



**ECHIQUIER ARTY SRI**

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**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 Arty SRI** 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**

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## 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 Arty SRI** 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 ARTY SRI

### Becton, Dickinson and Company

**Meeting Date:** 01/26/2021      **Country:** USA  
**Record Date:** 12/07/2020      **Meeting Type:** Annual      **Ticker:** BDX

| Proposal Number | Proposal Text   | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 1a              | Elect Director Catherine M. Burzik                                  | Mgmt      | For              |
| 1b              | Elect Director R. Andrew Eckert                                     | Mgmt      | For              |
| 1c              | Elect Director Vincent A. Forlenza                                  | Mgmt      | For              |
| 1d              | Elect Director Claire M. Fraser                                     | Mgmt      | For              |
| 1e              | Elect Director Jeffrey W. Henderson                                 | Mgmt      | For              |
| 1f              | Elect Director Christopher Jones                                    | Mgmt      | For              |
| 1g              | Elect Director Marshall O. Larsen                                   | Mgmt      | Against          |
| 1h              | Elect Director David F. Melcher                                     | Mgmt      | For              |
| 1i              | Elect Director Thomas E. Polen                                      | Mgmt      | For              |
| 1j              | Elect Director Claire Pomeroy                                       | Mgmt      | For              |
| 1k              | Elect Director Rebecca W. Rimel                                     | Mgmt      | For              |
| 1l              | Elect Director Timothy M. Ring                                      | Mgmt      | For              |
| 1m              | Elect Director Bertram L. Scott                                     | Mgmt      | Against          |
| 2               | Ratify Ernst & Young LLP as Auditors                                | Mgmt      | Against          |
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation      | Mgmt      | Against          |
| 4               | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH        | 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              |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Accenture plc

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

### Infineon Technologies AG

**Meeting Date:** 02/25/2021      **Country:** Germany  
**Record Date:**                      **Meeting Type:** Annual                      **Ticker:** IFX

| 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              |

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

## Infineon Technologies AG

| Proposal Number | Proposal Text   | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 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              |
| 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              |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Infineon Technologies AG

| Proposal Number | Proposal Text   | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 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              |

### Edenred SA

**Meeting Date:** 03/18/2021      **Country:** France  
**Record Date:** 03/18/2021      **Meeting Type:** Bondholder      **Ticker:** EDEN

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
|                 | Meeting for Holders of Bonds Issued on March 2015 (ISIN: FR0012599892) | Mgmt      |                  |
| 1               | Approve Change of Corporate Form to Societe Europeenne (SE)            | Mgmt      | For              |
| 2               | Receive Documents Related to the Meeting                               | Mgmt      | For              |
| 3               | 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 ARTY SRI

### 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              |

### 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          |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Novo Nordisk A/S

| Proposal Number | Proposal Text   | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 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              |
| 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      |                  |

### Deutsche Telekom AG

Meeting Date: 04/01/2021

Country: Germany

Record Date:

Meeting Type: Annual

Ticker: DTE



## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

## Deutsche Telekom AG

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
|                 | Management Proposals   | Mgmt      |                  |
| 1               | Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)   | Mgmt      |                  |
| 2               | Approve Allocation of Income and Dividends of EUR 0.60 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              |
| 5.1             | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021  | Mgmt      | Against          |
| 5.2             | Ratify PricewaterhouseCoopers GmbH as Auditors for the 2021 Interim Financial Statements                                       | Mgmt      | Against          |
| 5.3             | Ratify PricewaterhouseCoopers GmbH as Auditors for the First Quarter of Fiscal Year 2021                                       | Mgmt      | Against          |
| 5.4             | Ratify PricewaterhouseCoopers GmbH as Auditors for the Third Quarter of Fiscal Year 2021 and First Quarter of Fiscal Year 2022 | Mgmt      | Against          |
| 6               | Elect Helga Jung to the Supervisory Board  | Mgmt      | For              |
| 7               | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares  | Mgmt      | For              |
| 8               | Authorize Use of Financial Derivatives when Repurchasing Shares  | Mgmt      | For              |
| 9               | Approve Remuneration Policy  | Mgmt      | Against          |
| 10              | Approve Remuneration of Supervisory Board  | Mgmt      | For              |
|                 | Shareholder Proposal Submitted by Deutsche Schutzvereinigung fuer Wertpapierbesitz e.V. (DSW)                                  | Mgmt      |                  |
| 11              | Amend Articles Re: Shareholders' Right to Participation during the Virtual Meeting   | SH        | For              |

## EDP Renovaveis SA

Meeting Date: 04/12/2021

Country: Spain

Record Date: 04/01/2021

Meeting Type: Annual

Ticker: EDPR

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

## EDP Renovaveis SA

| 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 Sarmento 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              |
| 11              | 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 ARTY SRI

### Stellantis NV

**Meeting Date:** 04/15/2021      **Country:** Netherlands  
**Record Date:** 03/18/2021      **Meeting Type:** Annual      **Ticker:** STLA

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
|                 | Annual Meeting Agenda  | Mgmt      |                  |
| 1               | Open Meeting   | Mgmt      |                  |
| 2.a             | Receive Report of Management Board (Non-Voting)  | Mgmt      |                  |
| 2.b             | Receive Explanation on Company's Reserves and Dividend Policy  | Mgmt      |                  |
| 2.c             | Approve Remuneration Report  | Mgmt      | Against          |
| 2.d             | Adopt Financial Statements and Statutory Reports   | Mgmt      | For              |
| 2.e             | Approve Capital Distribution of EUR 0.32 per Share   | Mgmt      | For              |
| 2.f             | Approve Discharge of Directors   | Mgmt      | For              |
| 3               | Ratify Ernst & Young Accountants LLP as Auditors   | Mgmt      | For              |
| 4.a             | Amend Remuneration Policy  | Mgmt      | For              |
| 4.b             | Approve Equity Incentive Plan and Grant Board Authority to Issue Shares and Exclude Preemptive Rights in Connection with Equity Incentive Plan | Mgmt      | Against          |
| 5               | Authorize Repurchase of Up to 10 Percent of Issued Share Capital   | Mgmt      | For              |
| 6               | Approve Cancellation of Class B Special Voting Shares  | Mgmt      | For              |
| 7               | Close Meeting  | Mgmt      |                  |

### Svenska Cellulosa AB

**Meeting Date:** 04/15/2021      **Country:** Sweden  
**Record Date:** 04/07/2021      **Meeting Type:** Annual      **Ticker:** SCA.B

| Proposal Number | Proposal Text                           | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 1               | Open Meeting; Elect Chairman of Meeting | Mgmt      | For              |

