Final Dividend	Mgmt	For
5	Elect Paul Keel as Director	Mgmt	For
6	Re-elect Sir George Buckley as Director	Mgmt	For
7	Re-elect Pam Cheng as Director	Mgmt	For
8	Re-elect Dame Ann Dowling as Director	Mgmt	For
9	Re-elect Tanya Fratto as Director	Mgmt	For
10	Re-elect Karin Hoeing as Director	Mgmt	For
11	Re-elect William Seeger as Director	Mgmt	For
12	Re-elect Mark Seligman as Director	Mgmt	For
13	Re-elect John Shipsey as Director	Mgmt	For
14	Re-elect Noel Tata as Director	Mgmt	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For
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
22	Authorise UK Political Donations and Expenditure	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Smiths Group Plc

Meeting Date: 11/17/2021

Country: United Kingdom

Record Date: 11/15/2021

Meeting Type: Special

Ticker: SMIN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Sale of Smiths Medical 2020 Limited	Mgmt	For
2	Authorise Market Purchase of Ordinary Shares	Mgmt	For

Chr. Hansen Holding A/S

Meeting Date: 11/24/2021

Country: Denmark

Record Date: 11/17/2021

Meeting Type: Annual

Ticker: CHR

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Board Report	Mgmt	
2	Accept Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of DKK 6.54 Per Share	Mgmt	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For
5	Approve Remuneration of Directors in the Amount of DKK 1.3 Million for Chair, DKK 840,000 for Vice-Chair and DKK 420,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For
6	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For
7a	Reelect Dominique Reiniche (Chair) as Director	Mgmt	For
7b.a	Reelect Jesper Brandgaard as Director	Mgmt	For
7b.b	Reelect Luis Cantarell as Director	Mgmt	For
7b.c	Reelect Lise Kaae as Director	Mgmt	For
7b.d	Reelect Heidi Kleinbach-Sauter as Director	Mgmt	For
7b.e	Reelect Kevin Lane as Director	Mgmt	For
7b.f	Reelect Lillie Li Valeur as Director	Mgmt	For

Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER AGENOR SRI MID CAP EUROPE

Chr. Hansen Holding A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Reelect PricewaterhouseCoopers as Auditor	Mgmt	Abstain
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For



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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