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

## Svenska Cellulosa AB

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 2.1             | Designate Madeleine Wallmark 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               | Acknowledge Proper Convening of Meeting                              | Mgmt      | For              |
| 5               | Approve Agenda 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 Per Share        | Mgmt      | For              |
| 7c1             | Approve Discharge of Charlotte Bengtsson                             | Mgmt      | For              |
| 7c2             | Approve Discharge of Par Boman                                       | Mgmt      | For              |
| 7c3             | Approve Discharge of Lennart Evrell                                  | Mgmt      | For              |
| 7c4             | Approve Discharge of Annemarie Gardshol                              | Mgmt      | For              |
| 7c5             | Approve Discharge of Ulf Larsson (as Board Member)                   | Mgmt      | For              |
| 7c6             | Approve Discharge of Martin Lindqvist                                | Mgmt      | For              |
| 7c7             | Approve Discharge of Lotta Lyra                                      | Mgmt      | For              |
| 7c8             | Approve Discharge of Bert Nordberg                                   | Mgmt      | For              |
| 7c9             | Approve Discharge of Anders Sundstrom                                | Mgmt      | For              |
| 7c10            | Approve Discharge of Barbara M. Thoralfsson                          | Mgmt      | For              |
| 7c11            | Approve Discharge of Employee Representative Roger Bostrom           | Mgmt      | For              |
| 7c12            | Approve Discharge of Employee Representative Hans Wentjav            | Mgmt      | For              |
| 7c13            | Approve Discharge of Employee Representative Johanna Viklund Linden  | Mgmt      | For              |
| 7c14            | Approve Discharge of Deputy Employee Representative Per Andersson    | Mgmt      | For              |
| 7c15            | Approve Discharge of Deputy Employee Representative Maria Jonsson    | Mgmt      | For              |
| 7c16            | Approve Discharge of Deputy Employee Representative Stefan Lundkvist | Mgmt      | For              |
| 7c17            | Approve Discharge of Ulf Larsson (as CEO)                            | Mgmt      | For              |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Svenska Cellulosa AB

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 8               | Determine Number of Directors (10) and Deputy Directors (0) of Board   | Mgmt      | For              |
| 9               | Determine Number of Auditors (1) and Deputy Auditors (0)   | Mgmt      | For              |
| 10.1            | Approve Remuneration of Directors in the Amount of SEK 1.9 Million for Chairman and SEK 650,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt      | For              |
| 10.2            | Approve Remuneration of Auditors   | Mgmt      | For              |
| 11.1            | Reelect Charlotte Bengtsson as Director  | Mgmt      | For              |
| 11.2            | Reelect Par Boman as Director  | Mgmt      | Against          |
| 11.3            | Reelect Lennart Evrell as Director   | Mgmt      | For              |
| 11.4            | Reelect Annemarie Gardshol as Director   | Mgmt      | For              |
| 11.5            | Reelect Ulf Larsson as Director  | Mgmt      | For              |
| 11.6            | Reelect Martin Lindqvist as Director   | Mgmt      | For              |
| 11.7            | Reelect Bert Nordberg as Director  | Mgmt      | For              |
| 11.8            | Reelect Anders Sundstrom as Director   | Mgmt      | For              |
| 11.9            | Reelect Barbara Thoralfsson as Director  | Mgmt      | Against          |
| 11.10           | Elect Carina Hakansson as New Director   | Mgmt      | For              |
| 12              | Reelect Par Boman as Board Chairman  | Mgmt      | Against          |
| 13              | Ratify Ernst & Young as Auditors   | Mgmt      | For              |
| 14              | Approve Remuneration Report  | Mgmt      | For              |
| 15              | Amend Articles Re: Powers of Attorneys and Postal Ballots; Editorial Changes   | Mgmt      | For              |
| 16              | Close Meeting  | Mgmt      |                  |

### Covestro AG

**Meeting Date:** 04/16/2021      **Country:** Germany  
**Record Date:** 03/25/2021      **Meeting Type:** Annual      **Ticker:** 1COV

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 1               | Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting) | Mgmt      |                  |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Covestro AG

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 2               | Approve Allocation of Income and Dividends of EUR 1.30 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               | Elect Lise Kingo to the Supervisory Board  | Mgmt      | For              |
| 7               | Approve Creation of EUR 58 Million Pool of Capital with Partial Exclusion of Preemptive Rights | Mgmt      | Against          |
| 8               | Approve Remuneration Policy  | Mgmt      | For              |
| 9               | Approve Remuneration of Supervisory Board  | Mgmt      | For              |

### Adobe Inc.

**Meeting Date:** 04/20/2021      **Country:** USA  
**Record Date:** 02/22/2021      **Meeting Type:** Annual      **Ticker:** ADBE

| Proposal Number | Proposal Text                    | Proponent | Vote Instruction |
|-----------------|----------------------------------|-----------|------------------|
| 1a              | Elect Director Amy Banse         | Mgmt      | For              |
| 1b              | Elect Director Melanie Boulden   | Mgmt      | For              |
| 1c              | Elect Director Frank Calderoni   | Mgmt      | For              |
| 1d              | Elect Director James Daley       | Mgmt      | Against          |
| 1e              | Elect Director Laura Desmond     | Mgmt      | For              |
| 1f              | Elect Director Shantanu Narayen  | Mgmt      | For              |
| 1g              | Elect Director Kathleen Oberg    | Mgmt      | For              |
| 1h              | Elect Director Dheeraj Pandey    | Mgmt      | For              |
| 1i              | Elect Director David Ricks       | Mgmt      | For              |
| 1j              | Elect Director Daniel Rosensweig | Mgmt      | Against          |
| 1k              | Elect Director John Warnock      | Mgmt      | For              |
| 2               | Amend Omnibus Stock Plan         | Mgmt      | For              |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Adobe Inc.

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 3               | Ratify KPMG LLP as Auditors                                    | Mgmt      | Against          |
| 4               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For              |

### Kering SA

**Meeting Date:** 04/22/2021      **Country:** France  
**Record Date:** 04/20/2021      **Meeting Type:** Annual/Special      **Ticker:** KER

| 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 8 per Share                | Mgmt      | For              |
| 4               | Reelect Francois-Henri Pinault as Director                                   | Mgmt      | For              |
| 5               | Reelect Jean-Francois Palus as Director                                      | Mgmt      | For              |
| 6               | Reelect Financiere Pinault as Director                                       | Mgmt      | For              |
| 7               | Reelect Baudouin Prot as Director  | Mgmt      | For              |
| 8               | Approve Compensation of Corporate Officers                                   | Mgmt      | For              |
| 9               | Approve Compensation of Francois-Henri Pinault, Chairman and CEO             | Mgmt      | For              |
| 10              | Approve Compensation of Jean-Francois Palus, Vice-CEO                        | Mgmt      | For              |
| 11              | Approve Remuneration Policy of Executive Corporate Officers                  | Mgmt      | For              |
| 12              | Approve Remuneration Policy of Corporate Officers                            | Mgmt      | For              |
| 13              | Approve Remuneration of Directors in the Aggregate Amount of EUR 1.4 Million | Mgmt      | For              |
| 14              | Authorize Repurchase of Up to 10 Percent of Issued Share Capital             | Mgmt      | For              |
|                 | Extraordinary Business   | Mgmt      |                  |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Kering SA

| Proposal Number | Proposal Text   | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 15              | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares  | Mgmt      | For              |
| 16              | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million   | Mgmt      | For              |
| 17              | Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value  | Mgmt      | For              |
| 18              | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million   | Mgmt      | Against          |
| 19              | Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million | Mgmt      | Against          |
| 20              | Authorize Board to Set Issue Price for 5 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 18 and 19                     | Mgmt      | Against          |
| 21              | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 18 and 19                         | Mgmt      | Against          |
| 22              | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind  | Mgmt      | Against          |
| 23              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans  | Mgmt      | For              |
| 24              | Authorize Filing of Required Documents/Other Formalities  | Mgmt      | For              |

### 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              |



## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Moncler SpA

| Proposal Number | Proposal Text   | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 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          |

### 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              |
| 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              |

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

### RELX Plc

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 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              |

### Tele2 AB

Meeting Date: 04/22/2021

Country: Sweden

Record Date: 04/14/2021

Meeting Type: Annual

Ticker: TEL2.B

| 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              |

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

## Tele2 AB

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 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              |
| 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              |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Tele2 AB

| Proposal Number | Proposal Text   | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 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          |
| 20              | Close Meeting   | Mgmt      |                  |

### Sandvik Aktiebolag

**Meeting Date:** 04/27/2021      **Country:** Sweden  
**Record Date:** 04/19/2021      **Meeting Type:** Annual      **Ticker:** SAND

| Proposal Number | Proposal Text   | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 1               | Elect Chairman of Meeting                                     | Mgmt      | For              |
| 2.A             | Designate Ann Grevelius as Inspector of Minutes of Meeting    | Mgmt      | For              |
| 2.B             | 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              |

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

## Sandvik Aktiebolag

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 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              |
| 8.1             | Approve Discharge of Board Chairman Johan Molin  | Mgmt      | For              |
| 8.2             | Approve Discharge of Board Member Jennifer Allerton  | Mgmt      | For              |
| 8.3             | Approve Discharge of Board Member Claes Boustedt   | Mgmt      | For              |
| 8.4             | Approve Discharge of Board Member Marika Fredriksson   | Mgmt      | For              |
| 8.5             | Approve Discharge of Board Member Johan Karlstrom  | Mgmt      | For              |
| 8.6             | Approve Discharge of Board Member Helena Stjernholm  | Mgmt      | For              |
| 8.7             | Approve Discharge of Board Member Lars Westerberg  | Mgmt      | For              |
| 8.8             | Approve Discharge of Board Member and CEO Stefan Widing  | Mgmt      | For              |
| 8.9             | Approve Discharge of Board Member Kai Warn   | Mgmt      | For              |
| 8.10            | Approve Discharge of Employee Representative Tomas Karnstrom   | Mgmt      | For              |
| 8.11            | Approve Discharge of Employee Representative Thomas Lilja  | Mgmt      | For              |
| 8.12            | Approve Discharge of Deputy Employee Representative Thomas Andersson   | Mgmt      | For              |
| 8.13            | Approve Discharge of Deputy Employee Representative Mats Lundberg  | Mgmt      | For              |
| 8.14            | Approve Discharge of Former Board Member and CEO Bjorn Rosengren   | Mgmt      | For              |
| 9               | Approve Allocation of Income and Dividends of SEK 6.5 Per Share  | Mgmt      | For              |
| 10              | Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors  | Mgmt      | For              |
| 11              | Approve Remuneration of Directors in the Amount of SEK 2.6 Million for Chairman and SEK 710,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor | Mgmt      | For              |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Sandvik Aktiebolag

| Proposal Number | Proposal Text   | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 12.1            | Elect Andreas Nordbrandt as New Director  | Mgmt      | For              |
| 12.2            | Reelect Jennifer Allerton as Director   | Mgmt      | For              |
| 12.3            | Reelect Claes Boustedt as Director  | Mgmt      | Against          |
| 12.4            | Reelect Marika Fredriksson as Director  | Mgmt      | Against          |
| 12.5            | Reelect Johan Molin as Director   | Mgmt      | For              |
| 12.6            | Reelect Helena Stjernholm as Director   | Mgmt      | Against          |
| 12.7            | Reelect Stefan Widing as Director   | Mgmt      | For              |
| 12.8            | Reelect Kai Warn as Director  | Mgmt      | For              |
| 13              | Reelect Johan Molin as Chairman of the Board  | Mgmt      | For              |
| 14              | Ratify PricewaterhouseCoopers as Auditors   | Mgmt      | For              |
| 15              | Approve Remuneration Report   | Mgmt      | For              |
| 16              | Approve Performance Share Matching Plan for Key Employees   | Mgmt      | Against          |
| 17              | Authorize Share Repurchase Program  | Mgmt      | For              |
| 18              | Amend Articles Re: Editorial Changes to Article 1; Participation at General Meeting; Postal Voting; Share Registrar | Mgmt      | For              |

### Anheuser-Busch InBev SA/NV

**Meeting Date:** 04/28/2021      **Country:** Belgium  
**Record Date:** 04/14/2021      **Meeting Type:** Annual/Special      **Ticker:** ABI

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
|                 | Annual/Special Meeting   | Mgmt      |                  |
|                 | Special Meeting Agenda   | Mgmt      |                  |
| A1              | Authorize Repurchase of Up to 20 Percent of Issued Share Capital | Mgmt      | Against          |
|                 | Annual Meeting Agenda  | Mgmt      |                  |
| B2              | Receive Directors' Reports (Non-Voting)                          | Mgmt      |                  |
| B3              | Receive Auditors' Reports (Non-Voting)                           | Mgmt      |                  |

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

### Anheuser-Busch InBev SA/NV

| Proposal Number | Proposal Text   | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| B4              | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)                                    | Mgmt      |                  |
| B5              | Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.50 per Share                         | Mgmt      | For              |
| B6              | Approve Discharge of Directors  | Mgmt      | For              |
| B7              | Approve Discharge of Auditors   | Mgmt      | For              |
| B8a             | Reelect Martin J. Barrington as Director  | Mgmt      | Against          |
| B8b             | Reelect William F. Gifford, Jr. as Director   | Mgmt      | Against          |
| B8c             | Reelect Alejandro Santo Domingo Davila as Director  | Mgmt      | Against          |
| B9              | Approve Remuneration policy   | Mgmt      | Against          |
| B10             | Approve Remuneration Report   | Mgmt      | Against          |
| B11             | Approve Change-of-Control Clause Re: Revolving Credit and Swingline Facilities Agreement                        | Mgmt      | For              |
| C12             | Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry | 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

| 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              |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### London Stock Exchange Group Plc

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 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              |

### 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 ARTY SRI

## 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 ARTY SRI

### Danone SA

**Meeting Date:** 04/29/2021

**Country:** France

**Record Date:** 04/27/2021

**Meeting Type:** Annual/Special

**Ticker:** BN

| 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 1.94 per Share  | Mgmt      | For              |
| 4               | Reelect Guido Barilla as Director   | Mgmt      | For              |
| 5               | Reelect Cecile Cabanis as Director  | Mgmt      | Against          |
| 6               | Reelect Michel Landel as Director   | Mgmt      | For              |
| 7               | Reelect Serpil Timuray as Director  | Mgmt      | For              |
| 8               | Ratify Appointment of Gilles Schnepp as Director  | Mgmt      | For              |
| 9               | Approve Auditors' Special Report on Related-Party Transactions  | Mgmt      | For              |
| 10              | Approve Compensation Report of Corporate Officers   | Mgmt      | For              |
| 11              | Approve Compensation of Emmanuel Faber, Chairman and CEO  | Mgmt      | For              |
| 12              | Approve Remuneration Policy of Corporate Officers   | Mgmt      | For              |
| 13              | Approve Remuneration of Directors Aggregate Amount of EUR 1.25 Million  | Mgmt      | For              |
| 14              | Approve Remuneration Policy of Directors  | Mgmt      | For              |
| 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 60 Million                                | Mgmt      | For              |
| 17              | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 17 Million | Mgmt      | For              |

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

### Danone SA

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 18              | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above  | Mgmt      | For              |
| 19              | Authorize Capital Increase of Up to EUR 17 Million for Future Exchange Offers  | Mgmt      | Against          |
| 20              | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind   | Mgmt      | Against          |
| 21              | Authorize Capitalization of Reserves of Up to EUR 43 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 up to 0.2 Percent of Issued Capital for Use in Restricted Stock Plans  | Mgmt      | For              |
| 25              | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares   | Mgmt      | For              |
|                 | Ordinary Business  | Mgmt      |                  |
| 26              | Authorize Filing of Required Documents/Other Formalities   | Mgmt      | For              |
| 27              | Approve Remuneration Policy of Executive Corporate Officers  | Mgmt      | For              |
| 28              | Approve Compensation Report of Emmanuel Faber, Chairman and CEO Until 14 March 2021  | Mgmt      | For              |
|                 | Shareholder Proposals  | Mgmt      |                  |
| 29              | Request Directors to Present to Shareholders the Following: Strategic Vision for the Group; Position on Corporate Purpose; Approach to Environmental Matters; Opinion on Company's Governance Organization | SH        |                  |

### Air Liquide SA

**Meeting Date:** 05/04/2021

**Country:** France

**Record Date:** 04/30/2021

**Meeting Type:** Annual/Special

**Ticker:** AI

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

## Air Liquide 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 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              |
| 17              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans   | Mgmt      | For              |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Air Liquide SA

| Proposal Number | Proposal Text   | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 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              |

### Stryker Corporation

Meeting Date: 05/05/2021      Country: USA  
Record Date: 03/08/2021      Meeting Type: Annual      Ticker: SYK

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 1a              | Elect Director Mary K. Brainerd                                | Mgmt      | For              |
| 1b              | Elect Director Giovanni Caforio                                | Mgmt      | For              |
| 1c              | Elect Director Srikant M. Datar                                | Mgmt      | Against          |
| 1d              | Elect Director Allan C. Golston                                | Mgmt      | For              |
| 1e              | Elect Director Kevin A. Lobo                                   | Mgmt      | For              |
| 1f              | Elect Director Sherilyn S. McCoy                               | Mgmt      | Against          |
| 1g              | Elect Director Andrew K. Silvernail                            | Mgmt      | Against          |
| 1h              | Elect Director Lisa M. Skeete Tatum                            | Mgmt      | For              |
| 1i              | Elect Director Ronda E. Stryker                                | Mgmt      | Against          |
| 1j              | Elect Director Rajeev Suri                                     | Mgmt      | For              |
| 2               | Ratify Ernst & Young LLP as Auditors                           | Mgmt      | Against          |
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For              |
| 4               | Report on Workforce Involvement in Corporate Governance        | SH        | For              |
| 5               | Provide Right to Call A Special Meeting                        | SH        | For              |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### 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              |
| 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      |                  |

### 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              |

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

## AstraZeneca Plc

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 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              |
| 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          |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### AstraZeneca Plc

**Meeting Date:** 05/11/2021      **Country:** United Kingdom  
**Record Date:** 05/07/2021      **Meeting Type:** Special      **Ticker:** AZN

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

### Credit Agricole SA

**Meeting Date:** 05/12/2021      **Country:** France  
**Record Date:** 05/10/2021      **Meeting Type:** Annual/Special      **Ticker:** ACA

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
|                 | Extraordinary Business   | Mgmt      |                  |
| 1               | Amend Articles 7 and 30 of Bylaws Re: Stock Dividend Program                           | Mgmt      | For              |
|                 | Ordinary Business  | Mgmt      |                  |
| 2               | Approve Financial Statements and Statutory Reports                                     | Mgmt      | For              |
| 3               | Approve Consolidated Financial Statements and Statutory Reports                        | Mgmt      | For              |
| 4               | Approve Allocation of Income and Dividends of EUR 0.80 per Share                       | Mgmt      | For              |
| 5               | Approve Stock Dividend Program for Fiscal Year 2021                                    | Mgmt      | For              |
| 6               | Approve Transaction with Credit du Maroc Re: Loan Agreement                            | Mgmt      | For              |
| 7               | Approve Transaction with CAGIP Re: Pacte Agreement                                     | Mgmt      | For              |
| 8               | Approve Transaction with CA-CIB Re: Transfert of DSB Activity                          | Mgmt      | For              |
| 9               | Approve Renewal of Four Transactions Re: Tax Integration Agreements                    | Mgmt      | For              |
| 10              | Approve Amendment of Transaction with Caisse Regionale de Normandie Re: Loan Agreement | Mgmt      | For              |
| 11              | Elect Agnes Audier as Director   | Mgmt      | For              |



## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

## Credit Agricole SA

| Proposal Number | Proposal Text   | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 12              | Elect Marianne Laigneau as Director   | Mgmt      | For              |
| 13              | Elect Alessia Mosca as Director   | Mgmt      | For              |
| 14              | Elect Olivier Auffray as Director   | Mgmt      | For              |
| 15              | Elect Christophe Lesur as Representative of Employee Shareholders to the Board  | Mgmt      | For              |
| 16              | Reelect Louis Tercinier as Director   | Mgmt      | For              |
| 17              | Reelect SAS, rue de la Boetie as Director   | Mgmt      | For              |
| 18              | Ratify Appointment of Nicole Gourmelon as Director  | Mgmt      | For              |
| 19              | Reelect Nicole Gourmelon as Director  | Mgmt      | For              |
| 20              | Approve Remuneration Policy of Chairman of the Board  | Mgmt      | For              |
| 21              | Approve Remuneration Policy of CEO  | Mgmt      | For              |
| 22              | Approve Remuneration Policy of Vice-CEO   | Mgmt      | For              |
| 23              | Approve Remuneration Policy of Directors  | Mgmt      | For              |
| 24              | Approve Compensation of Dominique Lefebvre, Chairman of the Board   | Mgmt      | For              |
| 25              | Approve Compensation of Philippe Brassac, CEO   | Mgmt      | For              |
| 26              | Approve Compensation of Xavier Musca, Vice-CEO  | Mgmt      | For              |
| 27              | Approve Compensation Report   | Mgmt      | For              |
| 28              | Approve the Aggregate Remuneration Granted in 2020 to Senior Management, Responsible Officers and Regulated Risk-Takers | Mgmt      | For              |
| 29              | Authorize Repurchase of Up to 10 Percent of Issued Share Capital  | Mgmt      | For              |
|                 | Extraordinary Business  | Mgmt      |                  |
| 30              | Amend Articles 1, 10, 11 and 27 of Bylaws to Comply with Legal Changes  | Mgmt      | For              |
| 31              | Amend Article 11 of Bylaws Re: Employee Representative  | Mgmt      | For              |
| 32              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans  | Mgmt      | For              |
| 33              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group Subsidiaries   | Mgmt      | For              |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Credit Agricole SA

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 34              | Authorize Filing of Required Documents/Other Formalities | Mgmt      | For              |

### 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              |
| 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              |

### SPIE SA

**Meeting Date:** 05/12/2021      **Country:** France  
**Record Date:** 05/10/2021      **Meeting Type:** Annual/Special      **Ticker:** SPIE

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

## SPIE 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 0.44 per Share  | Mgmt      | For              |
| 4               | Approve Auditors' Special Report on Related-Party Transactions  | Mgmt      | For              |
| 5               | Ratify Appointment of Sandrine Teran as Director  | Mgmt      | Against          |
| 6               | Elect Sandrine Teran as Director  | Mgmt      | Against          |
| 7               | Elect Patrick Jeantet as Director   | Mgmt      | For              |
| 8               | Approve Compensation of Gauthier Louette, Chairman and CEO  | Mgmt      | For              |
| 9               | Approve Remuneration Policy of Gauthier Louette, Chairman and CEO   | Mgmt      | For              |
| 10              | Approve Compensation Report   | Mgmt      | For              |
| 11              | Approve Remuneration Policy of Directors  | Mgmt      | For              |
| 12              | Authorize Repurchase of Up to 10 Percent of Issued Share Capital  | Mgmt      | For              |
|                 | Extraordinary Business  | Mgmt      |                  |
| 13              | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares  | Mgmt      | For              |
| 14              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans  | Mgmt      | For              |
| 15              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | Mgmt      | For              |
| 16              | Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans   | Mgmt      | For              |
| 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 ARTY SRI

### BNP Paribas SA

**Meeting Date:** 05/18/2021

**Country:** France

**Record Date:** 05/16/2021

**Meeting Type:** Annual/Special

**Ticker:** BNP

| 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 1.11 per Share                  | Mgmt      | For              |
| 4               | Approve Auditors' Special Report on Related-Party Transactions                    | Mgmt      | For              |
| 5               | Authorize Repurchase of Up to 10 Percent of Issued Share Capital                  | Mgmt      | For              |
| 6               | Reelect Pierre Andre de Chalendar as Director                                     | Mgmt      | For              |
| 7               | Reelect Rajna Gibson Brandon as Director  | Mgmt      | For              |
| 8               | Elect Christian Noyer as Director   | Mgmt      | For              |
| 9               | Elect Juliette Brisac as Representative of Employee Shareholders to the Board     | Mgmt      | For              |
| A               | Elect Isabelle Coron as Representative of Employee Shareholders to the Board      | Mgmt      | Against          |
| B               | Elect Cecile Besse Advani as Representative of Employee Shareholders to the Board | Mgmt      | Against          |
| C               | Elect Dominique Potier as Representative of Employee Shareholders to the Board    | Mgmt      | Against          |
| 10              | Approve Remuneration Policy of Directors  | Mgmt      | For              |
| 11              | Approve Remuneration Policy of Chairman of the Board                              | Mgmt      | For              |
| 12              | Approve Remuneration Policy of CEO and Vice-CEO                                   | Mgmt      | For              |
| 13              | Approve Compensation of Corporate Officers  | Mgmt      | For              |
| 14              | Approve Compensation of Jean Lemierre, Chairman of the Board                      | Mgmt      | For              |
| 15              | Approve Compensation of Jean-Laurent Bonnafe, CEO                                 | Mgmt      | For              |
| 16              | Approve Compensation of Philippe Bordenave, Vice-CEO                              | Mgmt      | For              |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### BNP Paribas SA

| Proposal Number | Proposal Text   | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 17              | Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers | Mgmt      | For              |
| 18              | Approve Remuneration of Directors in the Aggregate Amount of EUR 1.4 Million  | Mgmt      | For              |
| 19              | Set Limit for the Variable Remuneration of Executives and Specific Employees  | Mgmt      | For              |
|                 | Extraordinary Business  | Mgmt      |                  |
| 20              | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares  | Mgmt      | For              |
| 21              | Authorize Filing of Required Documents/Other Formalities  | Mgmt      | For              |

### Orange SA

**Meeting Date:** 05/18/2021      **Country:** France  
**Record Date:** 05/14/2021      **Meeting Type:** Annual/Special      **Ticker:** ORA

| 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 Mentioning the Absence of New Transactions | Mgmt      | For              |
| 5               | Reelect Bpifrance Participations as Director  | Mgmt      | Against          |
| 6               | Renew Appointment of KPMG as Auditor  | Mgmt      | For              |
| 7               | Renew Appointment of Salustro Reydel as Alternate Auditor   | Mgmt      | For              |
| 8               | Appoint Deloitte as Auditor   | Mgmt      | For              |
| 9               | Appoint Beas as Alternate Auditor   | Mgmt      | For              |
| 10              | Ratify Change Location of Registered Office to 111 Quai du President Roosevelt, 92130 Issy-les-Moulineaux | Mgmt      | For              |

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

## Orange SA

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 11              | Approve Compensation Report  | Mgmt      | For              |
| 12              | Approve Compensation of Stephane Richard, Chairman and CEO   | Mgmt      | For              |
| 13              | Approve Compensation of Ramon Fernandez, Vice-CEO  | Mgmt      | For              |
| 14              | Approve Compensation of Gervais Pellissier, Vice-CEO   | Mgmt      | For              |
| 15              | Approve Remuneration Policy of the Chairman and CEO  | Mgmt      | For              |
| 16              | Approve Remuneration Policy of Vice-CEOs   | Mgmt      | For              |
| 17              | Approve Remuneration Policy of Directors   | Mgmt      | For              |
| 18              | Authorize Repurchase of Up to 10 Percent of Issued Share Capital   | Mgmt      | For              |
|                 | Extraordinary Business   | Mgmt      |                  |
| 19              | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion  | Mgmt      | For              |
| 20              | Allow Board to Use Delegations under Item 19 Above in the Event of a Public Tender Offer   | Mgmt      | Against          |
| 21              | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion   | Mgmt      | Against          |
| 22              | Allow Board to Use Delegations under Item 21 Above in the Event of a Public Tender Offer   | Mgmt      | Against          |
| 23              | Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion | Mgmt      | Against          |
| 24              | Allow Board to Use Delegations under Item 23 Above in the Event of a Public Tender Offer   | Mgmt      | Against          |
| 25              | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-24                                    | Mgmt      | Against          |
| 26              | Authorize Capital Increase of Up to EUR 1 Billion for Future Exchange Offers   | Mgmt      | Against          |
| 27              | Allow Board to Use Delegations under Item 26 Above in the Event of a Public Tender Offer   | Mgmt      | Against          |
| 28              | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind   | Mgmt      | Against          |

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

### Orange SA

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 29              | Allow Board to Use Delegations under Item 28 Above in the Event of a Public Tender Offer   | Mgmt      | Against          |
| 30              | Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 3 Billion   | Mgmt      | For              |
| 31              | Authorize up to 0.07 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Some Employees and Executive Corporate Officers | Mgmt      | For              |
| 32              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans   | Mgmt      | For              |
| 33              | Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value   | Mgmt      | For              |
| 34              | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares   | Mgmt      | For              |
| 35              | Authorize Filing of Required Documents/Other Formalities   | Mgmt      | For              |
|                 | Shareholder Proposals Submitted by Fonds Commun de Placement d'Entreprise Orange Actions   | Mgmt      |                  |
| A               | Amending Item 31 of Current Meeting to Align the Allocation of Free Shares to the Group Employees with that of LTIP Incentives for Executives                              | SH        | Against          |
| B               | Amend Article 13 of Bylaws Re: Plurality of Directorships  | SH        | Against          |
| C               | Access of Women to Positions of Responsibility and Equal Pay   | SH        |                  |

### ENGIE SA

**Meeting Date:** 05/20/2021

**Country:** France

**Record Date:** 05/17/2021

**Meeting Type:** Annual/Special

**Ticker:** ENGI

| 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              |

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

## ENGIE SA

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 3               | Approve Treatment of Losses and Dividends of EUR 0.53 per Share  | Mgmt      | Against          |
|                 | Shareholder Proposals Submitted by the Supervisory Board of the Solidarity Employee Mutual Fund Link France      | Mgmt      |                  |
| A               | Set the Dividend at EUR 0.35 per Share   | SH        | Against          |
|                 | Ordinary Business  | Mgmt      |                  |
| 4               | Approve Auditors' Special Report on Related-Party Transactions   | Mgmt      | For              |
| 5               | Authorize Repurchase of Up to 10 Percent of Issued Share Capital   | Mgmt      | For              |
| 6               | Elect Catherine MacGregor as Director  | Mgmt      | For              |
| 7               | Elect Jacinthe Delage as Representative of Employee Shareholders to the Board                                    | Mgmt      | For              |
| 8               | Elect Steven Lambert as Representative of Employee Shareholders to the Board                                     | Mgmt      | Against          |
| 9               | Approve Compensation of Corporate Officers   | Mgmt      | For              |
| 10              | Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board   | Mgmt      | For              |
| 11              | Approve Compensation of Isabelle Kocher, CEO Until Feb. 24, 2020   | Mgmt      | Against          |
| 12              | Approve Compensation of Claire Waysand, CEO Since Feb. 24, 2020  | Mgmt      | For              |
| 13              | Approve Remuneration Policy of Directors   | Mgmt      | For              |
| 14              | Approve Remuneration Policy of Chairman of the Board   | Mgmt      | For              |
| 15              | Approve Remuneration Policy of CEO   | Mgmt      | For              |
|                 | Extraordinary Business   | Mgmt      |                  |
| 16              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans   | Mgmt      | For              |
| 17              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries | Mgmt      | For              |
| 18              | Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans                                 | Mgmt      | For              |
| 19              | Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions    | Mgmt      | For              |
| 20              | 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 ARTY SRI

### Grifols SA

**Meeting Date:** 05/20/2021      **Country:** Spain  
**Record Date:** 05/14/2021      **Meeting Type:** Annual      **Ticker:** GRF

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 1               | Approve Standalone Financial Statements, Allocation of Income, and Dividend Payment for Class B Shares   | Mgmt      | For              |
| 2               | Approve Consolidated Financial Statements  | Mgmt      | For              |
| 3               | Approve Non-Financial Information Statement  | Mgmt      | For              |
| 4               | Approve Dividends Charged Against Reserves   | Mgmt      | For              |
| 5               | Approve Discharge of Board   | Mgmt      | For              |
| 6               | Appoint Deloitte as Auditor of Standalone Financial Statements   | Mgmt      | For              |
| 7               | Renew Appointment of KPMG Auditores as Auditor of Consolidated Financial Statements  | Mgmt      | Against          |
| 8.1             | Dismiss Ramon Riera Roca as Director   | Mgmt      | For              |
| 8.2             | Reelect Victor Grifols Roura as Director   | Mgmt      | For              |
| 8.3             | Fix Number of Directors at 12  | Mgmt      | For              |
| 9               | Receive Amendments to Board of Directors Regulations   | Mgmt      |                  |
| 10              | Advisory Vote on Remuneration Report   | 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 20 Percent | Mgmt      | Against          |
| 12              | Authorize Board to Ratify and Execute Approved Resolutions   | Mgmt      | For              |

### Ingenico Group SA

**Meeting Date:** 05/20/2021      **Country:** France  
**Record Date:** 05/18/2021      **Meeting Type:** Bondholder      **Ticker:** N/A

| Proposal Number | Proposal Text                                       | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
|                 | Meeting for Holders of Bonds with ISIN FR0013281946 | Mgmt      |                  |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Ingenico Group SA

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 1               | Amend Terms and Conditions                               | Mgmt      | For              |
| 2               | Receive Documents of the Meeting                         | Mgmt      | For              |
| 3               | Authorize Filing of Required Documents/Other Formalities | Mgmt      | For              |

### Temenos AG

**Meeting Date:** 05/20/2021      **Country:** Switzerland  
**Record Date:**                      **Meeting Type:** Annual                      **Ticker:** TEMN

| 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 0.90 per Share               | Mgmt      | For              |
| 3               | Approve Discharge of Board and Senior Management                               | Mgmt      | For              |
| 4               | Approve Creation of CHF 35.5 Million Pool of Capital without Preemptive Rights | Mgmt      | Against          |
| 5.1             | Approve Remuneration of Directors in the Amount of USD 8.2 Million             | Mgmt      | For              |
| 5.2             | Approve Remuneration of Executive Committee in the Amount of USD 40 Million    | Mgmt      | For              |
| 6.1             | Elect James Benson as Director   | Mgmt      | For              |
| 6.2.1           | Reelect Andreas Andreades as Director and Board Chairman                       | Mgmt      | For              |
| 6.2.2           | Reelect Thibault de Tersant as Director  | Mgmt      | For              |
| 6.2.3           | Reelect Ian Cookson as Director  | Mgmt      | Against          |
| 6.2.4           | Reelect Erik Hansen as Director  | Mgmt      | For              |
| 6.2.5           | Reelect Peter Spenser as Director  | Mgmt      | For              |
| 6.2.6           | Reelect Homaira Akbari as Director   | Mgmt      | For              |
| 6.2.7           | Reelect Maurizio Carli as Director   | Mgmt      | For              |
| 7.1             | Reappoint Homaira Akbari as Member of the Compensation Committee               | Mgmt      | For              |
| 7.2             | Reappoint Peter Spenser as Member of the Compensation Committee                | Mgmt      | For              |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Temenos AG

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 7.3             | Reappoint Maurizio Carli as Member of the Compensation Committee | Mgmt      | For              |
| 7.4             | Appoint James Benson as Member of the Compensation Committee     | Mgmt      | For              |
| 8               | Designate Perreard de Boccard SA as Independent Proxy            | Mgmt      | Against          |
| 9               | Ratify PricewaterhouseCoopers SA as Auditors                     | Mgmt      | Against          |
| 10              | Transact Other Business (Voting)                                 | Mgmt      | Against          |

### 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              |
| 11              | Renew Appointment of Johannes Dijsselhof as Censor  | Mgmt      | For              |
| 12              | Approve Compensation Report of Corporate Officers   | Mgmt      | For              |

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

## Worldline SA

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 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              |
| 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              |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Worldline SA

| Proposal Number | Proposal Text   | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 30              | Approve Acquisition of Worldline France SAS, its Valuation and Remuneration | Mgmt      | For              |
| 31              | Authorize Filing of Required Documents/Other Formalities                    | Mgmt      | For              |

### Carrefour SA

**Meeting Date:** 05/21/2021      **Country:** France  
**Record Date:** 05/19/2021      **Meeting Type:** Annual/Special      **Ticker:** CA

| 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 0.48 per Share  | Mgmt      | For              |
| 4               | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions                   | Mgmt      | For              |
| 5               | Reelect Alexandre Bompard as Director   | Mgmt      | For              |
| 6               | Reelect Philippe Houze as Director  | Mgmt      | Against          |
| 7               | Reelect Stephane Israel as Director   | Mgmt      | For              |
| 8               | Reelect Claudia Almeida e Silva as Director   | Mgmt      | For              |
| 9               | Reelect Nicolas Bazire as Director  | Mgmt      | Against          |
| 10              | Reelect Stephane Courbit as Director  | Mgmt      | For              |
| 11              | Reelect Aurore Domont as Director   | Mgmt      | For              |
| 12              | Reelect Mathilde Lemoine as Director  | Mgmt      | For              |
| 13              | Reelect Patricia Moulin-Lemoine as Director   | Mgmt      | Against          |
| 14              | Renew Appointment of Deloitte as Auditor; Acknowledge End of Mandate of BEAS as Alternate Auditor and Decision Not to Renew | Mgmt      | Against          |
| 15              | Acknowledge End of Mandate of KPMG SA as Auditor and Salustro as Alternate Auditor and Decision Not to Replace              | Mgmt      | For              |

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

### Carrefour SA

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 16              | Approve Compensation Report of Corporate Officers  | Mgmt      | Against          |
| 17              | Approve Compensation of Alexandre Bompard, Chairman and CEO  | Mgmt      | Against          |
| 18              | Approve Remuneration Policy of Chairman and CEO  | Mgmt      | Against          |
| 19              | Approve Remuneration Policy of Directors   | Mgmt      | For              |
| 20              | Authorize Repurchase of Up to 10 Percent of Issued Share Capital   | Mgmt      | For              |
|                 | Extraordinary Business   | Mgmt      |                  |
| 21              | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares   | Mgmt      | For              |
| 22              | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million              | Mgmt      | For              |
| 23              | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 175 Million           | Mgmt      | Against          |
| 24              | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 175 Million               | Mgmt      | Against          |
| 25              | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 22 to 24 | 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 500 Million for Bonus Issue or Increase in Par Value   | Mgmt      | For              |
| 28              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans   | Mgmt      | For              |
| 29              | Authorize up to 0.8 Percent of Issued Capital for Use in Restricted Stock Plans  | Mgmt      | Against          |
|                 | Ordinary Business  | Mgmt      |                  |
| 30              | 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 ARTY SRI

## Albioma SA

**Meeting Date:** 05/25/2021

**Country:** France

**Record Date:** 05/21/2021

**Meeting Type:** Annual/Special

**Ticker:** ABIO

| 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 0.80 per Share  | Mgmt      | For              |
| 4               | Approve Stock Dividend Program  | Mgmt      | For              |
| 5               | Approve Compensation Report of Corporate Officers   | Mgmt      | For              |
| 6               | Approve Compensation of Frederic Moyne, Chairman and CEO  | Mgmt      | For              |
| 7               | Approve Remuneration Policy of Corporate Officers   | Mgmt      | For              |
| 8               | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions                                       | Mgmt      | For              |
| 9               | Reelect Frederic Moyne as Director  | Mgmt      | For              |
| 10              | Reelect Jean-Carlos Angulo as Director  | Mgmt      | For              |
| 11              | Reelect Bpifrance Investissement as Director  | Mgmt      | For              |
| 12              | Reelect Frank Lacroix as Director   | Mgmt      | For              |
| 13              | Reelect Ulrike Steinhorst as Director   | Mgmt      | Abstain          |
| 14              | Authorize Repurchase of Up to 10 Percent of Issued Share Capital  | Mgmt      | For              |
|                 | Extraordinary Business  | Mgmt      |                  |
| 15              | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares  | Mgmt      | For              |
| 16              | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 30 Percent of Issued Share Capital                        | Mgmt      | For              |
| 17              | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16 and 17 | Mgmt      | For              |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Albioma SA

| Proposal Number | Proposal Text   | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 18              | Approve Issuance of Equity or Equity-Linked Securities for up to 10 Percent of Issued Capital Per Year for Private Placements | Mgmt      | Against          |
| 19              | Authorize Capital Increase of up to 10 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 Capitalization of Reserves for Bonus Issue or Increase in Par Value   | Mgmt      | For              |
| 22              | Amend Article 19 of Bylaws Re: Directors Length of Term   | Mgmt      | For              |
| 23              | Authorize Filing of Required Documents/Other Formalities  | Mgmt      | For              |

### Amazon.com, Inc.

**Meeting Date:** 05/26/2021      **Country:** USA  
**Record Date:** 04/01/2021      **Meeting Type:** Annual      **Ticker:** AMZN

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 1a              | Elect Director Jeffrey P. Bezos                                | Mgmt      | For              |
| 1b              | Elect Director Keith B. Alexander                              | Mgmt      | For              |
| 1c              | Elect Director Jamie S. Gorelick                               | Mgmt      | For              |
| 1d              | Elect Director Daniel P. Huttenlocher                          | Mgmt      | For              |
| 1e              | Elect Director Judith A. McGrath                               | Mgmt      | For              |
| 1f              | Elect Director Indra K. Nooyi                                  | Mgmt      | For              |
| 1g              | Elect Director Jonathan J. Rubinstein                          | Mgmt      | For              |
| 1h              | Elect Director Thomas O. Ryder                                 | Mgmt      | Against          |
| 1i              | Elect Director Patricia Q. Stonesifer                          | Mgmt      | Against          |
| 1j              | Elect Director Wendell P. Weeks                                | Mgmt      | For              |
| 2               | Ratify Ernst & Young LLP as Auditor                            | Mgmt      | Against          |
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | Against          |



## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Amazon.com, Inc.

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 4               | Report on Customers' Use of its Surveillance and Computer Vision Products Capabilities or Cloud Products Contribute to Human Rights Violations | SH        | For              |
| 5               | Require Independent Board Chair  | SH        | Against          |
| 6               | Report on Gender/Racial Pay Gap  | SH        | For              |
| 7               | Report on Promotion Data   | SH        | Against          |
| 8               | Report on the Impacts of Plastic Packaging   | SH        | For              |
| 9               | Oversee and Report on a Civil Rights, Equity, Diversity and Inclusion Audit  | SH        | For              |
| 10              | Adopt a Policy to Include Hourly Employees as Director Candidates  | SH        | For              |
| 11              | Report on Board Oversight of Risks Related to Anti-Competitive Practices   | SH        | For              |
| 12              | Reduce Ownership Threshold for Shareholders to Call Special Meeting  | SH        | For              |
| 13              | Report on Lobbying Payments and Policy   | SH        | For              |
| 14              | Report on Potential Human Rights Impacts of Customers' Use of Rekognition  | SH        | For              |

### Worldline SA

**Meeting Date:** 05/31/2021      **Country:** France  
**Record Date:** 05/27/2021      **Meeting Type:** Bondholder      **Ticker:** WLN

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
|                 | Meeting for Holders of Bonds with ISIN FR0013448032      | Mgmt      |                  |
| 1               | Approve Spin-Off Agreement with Worldline France SAS     | Mgmt      | For              |
| 2               | Amend Terms and Conditions                               | Mgmt      | For              |
| 3               | Receive Documents of the Meeting                         | Mgmt      | For              |
| 4               | 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 ARTY SRI

### Worldline SA

**Meeting Date:** 05/31/2021      **Country:** France  
**Record Date:** 05/27/2021      **Meeting Type:** Bondholder      **Ticker:** WLN

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
|                 | Meeting for Holders of Bonds with ISIN FR0013439304      | Mgmt      |                  |
| 1               | Approve Spin-Off Agreement with OCEANES                  | Mgmt      | For              |
| 2               | Amend Terms and Conditions of OCEANES                    | Mgmt      | For              |
| 3               | Receive Documents of the Meeting                         | Mgmt      | For              |
| 4               | Authorize Filing of Required Documents/Other Formalities | Mgmt      | For              |

### Mastercard Incorporated

**Meeting Date:** 06/22/2021      **Country:** USA  
**Record Date:** 04/23/2021      **Meeting Type:** Annual      **Ticker:** MA

| Proposal Number | Proposal Text                             | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 1a              | Elect Director Ajay Banga                 | Mgmt      | For              |
| 1b              | Elect Director Merit E. Janow             | Mgmt      | For              |
| 1c              | Elect Director Richard K. Davis           | Mgmt      | For              |
| 1d              | Elect Director Steven J. Freiberg         | Mgmt      | Against          |
| 1e              | Elect Director Julius Genachowski         | Mgmt      | Against          |
| 1f              | Elect Director Choon Phong Goh            | Mgmt      | Against          |
| 1g              | Elect Director Oki Matsumoto              | Mgmt      | For              |
| 1h              | Elect Director Michael Miebach            | Mgmt      | For              |
| 1i              | Elect Director Youngme Moon               | Mgmt      | For              |
| 1j              | Elect Director Rima Qureshi               | Mgmt      | For              |
| 1k              | Elect Director Jose Octavio Reyes Lagunes | Mgmt      | Against          |
| 1l              | Elect Director Gabrielle Sulzberger       | Mgmt      | For              |
| 1m              | Elect Director Jackson Tai                | Mgmt      | Against          |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Mastercard Incorporated

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 1n              | Elect Director Lance Uggla                                     | Mgmt      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | Against          |
| 3               | Ratify PricewaterhouseCoopers LLP as Auditors                  | Mgmt      | Against          |
| 4               | Amend Omnibus Stock Plan                                       | Mgmt      | For              |
| 5               | Amend Non-Employee Director Omnibus Stock Plan                 | Mgmt      | For              |
| 6               | Eliminate Supermajority Vote Requirement                       | Mgmt      | For              |

### NIDEC Corp.

**Meeting Date:** 06/22/2021      **Country:** Japan  
**Record Date:** 03/31/2021      **Meeting Type:** Annual      **Ticker:** 6594

| Proposal Number | Proposal Text                               | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 1.1             | Elect Director Nagamori, Shigenobu          | Mgmt      | For              |
| 1.2             | Elect Director Seki, Jun                    | Mgmt      | For              |
| 1.3             | Elect Director Sato, Teiichi                | Mgmt      | For              |
| 1.4             | Elect Director Shimizu, Osamu               | Mgmt      | For              |
| 2               | Approve Trust-Type Equity Compensation Plan | Mgmt      | For              |

### Kering SA

**Meeting Date:** 07/06/2021      **Country:** France  
**Record Date:** 07/02/2021      **Meeting Type:** Ordinary Shareholders      **Ticker:** KER

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
|                 | Ordinary Business  | Mgmt      |                  |
| 1               | 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 ARTY SRI

### 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      |                  |

### Korian SA

**Meeting Date:** 07/21/2021      **Country:** France  
**Record Date:** 07/19/2021      **Meeting Type:** Bondholder      **Ticker:** KORI

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
|                 | Meeting for Holders of Bonds with ISIN FR0013489739      | Mgmt      |                  |
| 1               | Approval of the Contribution of Partial Assets           | Mgmt      | Against          |
| 2               | Receive Documents of the Meeting                         | Mgmt      | For              |
| 3               | Authorize Filing of Required Documents/Other Formalities | Mgmt      | For              |

### Vodafone Group Plc

**Meeting Date:** 07/27/2021      **Country:** United Kingdom  
**Record Date:** 07/23/2021      **Meeting Type:** Annual      **Ticker:** VOD

| Proposal Number | Proposal Text                                     | Proponent | Vote Instruction |
|-----------------|---|-----------|------------------|
| 1               | Accept Financial Statements and Statutory Reports | Mgmt      | For              |
| 2               | Elect Olaf Swantee as Director                    | Mgmt      | For              |
| 3               | Re-elect Jean-Francois van Boxmeer as Director    | Mgmt      | For              |

## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### Vodafone Group Plc

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 4               | Re-elect Nick Read as Director   | Mgmt      | For              |
| 5               | Re-elect Margherita Della Valle as Director  | Mgmt      | For              |
| 6               | Re-elect Sir Crispin Davis as Director   | Mgmt      | For              |
| 7               | Re-elect Michel Demare as Director   | Mgmt      | For              |
| 8               | Re-elect Dame Clara Furse as Director  | Mgmt      | For              |
| 9               | Re-elect Valerie Gooding as Director   | Mgmt      | For              |
| 10              | Re-elect Maria Amparo Moraleda Martinez as Director  | Mgmt      | For              |
| 11              | Re-elect Sanjiv Ahuja as Director  | Mgmt      | For              |
| 12              | Re-elect David Nish as Director  | Mgmt      | For              |
| 13              | Approve Final Dividend   | Mgmt      | For              |
| 14              | Approve Remuneration Report  | Mgmt      | For              |
| 15              | Reappoint Ernst & Young LLP as Auditors  | Mgmt      | For              |
| 16              | Authorise the Audit and 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              | Adopt New Articles of Association  | Mgmt      | For              |
| 22              | Authorise UK Political Donations and Expenditure   | Mgmt      | Against          |
| 23              | Authorise the Company to Call General Meeting with Two Weeks' Notice   | 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 ARTY SRI

## 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 ARTY SRI

### 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 ARTY SRI

## 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      |                  |

## BNP Paribas SA

**Meeting Date:** 09/24/2021

**Country:** France

**Record Date:** 09/22/2021

**Meeting Type:** Ordinary Shareholders

**Ticker:** BNP



## Vote Summary Report

Reporting Period: 01/01/2021 to 12/31/2021  
Location(s): All Locations  
Institution Account(s): ECHIQUIER ARTY SRI

### BNP Paribas SA

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
|                 | Ordinary Business  | Mgmt      |                  |
| 1               | Approve Allocation of Income and Additional Dividend of EUR 1.55 per Share | Mgmt      | For              |
| 2               | Authorize Filing of Required Documents/Other Formalities                   | Mgmt      | For              |

### Microsoft Corporation

**Meeting Date:** 11/30/2021      **Country:** USA  
**Record Date:** 09/30/2021      **Meeting Type:** Annual      **Ticker:** MSFT

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 1.1             | Elect Director Reid G. Hoffman                                 | Mgmt      | For              |
| 1.2             | Elect Director Hugh F. Johnston                                | Mgmt      | Against          |
| 1.3             | Elect Director Teri L. List                                    | Mgmt      | For              |
| 1.4             | Elect Director Satya Nadella                                   | Mgmt      | For              |
| 1.5             | Elect Director Sandra E. Peterson                              | Mgmt      | For              |
| 1.6             | Elect Director Penny S. Pritzker                               | Mgmt      | For              |
| 1.7             | Elect Director Carlos A. Rodriguez                             | Mgmt      | For              |
| 1.8             | Elect Director Charles W. Scharf                               | Mgmt      | For              |
| 1.9             | Elect Director John W. Stanton                                 | Mgmt      | For              |
| 1.10            | Elect Director John W. Thompson                                | Mgmt      | For              |
| 1.11            | Elect Director Emma N. Walmsley                                | Mgmt      | For              |
| 1.12            | Elect Director Padmasree Warrior                               | Mgmt      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For              |
| 3               | Approve Qualified Employee Stock Purchase Plan                 | Mgmt      | For              |
| 4               | Ratify Deloitte & Touche LLP as Auditors                       | Mgmt      | Against          |
| 5               | Report on Gender/Racial Pay Gap                                | SH        | For              |

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ARTY SRI

## Microsoft Corporation

| Proposal Number | Proposal Text  | Proponent | Vote Instruction |
|-----------------|--|-----------|------------------|
| 6               | Report on Effectiveness of Workplace Sexual Harassment Policies            | SH        | For              |
| 7               | Prohibit Sales of Facial Recognition Technology to All Government Entities | SH        | For              |
| 8               | Report on Implementation of the Fair Chance Business Pledge                | SH        | For              |
| 9               | Report on Lobbying Activities Alignment with Company Policies              | SH        | 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